

# The Role Of Administrative Empowerment In Promoting Community Health In Government And Private Hospitals In The Southern Jordan Region From The Point Of View Of Workers In The Nursing Sector

Nisser Alhroub<sup>1\*</sup>, Mohammad AL-Bashtawy<sup>2</sup>, Ishraq Sarairhe<sup>3</sup>, Abdullah Alkhawaldeh<sup>4</sup>, Muamar Aldalaeen<sup>5</sup>

<sup>1\*</sup>Faculty of Nursing, Jerash University, Jerash, Jordan, Nisserjo@yahoo.com

<sup>2</sup> RN, PhD Professor, , princess Salma Faculty of Nursing, AL-Bayt University ,Mafrag, Jordan, mohammadbash@aabu.edu.jo

<sup>3</sup> RN, BSN, Master of Public Health, Lecturer at College of Nursing in Jerash University, Jordan, [mishraq\\_s@yahoo.com](mailto:mishraq_s@yahoo.com)

<sup>4</sup> RN, PhD Associate Professor, Princess Salma faculty of Nursing, AL-Bayt University ,Mafrag, Jordan, dr-abd@aabu.edu.jo

<sup>5</sup> Assistant Professor, faculty of nursing, Philadelphia University, muamardubai@yahoo.com

## Abstract

**Objective:** The study aims at administrative empowerment in promoting community health in government and private hospitals in the south of Jordan from the point of view of nursing sector workers.

**Methodology:** The sample of the study to which the questionnaire was distributed consists of a group of employees (nursing supervisor, nursing teacher, head of the nursing department, clinical trainer, laboratory supervisor) in the nursing sector.

**Results:** The results of the study showed that the independent variable administrative empowerment represented by its dimensions (communication, information exchange, delegation, motivation) has a statistically significant impact on the level of Community Health Promotion, and that the value of the determination coefficient (2R) of the relationship between administrative empowerment and its dimensions of community health promotion reached (98.1%).

**Recommendations:** The need to communicate with my colleagues in the nursing sector to exchange opinions and ideas, and motivate nurses to develop possible alternatives related to the decision and the nurse takes personal responsibility

**Keywords:** Administrative Empowerment, Community Health, Government and Private Hospitals, Nursing Sector, Jordan.

## 1. Introduction

The accelerating global events that are accompanied by multiple dangers that threaten the health of community have received great attention from governments, especially after the Corona pandemic, as interest has increased in the procedures followed and health protocols followed in all hospitals and health centers. The administrative empowerment is one of the basic foundations on which management methodologies in hospitals and centers are built. Health care is responsible for maintaining the health of community, which conscious administrations must take into account because of its importance in bringing about successful administrative development in addition to its contribution to achieving an integrated and sound organizational structure that has the ability to face contemporary challenges. There is no doubt that applying this concept is one of the basics and necessities for hospitals, which seek to obtain the best results and desired goals, whose goal is to focus on nurses, especially since government and private hospitals at the present time need to formulate and develop their organizational vision that enables them to benefit from the expertise and experience of other hospitals, which benefits them, and thus achieve business with high efficiency and speed (Al-Karbouli, 2020). Based on previous studies, administrative empowerment can lead to developing the performance rates of hospitals by developing nurses' capabilities, raising their efficiency and level of performance, and delegating broader powers to them. "This will lead to developing their capabilities and raising their job performance rates, which will reflect positively on the performance of hospitals that undertake the task of maintaining community health (Asiri and Sharqi, 2020).

The health of the community is the first factor by which all matters of community are corrected. This explains the keenness of governments, represented by the Ministry of Health, to pay increasing attention to raising the degree of health awareness in order to raise the capabilities of individuals to produce at the highest level of production and quality. This was the starting point for the emergence of the concept of community health, which is one of the branches of public health, which represents the extent of the success of implementing public health in community. It depends on raising the level of awareness of individuals and the extent to which they assume responsibility in light of the means provided by governments to prevent diseases and the transmission of infection among community.

Media in general and new media in particular contribute to raising community awareness of health issues, and it is one of the most important main criteria that hospitals set to determine the degree of social well-being of any community

(Bin Labdeh, 2020). Health promotion is positive and dynamic and it opens up the field of health to become a socially comprehensive, rather than an exclusively professional activity. One of its main advantages is the challenge of going beyond health services to those areas of politics and daily life regulating access to health while health promotion has always played an important role In community-level interventions (Thomas and Daube, 2023).

## 1.2 Study Problem

As a result of the rapid developments that the world has witnessed in terms of health conditions as a result of the emergence of the Corona pandemic and the subsequent difficult health conditions, governments have begun to focus their efforts on maintaining the health of community at its best. Moreover, they are trying to develop and empower all those working in the health sector, especially nurses who bear the greatest burden in maintaining health. Community health with the staff of doctors such as nurses are considered the community's line of protection from epidemics and communicable and contagious diseases. Therefore, studies have confirmed that administrative empowerment plays a prominent role in developing the skills and capabilities of individuals working in the health sector. This will reflect positively on promoting community health and achieving efficiency with the growing interest in studies and research that aim to enhance community health, as administrative empowerment is linked to job satisfaction, creativity and excellence, the effects of which appear in promoting community health. Therefore, promoting community health is considered a qualitative leap in administrative empowerment. By adopting modern administrative methods such as administrative empowerment, the problem of the study can be summarized by the following main question:

**What is the role of administrative empowerment, represented by the dimensions (communication and information sharing, delegation, motivation, training, work teams), in promoting community health in public and private hospitals in the southern Jordanian region from the point of view of those working in the nursing sector?**

To answer the main question, it is divided into the following sub-questions:

1. What is the level of administrative empowerment in its dimensions (communication and information sharing, delegation, motivation, training, work teams) in public and private hospitals in the southern Jordan region from the point of view of workers in the nursing sector?
2. What is the level of community health in government and private hospitals in the southern Jordan region from the point of view of workers in the nursing sector?
3. What is the role of administrative empowerment in its dimensions (communication and information sharing, delegation, motivation, training, and work teams) in promoting community health in public and private hospitals in the southern Jordan region from the point of view of those working in the nursing sector?

## 1.3 Objectives

The main objective of this study is to explain the role of administrative empowerment in promoting community health in government and private hospitals in the southern Jordanian region from the point of view of those working in the nursing sector. This objective results in a set of sub-objectives, which are as follows:

1. Explaining the impact of the practice of administrative empowerment in its dimensions (communication and information sharing, delegation, motivation, training, and work teams) in public and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.
2. Explaining the impact of promoting community health in government and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.

## 1.4 The Importance of The Study:

The study sheds light on the most important health sector, which is the most important sector in Jordan, and on promoting community health from the point of view of workers in the nursing sector in government and private hospitals in the southern Jordan region. It also concentrates on administrative empowerment, which is the first administrative methodology in developing individual performance. It highlights their importance in forming a new theoretical framework that addresses the variables of the study in a modern way, as well as presenting results and recommendations that will help decision-makers make wise decisions and build national strategies that will enhance the health of community, as well as clarifying the strengths and weaknesses of administrative empowerment, and providing solutions and suggestions to enhance nurse performance and promote community health.

## 1.5 Study Model and Hypotheses

In light of the review of previous literature, and based on relevant references, the study model was developed that explains the relationship between the study variables, as shown in Figure (1).

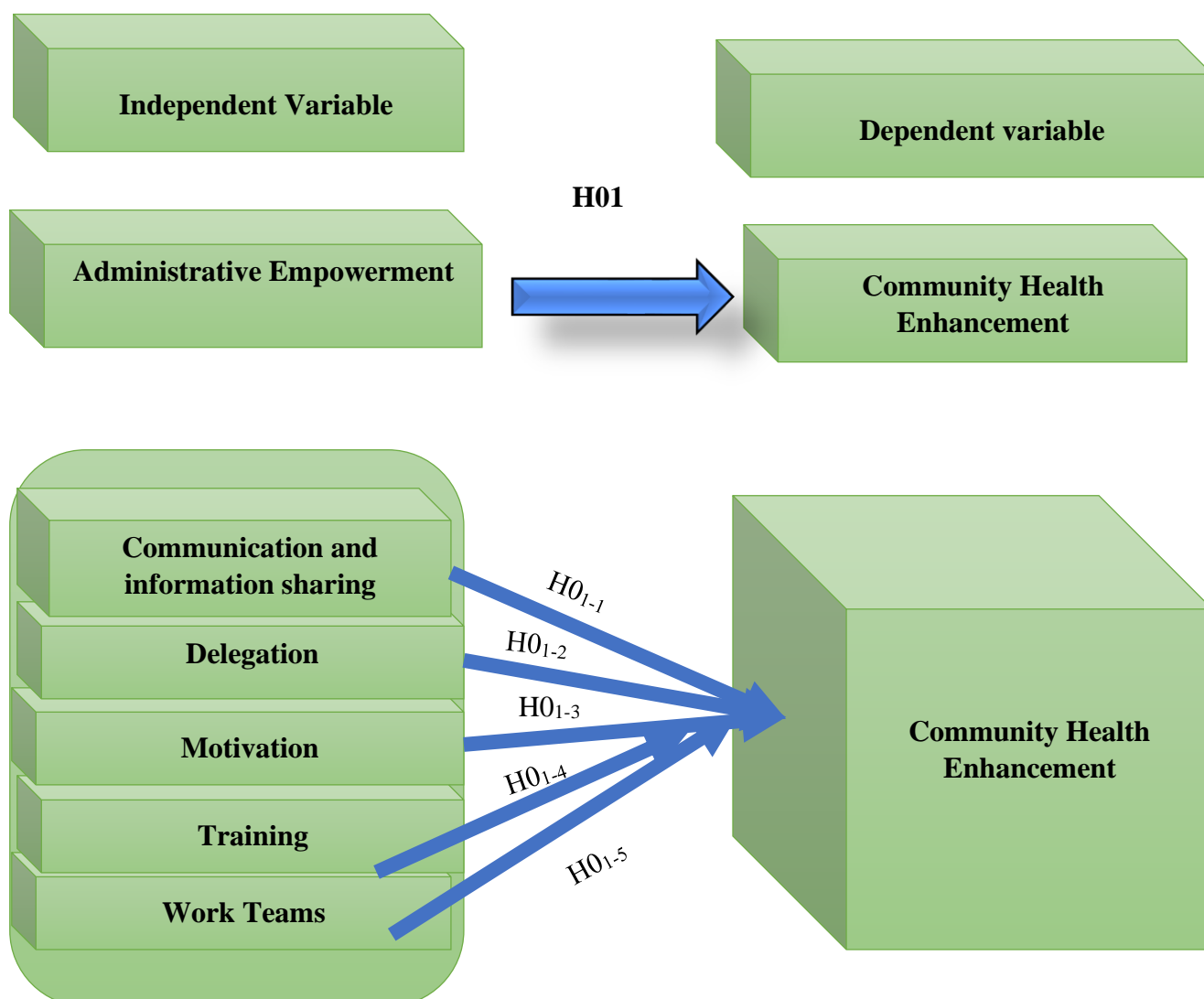


Figure (1) Study Model

Based on the questions of the study problem and its objectives, and based on the above, the hypothesis can be formulated to suit the variables of the study:

**The first main hypothesis (H01):** There is no statistically significant effect at the significance level ( $\alpha \leq 0.05$ ) of administrative empowerment in its dimensions (communication and information sharing, delegation, motivation, training, work teams) in promoting community health in public and private hospitals. In the southern Jordan region from the point of view of workers in the nursing sector.

The following sub-hypotheses emerge from it:

H0<sub>1-1</sub>: There is no statistically significant effect at the level of significance ( $\alpha \leq 0.05$ ) for communication and information sharing in promoting community health in government and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.

H0<sub>1-2</sub>: There is no statistically significant effect at the significance level ( $\alpha \leq 0.05$ ) of delegation in promoting community health in government and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.

H0<sub>1-3</sub>: There is no statistically significant effect at the level of significance ( $\alpha \leq 0.05$ ) for motivation or motivation in promoting community health in public and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.

H0<sub>1-4</sub>: There is no statistically significant effect at the significance level ( $\alpha \leq 0.05$ ) of training in promoting community health in government and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.

H0<sub>1-5</sub>: There is no statistically significant effect at the level of significance ( $\alpha \leq 0.05$ ) for work teams in promoting community health in government and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.

### 1.6 Limitations of the study

The current study was limited to the following limitations:

- Objective limitations: This study is limited to the role of administrative empowerment, represented by the dimensions (communication and information sharing, delegation, motivation or motivation, training, and work teams), in promoting community health in government and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.
- Time limitations: 2023/second month
- Spatial limitations: government and private hospitals in the southern Jordan region
- Human limitations: (nursing supervisor, nursing teacher, head of the nursing department, clinical trainer, lab supervisor).

## Second: Theoretical framework and previous studies

### 2.1 Introduction

Today, hospitals are going through a fundamental stage and a major change in their strategies due to the emergence of the principle of promoting community health and in order to improve the ability of hospitals to adapt to new changes and respond to their requirements. Therefore, departments were interested in knowing the administrative empowerment that depends on the nurse in terms of ability, efficiency, and the way in which it is dealt with from the part of management, where there is a need to pay attention to communication and information sharing, delegation, guidance and motivation, training, work teams and the ability to do this work without direct intervention from senior management. Administrative empowerment is considered one of the most important issues that seek to develop employees by increasing their capabilities and skills necessary to solve problems. problems (Hassan et al., 2020).

Health promotion strategies, such as regular exercise, healthy eating habits, and routine medical checkups, help reduce the risk of chronic diseases such as diabetes, heart disease, and cancer and improve quality of life by engaging in health-promoting behaviors and taking steps to prevent disease. Health promotion strategies can have a positive impact on entire communities by reducing the burden of disease and promoting healthy behaviors and lifestyles (Jones, 2023).

### 2.2 The concept and definition of administrative empowerment

Maryam (2020) knew that administrative empowerment is the actual participation of workers in making decisions regulating hospitals and health centers, and actual participation in solving problems facing work, and bearing full responsibility, while updating management methods in a modern, technological, creative way, and giving nurses the opportunity to act in situations that arise. Their institutions and monitor their findings after enabling them to participate effectively in hospital management.

Abdel Hussein (2022) indicated that administrative empowerment is an administrative concept that focuses on caring for nurses and improving and strengthening the relationship between the boss and subordinates as it is the basis for the success of administrative work, trusting subordinates and making them bear responsibility and working to provide them with the skills that qualify them to gain greater participation in decision-making and problem-solving, which is a process. It is a process of granting delegation and authority so that the nurse has the power and ability to exercise a greater role in work and decision-making. Empowerment does not stop at granting authority or delegating authority, but rather goes beyond it to a broader concept, as it includes broader freedom in doing business, reducing the degree of direct supervision by superiors, and achieving self-control and independence in completing tasks.

### 2.3 Elements of administrative empowerment

Abdel-Gawad (2023) indicated that administrative empowerment in hospitals has several components, which are as follows:

1. Independence of decision-making: Making nurses at work make decisions according to what they deem appropriate for development. This will increase their sense of responsibility and make them more empowered at work. This also leads to increasing their self-confidence and building bridges of trust between you and the work team. All of this leads to increasing the quality of work and increasing Productivity

2. Knowledge and skills: The information that nurses possess about any matter helps them know its implications and makes them more capable of working on it. Knowledge also helps them solve the problems they face quickly because they have become well acquainted with it, so they must provide their work team with the greatest amount of information. You also have to stimulate their curiosity and knowledge.

3. Knowing the goal: Nurses must have complete knowledge of the Ministry of Health's long-term, medium-term and short-term goals, and must be aware of its vision and direction in work so that they have the motivation to work. This also helps them in developing themselves and their sense of accomplishment whenever they achieve a goal or accomplish a task.

## 2.4 The importance of administrative empowerment

The importance of administrative empowerment in the health sector is highlighted in its achievement of a number of advantages and benefits for hospitals, individuals, and community. It also contributes to developing nurses' skills and abilities to make decisions and assume responsibility, as it also contributes to pushing nurses to work to the best of their abilities, and achieving efficiency and effectiveness in providing health care services to patients. It also works to improve the psychological status of nurses and achieves their job satisfaction, by achieving their moral aspect, which reflects positively on the level of services they provide (Al-Tarawneh and Al-Hindi, 2020).

## 2.5 Community Health Enhancement

The World Health Organization (2023) indicated that community health promotion or enhancement is the process of enabling community to further maintain and improve their health and also focuses on complete physical, mental and social well-being and not merely the absence of disease or disability, and that applying the concept of health promotion and health education requires special procedures for behavioral risk factors and the risk factors associated with the living conditions of community. The more health culture people have, the more they are able to protect their health.

Al-Obaidi (2020) stated that the ways to promote health are the following:

1. Healthy, integrated and balanced food at the same time: It is food that includes the necessary nutritional elements such as building, protective, and energy foods, in a balanced manner that combines them in moderation.
2. Proper health treatment methods: This is based on the correct diagnosis of the disease and the correct prescription of the appropriate treatment for it.
3. Awareness, education, and appropriate health education: whether this is through schools through special and specific lectures, or through health seminars in health centers, or through various media. Taking the initiative to conduct voluntary health campaigns from time to time, specifying the objectives of each campaign, such as holding a free medical day for general medicine, for example, another for patients with diabetes and high blood pressure, another for teeth and eyes, and so on.
4. Follow-up and monitoring: especially with regard to dangerous epidemic diseases, such as all types of hepatitis virus, acquired immunodeficiency virus (AIDS) and various cancer diseases.
5. Maintaining all types of cleanliness: This is through conducting cleanliness campaigns at the community level

## 2.6 Previous Studies

**Al-Talhi's (2023) study entitled:** This study aimed to discover the relationship between these two variables: administrative empowerment and institutional excellence, as well as to find out the level of administrative empowerment of male and female school principals in the General Administration of education because it is the most appropriate for such studies, the study reached several results, the most important of which is the existence of a statistically significant relationship between administrative empowerment and institutional excellence and the presence of a low level of administrative empowerment in the schools of the General Administration of education in Jeddah governorate. The study recommended the need to increase the opportunities to activate managerial empowerment at work in order to increase motivation to complete work, take responsibility, increase opportunities for creativity and develop performance at work.

**Study by Al-Maliki and Shuaibi (2023) entitled:** This study aimed to clarify the impact of administrative empowerment on the organizational affiliation of administrative staff in the education department in Al-Laith governorate. The study reached several conclusions, the most important of which is the existence of a high level of organizational affiliation among the employees of the education department in Al-Laith governorate from the respondents' point of view. Therefore, it can be noted that the organizational affiliation of employees can be strengthened by applying managerial empowerment of employees and giving them more powers to continue giving within their organizations. The study recommended the need to continuously update the dimensions of administrative empowerment in accordance with the requirements of each stage to achieve the desired results of the administrative empowerment process, enhance the positive aspects, and address the negative aspects.

**Another study (Beneit et al., 2022) entitled:** This study aims to implement the children's Health Promotion Program in a complex endeavor to promote cardiovascular health in preschool facilities in 3 countries: Colombia (Bogotá), Spain (Madrid), and Spain USA (Harlem, New York). The study came to several conclusions, the most important of which is that to achieve sustainable lifestyle changes in preschool children, health promotion programs are likely to need to integrate several factors: 1) multidisciplinary teams; 2) multidimensional educational programs. 3) multi-level interventions; 4) coordination of local programs and community participation; and 5) scientific evaluation through experiments. The study recommended the need for long-term healthy behaviors that could help reduce the epidemic of cardiovascular disease.

**Ben Labda's study (2020) entitled:** This study aimed to assess the role of new media channels in achieving societal change and raising awareness of health issues through awareness advertising campaigns broadcast by the Saudi Ministry of health through its platforms through new media channels, especially at the high level of interaction of the Saudi public with new media channels, especially social networking sites. The study reached several conclusions, the most important of which is that there is a statistically significant impact of the impact of the study sample after the announcements of health awareness campaigns on the new media channels on the ability of the study sample to

remember the elements of these announcements. The study recommended the need to train those responsible for communication on specialized pages in the dissemination of media for health issues, especially in light of the emergence of the role of digital media in providing knowledge for external communication with the public to the public through social networking sites, in order to achieve the delivery of information, guidance and interaction with public orientations, inquiries and opinions.

**Hawari's study (2020) entitled:** This study aimed to show the role of administrative empowerment in enhancing trust between school principals in the Taiba and Wasata regions. The study reached several conclusions, the most important of which is the importance of communication and its impact on the empowerment processes within the school, as increasing communication and communication within the school will contribute significantly to building bridges of trust between the administration and teachers, and therefore this area ranked high. The study recommended the need to focus on the aspect of professional growth of managers by continuing to hold intensive training workshops dealing with modern management concepts such as administrative empowerment.

**A Study by (Asiri & Sharqi, 2020) entitled:** This study aimed to identify the impact of administrative empowerment through the concept of (knowledge, delegation and work teams) on the performance of King Abdulaziz Hospital in Makkah. The study reached several conclusions, the most important of which is that individuals agree on the impact of administrative empowerment in terms of knowledge on performance at King Abdulaziz Hospital. Most individuals generally agree on the impact of managerial empowerment in terms of delegation on performance. Other results also showed that most individuals generally agree on the impact of managerial empowerment on the duration of a work team on performance. The study recommended the need to maintain managerial empowerment in terms of knowledge, delegation and work teams because of its positive impact on performance.

**Study (Hassan et al., 2020) entitled:** This study aimed to identify the extent of the implementation of managerial empowerment of employees in the five-star resort hotels company in Hurghada and its impact on job satisfaction. The study reached several conclusions, the most important of which was that the degree of empowerment of workers in the resorts was medium or weak. The overall level of job satisfaction of workers was such that workers at five-star resorts in Hurghada were average or weak. The study recommended that the details should be left to the employees to work out, after the managers formulate the vision and mission, identify the main organizational goals, and develop feelings of trust, appreciation, commitment and membership among employees.

### Third: Method and Procedures

This study is an applied analytical study aimed at describing the extent of the role of administrative empowerment in promoting community health in public and private hospitals in the South Jordan region from the point of view of nursing sector workers. In order to achieve the goal of the study, a descriptive approach was used.

#### 3.1: Study population

The study population represents government and private hospitals in the southern region of Jordan. The study sample to which the questionnaire was distributed consists of a group of workers (nursing supervisor, nursing teacher, head of the nursing department, clinical trainer, laboratory supervisor) in the nursing sector.

#### 3.2: Study sample and unit of analysis

The study sample consisted of (250) individuals, who were selected in a purposive manner, from all hospitals in the southern region, namely (Tafila Hospital, Karak Hospital, Ghor al-Safi Hospital, Ma'an Hospital, Italian Hospital, and Al-Salam Hospital), and all members of the sample responded.

#### 3.3 : Sources of data collection

Two sources were relied upon to collect data:

1. Secondary sources: These are data obtained from library sources and a literary review of studies related to the title of the study. It is the role of administrative empowerment in promoting community health from the point of view of workers in the nursing sector in government and private hospitals in the southern Jordan region, in order to lay the scientific foundations and theoretical framework. This includes: references and sources related to the subject of the study, documents related to data, peer-reviewed Arab and foreign journals and literature to cover the theoretical aspect.
2. Primary sources: These are the data obtained from the study tool (questionnaire), as the researcher developed a questionnaire specifically for the purpose of answering the study questions.

#### 3.4: . Reliability of the study tool

The reliability coefficient (Cronbach Alpha) was calculated. Table (1) shows the values of the reliability coefficients for the areas of the study tool, which ranged between (0.675) as the lowest value, and (0.810) as the highest value, and that all alpha values exceeded the minimum percentage that is acceptable for the purposes of statistical analysis, as the alpha is considered equal to or greater than (0.60), which is acceptable in previous studies, and a total value of (0.927), which is a high value.

**Table (1) Cronbach alpha reliability coefficient values for the study scales**

Variable	N.O of paragraphs	Cronbach's alpha coefficient
Communication and information sharing	5	681.0
Delegation	5	782.0
Motivation	5	721.0
Training	5	675.0
Work teams	5	810.0
Independent variable: administrative empowerment	25	888.0
Dependent variable: Community health enhancement	10	795.0
Total	35	927.0

#### Fourth: Analysis of The Results: Presentation of The Study Results

##### 4.1 Results of the Analysis of the Demographic Characteristics of The Study Sample Members

In this section, the demographic characteristics of the study sample members are described according to variables using frequencies and percentages as follows:

It is noted from Table (2) the following: that males constitute the largest percentage of the study sample members at a rate of (64.4%) compared to (35.6%) for females. Those aged from 40 to less than 50 constitute the largest percentage of the study sample members at a rate of (50.4%), and the lowest percentage was for those aged 30 years or younger (5.2%). Those whose academic qualification was a bachelor's degree constituted the largest percentage of the study sample individuals (52.4%), and the smallest percentage was for those whose academic qualification was a doctorate (9.6%). Those whose years of experience of 10 years or more constitute the largest percentage of the study sample members, at a rate of (74.4%) compared to (25.6%) for those whose age is less than 10 years. Those whose job title is a nursing teacher constitute the largest percentage of the study sample members, at a rate of (54.8%). The lowest percentage was for those named Al-Dhaifi, Head of the Nursing Department, at (2.8%).

**Table (2) Distribution of The Study Population According to Demographic Variables**

Variable	Category	Frequency	Percentage
<b>Gender</b>	Male	161	64.4%
	Female	89	35.6%
<b>Total</b>		<b>250</b>	<b>100%</b>
<b>Age</b>	Less than 30	13	5.2%
	30 – 40	21	8.4%
	40 – 50	126	50.4%
	Over 50	90	36%
<b>Total</b>		<b>250</b>	<b>100%</b>
<b>Qualification</b>	Bachelor	131	52.4%
	Master	95	38.0%
	PhD	24	9.6%
<b>Total</b>		<b>250</b>	<b>100%</b>
<b>Years of experience</b>	Less than 10 years	64	25.6%
	Over 10	186	74.4%
<b>Total</b>		<b>250</b>	<b>100%</b>
<b>Job title</b>	Nursing supervisor	64	18.4%
	Nursing teacher	137	54.8%
	Head of nursing department	7	2.8%
	Clinical trainer	40	76.4%
	Laboratory supervisor	20	8%
<b>Total</b>		<b>250</b>	<b>100%</b>
<b>Total number of study population</b>		<b>250</b>	<b>100%</b>

## 2. Results of Averages and Standard Deviations

The study questions were answered as follows:

**Results of the first question: What is the level of administrative empowerment in its dimensions (communication and information sharing, delegation, motivation, training, work teams) in public and private hospitals in the southern Jordan region from the point of view of workers in the nursing sector?**

To answer the first question: The arithmetic means, standard deviations, and relative importance were analysed. The level of administrative empowerment was analyzed according to its dimensions (communication and information sharing, delegation, motivation or motivation, training, and work teams), and Table (6) shows this.

**Analysis of the arithmetic means and standard deviations of administrative empowerment in government and private hospitals in the southern Jordan region from the point of view of workers in the nursing sector.**

**Table (3) Results of arithmetic averages and standard deviations for administrative empowerment (independent variable)**

Rank	Paragraph	Arithmetic means	Standard deviation	Relative importance
1	Communication and knowledge sharing	4.32	0.548	Very high
2	Delegation	4.14	0.725	High
3	Motivation	4.34	0.526	Very high
4	Training	4.02	0.540	High
5	Work teams	3.52	0.842	Average
<b>Total</b>		<b>4.07</b>	<b>0.489</b>	<b>High</b>

**Results of the second question: What is the level of community health in government and private hospitals in the southern Jordan region from the point of view of workers in the nursing sector?**

To answer the first question: Arithmetic means, standard deviations, and relative importance were analyzed to determine the level of community health promotion. Table (4) is illustrative.

Arithmetic means and standard deviations for community health items in government and private hospitals in the southern Jordan region from the point of view of workers in the nursing sector.

**Table (4) Arithmetic Means and Standard deviations For Community Health Paragraphs**

Paragraph	Arithmetic mean	Standard deviation	Materiality
Community Health	<b>4.07</b>	<b>0.606</b>	<b>High</b>

**Third: Testing the study hypotheses**

**First: HO.1 The first main hypothesis: There is no statistically significant effect at a significant level ( $\alpha \leq 0.05$ ) of administrative empowerment represented by its dimensions (communication and information sharing, delegation, motivation, training, work teams) in promoting community health in government hospitals. Especially in the southern Jordanian region from the point of view of those working in the nursing sector.**

To test this hypothesis, the standard multiple linear regression test was used. Table (8) is illustrative.

**Table (5): Standard multiple regression analysis to identify the impact of administrative empowerment represented by its dimensions (communication and information sharing, delegation, motivation, training, work teams) on promoting community health in the southern Jordanian region**

Dependent variable	Model summary		Variance <sup>b</sup>					Regression coefficients <sup>a</sup>		
	RR	R	R <sup>2</sup>	Coefficient of determination	Degree of freedom	(F) Value		Sig F statistical significance	(B) Value	(T) Value
Independent variable	0.909	0.981	Regre-ssion	5	2481.472	0.000	Constant	0.136	-2.793	0.006
			Resid-ual	244			Communication and knowledge sharing	0.251	12.406	0.000
			Total	249			Delegation	0.525	42.125	0.000
							Motivation	0.202	-9.909	0.000
							Training	0.424	18.350	0.000
							Working teams	0.033	3.205	0.002

<sup>a</sup> The independent variable is administrative empowerment represented by its dimensions (communication and information sharing, delegation, motivation)

<sup>b</sup> The dependent variable is community health promotion

Table (5) shows, by following up on the (t) test values, that the sub-variables related to administrative empowerment represented by its dimensions (communication and information sharing, delegation, motivation) have a statistically significant impact on the level of community health promotion. The calculated (t) values reached between (-9.909 - 42.125), all of which are significant at the significance level ( $\alpha \leq 0.05$ ). It is noted that the value of the correlation coefficient for the relationship between administrative empowerment with its dimensions of promoting community health reached ( $R=0.990$ ), and the coefficient of determination reached ( $R^2=0.981$ ), meaning that administrative empowerment as an independent variable with its dimensions explains (98.1%) of the variance in the dependent variable, which is promoting community health. The calculated F value was ( $F = 2481.472$ ), which is a significant value at the significance level ( $\alpha \leq 0.05$ ).

**Results of the third question: What is the role of administrative empowerment represented by its dimensions (communication and information sharing, delegation, motivation, training, work teams) in promoting**

**community health in government and private hospitals in the southern Jordan region from the point of view of the study sample.**

To answer the third question, the following sub-hypotheses were tested:

#### First sub-hypothesis

**HO1.1 The first sub-hypothesis:** There is no statistically significant effect at a significant level ( $\alpha \leq 0.05$ ) of communication and information sharing in promoting health in public and private hospitals in the southern Jordanian region from the point of view of workers in the nursing sector.

**Table (6) Simple Regression Testing of Sub-hypotheses**

Hypothesis	Dimension	R	R <sup>2</sup>	Sig F	Results
HO <sub>1.1</sub>	Communication and information sharing	0.658	0.811	0.000	Reject
HO <sub>1.2</sub>	Delegation	0.870	0.933	0.000	Reject
HO <sub>1.3</sub>	Motivation	0.870	0.933	0.000	Reject
HO <sub>1.4</sub>	Training	0.870	0.933	0.000	Reject
HO <sub>1.5</sub>	Work teams	0.870	0.933	0.000	Reject

**HO<sub>1.1</sub>:** Looking at Table (11), the results showed that the value of the correlation coefficient (R) between the two variables (communication, information sharing, and community health enhancement) was 0.811, and the relationship between the two variables was direct. This explains that the dimension of communication and information sharing positively affects the dependent variable promoting community health. The value of the coefficient of determination (R<sup>2</sup>) was (0.658), meaning (65.8%) of the change in administrative empowerment and promoting community health.

**HO<sub>1.2</sub> :** The results in Table (12) showed that the value of the correlation coefficient (R) between the two variables (delegation and community health promotion) was 0.933, and the relationship between the two variables was direct. This explains that the delegation dimension positively affects the dependent variable promoting community health, and the value of the coefficient of determination (R<sup>2</sup>) was (0.870), meaning (87%) of the change in administrative empowerment and promoting community health.

**HO<sub>1.3</sub> :** The results in Table (13) showed that the value of the correlation coefficient (R) between the two variables (motivation and community health promotion) was 0.560, and the relationship between the two variables was direct. This explains that the motivation dimension positively affects the dependent variable promoting community health, and the value of the coefficient of determination (R<sup>2</sup>) was (0.314), meaning (31.4%) of the change in administrative empowerment and promoting community health.

**HO<sub>1.4</sub> :** Looking at Table (14), the results showed that the value of the correlation coefficient (R) between the two variables (training and community health promotion) was 0.760, and the relationship between the two variables was direct. This explains that the training dimension positively affects the dependent variable promoting community health, and the value of the coefficient of determination (R<sup>2</sup>) was (0.577), meaning (57.7%) of the change in administrative empowerment and promoting community health.

**HO<sub>1.5</sub> :** Looking at Table (15), the results showed that the value of the correlation coefficient (R) between the two variables (work teams and community health promotion) was 0.475, and the relationship between the two variables was direct. This explains that the work teams dimension positively affects the dependent variable promoting community health, and the value of the coefficient of determination (R<sup>2</sup>) was (0.225), meaning (22.5%) of the change in administrative empowerment and promoting community health.

## 4.5 Discussing the results of the study and recommendations

### First: Discussing the results

Through the pre-presentation, a discussion of the results can be reviewed, organized according to the study variables as follows:

1. The study showed that the dimension of communication and information sharing has a high degree of agreement, as its arithmetic mean reached (4.32). This indicates the study sample's perception and awareness of the importance of communication and information sharing. This is demonstrated by the administration giving the nurses sufficient space to consult with them and exchange information related to my work with all administrative levels in the hospital. It is clear from the results of the study that the most important aspects of communication and information sharing included providing nurses with management with their colleagues before making critical decisions with a mathematical average of (4.45) and the lowest percentage is paragraph (1) with a mathematical average of (4.22) and indicates (I communicate with my colleagues in the nursing sector to exchange opinions and ideas) with a total number of (5) paragraphs and a mathematical average of (4.32)

2. The study showed that the delegation dimension has a high degree of approval, as its arithmetic mean reached (4.14). This indicates the study sample's perception and awareness of delegation, and this appears through the administration's work to authorize nurses to carry out non-routine work and bear responsibility within the scope of the powers granted to them. It is clear from the results of the study that the most important paragraph of delegation was that the administration

exercised its powers in the matters it delegated to nurses during the delegation period. With a arithmetical mean (4.48) and the lowest percentage is paragraph (2) with a arithmetical mean (3.78) and indicates (I can make many decisions without referring to the administration within the framework of regulations and laws) with a total number of (5) paragraphs and a arithmetical mean (4.14).

3. The study showed that the motivation dimension has a high degree of agreement, as its arithmetic mean reached (4.34). This indicates the study sample's perception and awareness of the importance of motivation, and this is demonstrated by the administration's design of a fair incentive system, and the administration's confidence in the nurses' abilities to accomplish the tasks. It is clear from the results of the study that the most important point of motivation was the management's interest in the suggestions and initiatives presented to make me feel comfortable at work. With an arithmetic mean of (4.63) and the lowest percentage is paragraph (3) with an arithmetic mean of (4.17) and indicates (the administration has confidence in the nurses' abilities to achieve the goals and expresses this in a practical way) with a total number of (5) paragraphs and an arithmetic mean of (4.34).

4. The study showed that after training, there was a high degree of approval, as the arithmetic mean reached (4.02). This indicates the study sample's perception and awareness of the importance of training, and this is shown by the administration's emphasis on the importance of learning and training through their acquisition of skills and experiences that serve hospitals and the development of their work and the administration's use of the latest training strategies and techniques to provide nurses with diverse knowledge and new skills. It is clear from the results of the study that the most important part of the training was that the administration emphasized the importance of learning and training and gave nurses a wide space to practice work and roles to enable them to receive higher administrative positions in the future. With a arithmetical mean (4.63) and the lowest percentage is paragraph (4) with a arithmetical mean (2.93) and indicates (the administration provides the training content with the agreement of the nurses, so that the training process reflects the actual needs of the nurses) with a total number of (5) paragraphs and a arithmetical mean (4.63).

5. The study showed that work teams have an average degree of agreement, with the arithmetic mean reaching (3.52). This indicates the study sample's perception and awareness of the importance of work teams, and this appears through the reliance of work team members on each other to solve problems, and a positive atmosphere of cooperation prevails among workers within the work teams. It is clear from the results of the study that the most important elements of the work teams were encouraging nurses to work within teams to accomplish their tasks. With an arithmetic mean of (4.48) and the lowest percentage is paragraph (3) with an arithmetic mean of (2.90) and indicates (the administration works to instill a culture of cooperation and mutual dependency among individuals to achieve harmony among nurses.) with a total number of (5) paragraphs and an arithmetic mean of (3.52)."

6. The study showed that promoting community health has a high degree of approval, with the arithmetic mean reaching (4.07). This indicates the study sample's perception and awareness of the importance of promoting community health, and this appears through the use of serums and vaccines, which has greatly helped to reduce the incidence of many other diseases and citizens' undertaking volunteer work that aims to spread awareness and health culture among the entire community. It is clear from the results of the study that the most important items in promoting community health were The process of carrying out health promotion affects the improvement of the health condition of the community, by focusing on health prevention with an arithmetic mean of (4.63) and the lowest percentage is paragraph (5) with an arithmetic mean of (2.93) and indicates (Health promotion is the process of enabling people to increase control over their health and improve it through preventive and therapeutic means at the same time) with a total number of (10) paragraphs and an overall arithmetic mean (4.07).

7. The results of the study show that the independent variable administrative empowerment represented by its dimensions (communication and information sharing, delegation, motivation) has a statistically significant effect on the level of community health promotion, and that the value of the coefficient of determination ( $R^2$ ) for the relationship between administrative empowerment and its dimensions community health promotion. It reached (98.1%).

8. The results of the study show that communication and information sharing have a statistically significant impact on promoting community health, and that the value of the coefficient of determination ( $R^2$ ) for the relationship between communication and information sharing and promoting community health reached (65.8%).

9. The results of the study show that delegation has a statistically significant effect in promoting community health, and that the value of the coefficient of determination ( $R^2$ ) for the relationship between delegation and promoting community health reached (87%).

10. The results of the study show that motivation or motivation has a statistically significant impact on promoting community health, and that the value of the coefficient of determination ( $R^2$ ) for the relationship between motivation or motivation and promoting community health reached (31.4%).

11. The results of the study show that training has a statistically significant impact on promoting community health, and that the value of the coefficient of determination ( $R^2$ ) for the relationship between training and promoting community health reached (57.7%).

12. The results of the study show that work teams have a statistically significant impact in promoting community health, and that the value of the coefficient of determination ( $R^2$ ) for the relationship between work teams and promoting community health reached (22.5%).

## Second: Conclusion

The study aimed to demonstrate the role of administrative empowerment in promoting community health, as the results concluded that promoting community health has a clear impact on communication and information sharing by giving the administration the nurses sufficient space to consult with them and on delegation by having the administration work to delegate the nurses to carry out non-routine work. On motivation by the administration designing a fair incentive system, on training by the administration emphasizing the importance of learning and training and giving nurses a wide space to practice work and roles to enable them to receive higher administrative positions in the future, and on work teams by encouraging nurses to work within teams. to accomplish their tasks. The coefficient of determination ( $R^2$ ) for the impact of administrative empowerment in promoting community health is 98.1%.

## Third: Recommendations

The study recommended working on the following:

- The necessity of communicating with my colleagues in the nursing sector to exchange opinions and ideas
- Motivating nurses to develop possible alternatives related to the decision and for the nurse to bear responsibility for and to bear personal responsibility
- Encouraging nurses to make many decisions without consulting the administration within the framework of regulations and laws and to achieve goals expressed in a practical way
- The necessity of providing various training courses in a way that suits the training needs of nurses, with the aim of developing their skills and providing training content with the agreement of nurses, so that the training process reflects the actual needs of nurses.
- Encouraging employees to work within teams because of their positive role in establishing social responsibility and instilling a culture of cooperation and interdependence among individuals to achieve harmony among nurses.
- Motivating industrial companies to choose their distinguished location to provide their services and achieve sustainable development in Aqaba, and clearly define the duties of employees to implement their goals.
- Motivating citizens to use serums and vaccines has greatly helped in eliminating a high percentage of diseases and working on health promotion because it is the process of enabling people to increase control over their health and improve it through preventive and curative means at the same time.

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