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Title: Effects of Unit Empowerment and Perceived Support for Professional Nursing Practice on Unit Effectiveness and Individual Nurse Well-Being: A Time-Lagged Study

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Contribution to the paper

What is already known about the topic?

- As a large cohort of nurses approach retirement, Canada faces a severe workforce shortage of qualified nurses in healthcare settings.
- Work environments that empower nurses and promote professional standards have been shown to promote higher job satisfaction and to be strongly situated to retain highly qualified nurses.

What this paper adds

- This study provides a more comprehensive theoretical understanding of how unit empowerment affects both unit and individual level outcomes over time.
- To date, very few studies have utilized multi-level approaches to the study of nurse job-related outcomes. This study examined both the effects of work unit empowerment and perceived support for professional nursing practice at the unit level on nurses' perceptions of unit effectiveness and the effect of intrapersonal psychological resources, core self-evaluation (CSE) and psychological empowerment, on nurses' subsequent job satisfaction.
- The findings demonstrate utility in considering both contextual and individual factors in creating conditions that increase nurses' job satisfaction.

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