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# Nurse Manager Supervisory Support And Staff Nurse Adherence In Electronic Care Plans

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***ABSTRACT***

*This research aimed to identify the effect of nurse manager supervisory support on the staff nurses' compliance with their individual electronic care plan in a particular tertiary hospital. This study sought to determine the extent of the nurse manager's supervisory support in terms of monitoring and supervision, coaching and mentoring, giving of feedback, performance evaluation, and reinforcing of policies; the extent of the staff nurses' compliance in terms of completeness of documentation, accuracy of entries, timeliness of update, individualization of nursing interventions, and compliance with the electronic documentation standards; and the significant relationship between the two constructs. The study used a quantitative descriptive correlational research design, in which 37 staff nurses were selected through a probability sampling technique. The results showed very high levels of supervisory support from nurse managers (WM = 4.54, SD = 0.57) and high levels of staff nurses' adherence to individualized electronic care plans (WM = 4.49, SD = 0.51). The Pearson correlation test showed a moderate, statistically significant positive relationship between nurse manager supervisory support and staff nurse adherence (r = 0.56, p = 0.036). This reflects rejection of the null hypothesis. In summary, supervisory support can significantly improve staff nurses' adherence to individualized electronic care plans. Nursing administrators should continue developing leadership skills, coaching and feedback sessions, and documentation audit practices.*

***Keywords:*** *Nurse manager supervisory support, individualized electronic care plans, staff nurse adherence, electronic nursing documentation*

## INTRODUCTION

High-quality nursing documentation is critical for ensuring safety and managing legal liability in acute care settings. However, with the advent of Electronic Health Records (EHRs) and the introduction of Electronic Care Plans (ECPs), new challenges have arisen, including EHR user-friendliness and increased documentation burdens. Thus, nursing documentation practices and staff compliance need improvement. At the unit level, the Nurse Manager is responsible for bridging the gap between organizational policies and nursing practice.

### Statement of the Problem

This study aimed to determine the influence of nurse manager supervisory support on staff nurse adherence to individualized electronic care plans in a tertiary hospital in Metro Manila. Specifically, it sought to answer the following questions:

1. What is the demographic profile of the respondents in terms of:

    1.1 Age
    1.2 Gender
    1.3 Highest educational attainment

1.4 Years of clinical experience
1.5 Hospital unit assignment

**2. What is the level of nurse manager supervisory support as perceived by staff nurses regarding:**

**2.1. Monitoring and supervision?**
**2.2 Coaching and mentoring?**
**2.3 Feedback provision?**
**2.4 Performance evaluation?**
**2.5 Policy reinforcement?**

**3. What is the level of staff nurse adherence to individualized electronic care plans regarding:**

**3.1 Completeness of documentation?**
**3.2 Accuracy of entries?**
**3.3 Timeliness of updates?**
**3.4 Individualization of nursing interventions?**
**3.5 Compliance with electronic documentation standards?**

**4. Is there a significant relationship between the level of nurse manager supervisory support and the level of staff nurse adherence to individualized electronic care plans?**

**5. What Action Plan can be proposed based on the findings?**

## Scope and Delimitations

This research will examine the relationship between staff nurses' compliance with customized electronic care plans and supervisor support by nurse managers among registered nurses in selected hospital departments using an existing electronic health record system. In this regard, the dependent variable, staff nurses' compliance, entails factors such as completeness, correctness, timeliness, customization, and overall documentation performance, whereas the independent variable entails supervisor behaviors such as monitoring, coaching, evaluating, and reinforcing. While the current research is informative, several limitations warrant consideration. First, personal bias may be present since the supervisory support data is subjective and comes from the perspective of staff nurses.

## Review of Related Literature

**Nurse Manager Supervisory Support** the supervisory role of the nurse manager refers to leadership qualities and management techniques through which the nurses are led, supervised, and supported in their pursuit of meeting organizational and professional standards **Staff Nurse Adherence To Individualized Electronic Care Plans** Conformity of staff nurses in relation to their electronic care plans means how much nurses document their work accurately, efficiently, comprehensively, and in relation to patient needs by using electronic healthcare tools.

## Theoretical Framework

In this study, Transformational Leadership Theory and the Technology Acceptance Model (TAM) serve as the guiding frameworks. Together, they help explain how leadership

behaviors can shape compliance in technology-dependent workplaces.

**Conceptual Framework**

In the present study, it is proposed that supervisory support provided by nurse managers, assessed in terms of monitoring and supervision, coaching and mentoring, giving feedback, evaluating performance, and reinforcing policies, impacts the adherence of staff nurses to individualized electronic care plans in terms of completeness, accuracy, timeliness of documentation, individualized nursing interventions, and compliance with electronic documentation standards. It is anticipated that increased supervisory support will increase adherence, which will eventually lead to better outcomes.

## METHODOLOGY

This study used a quantitative descriptive-correlational research design to determine the effect of supervisory support from nurse managers on staff nurses' adherence to individualized electronic care plans. The study was conducted at a tertiary hospital in Metro Manila and involved 37 registered staff nurses selected using probability sampling.

**Research Design**

The research design of this study will be quantitative, as it will utilize numerical data to identify patterns, chart out relationships, and verify concepts regarding how nurse manager supervisory support might influence staff nurses' compliance with individualized electronic care plans

**Research Steps**

By gathering structured questionnaires and crunching numerical data, the research will objectively identify any potential relationship and predictive effects of the independent variable, supervisory support, on the dependent variable, documentation adherence.

**Data Collection and Sample Selection**

Probability sampling was used to select a sample of 37 nurses from a tertiary hospital in Metro Manila who met the inclusion criteria. Data collection used a validated researcher-made questionnaire, and voluntary participation was assured. The identity of all participants was strictly kept anonymous and confidential.

**Data Analysis Methods**

To describe the demographic profile of the participants, frequency and percentage were used to analyze the gathered data, while weighted mean and standard deviation were used to measure the supervisory support of the nurse managers and the compliance of the staff nurses with their individualized e-care plan. The Pearson Product-Moment Correlation test was conducted to find out the significant relationship between the two variables at the 0.05 level of significance.

**Research Hypotheses and Validation**

This study adopted the hypothesis that there is no correlation between the supervisory support received by nurse managers and staff nurses' compliance with individualized electronic care plans. The researcher-developed questionnaire was validated and piloted for its reliability and validity before being administered to the respondents.

### Study Limitations and Ethical Considerations

This study involved only 37 registered nurses from our institution, which could limit the generalizability of the results. The research strictly followed ethical standards, including securing permission from the institution and obtaining participants' consent.

## RESULTS AND DISCUSSION

### SOP 1. Profile of the Respondents

The respondents were mainly aged 20-39 (89.19%), female (72.97%), holders of a Bachelor of Science in Nursing degree (89.19%), with one to five years of clinical experience (51.35%), and from various hospital departments. Thus, it can be inferred that the subjects are active in their clinical practice and in electronic nursing documentation.

### SOP 2. Level of Nurse Manager Supervisory Support

The level of nurse manager supervisory support was found to be very high (WM = 4.54, Strongly Agree). The dimensions include the following: policy reinforcement – highest rated (WM = 4.59); coaching and mentoring (WM = 4.58); monitoring and supervision (WM = 4.57); feedback provision (WM = 4.50); and performance evaluation (WM = 4.49). This implies that the nurse managers provide effective leadership and guidance to the staff nurses.

### SOP 3. Level of Staff Nurse Adherence to Individualized Electronic Care Plans

There was an extremely high level of staff nurse adherence to individualized electronic care plans (WM = 4.49, Always). From the dimensions, the level of compliance with the electronic documentation standards earned the highest ranking (WM = 4.57), while individualization of nursing interventions (WM = 4.55), promptness in updating the documentation (WM = 4.49), accuracy of documentation (WM = 4.48), and completeness of documentation (WM = 4.36) ranked second to fifth, respectively.

### SOP 4. Significant Relationship Between the Variables

Using the Pearson Product-Moment Correlation technique, there was a significant moderate relationship between supervisory support of nurse managers and staff nurses' adherence to individualized electronic care plans ($r = 0.56$, $p = 0.036$). This is because the calculated p-value was less than the 0.05 level of significance.

### SOP 5. Proposed Action Plan

Based on the results, the proposed action plan emphasized developing competency in nurse manager supervision through leadership training, coaching and mentoring, performance feedback, documentation audits, and nursing informatics education. This aimed to improve compliance with individual electronic care plans among staff nurses, documentation quality, and overall patient safety.

## SUMMARY

In this research, the impact of supervisory support from nurse managers on adherence of staff nurses to individualized electronic care plans was explored through a quantitative descriptive-correlational design, which comprised 37 registered staff nurses. The outcomes indicated that supervisory support from nurse managers was very high (WM = 4.54), staff nurses' adherence was high (WM = 4.49), and there was a moderately significant positive correlation between the two factors ($r = 0.56$, $p = 0.036$).

## CONCLUSIONS

The study found that supervisory support from nurse managers plays an important role in enhancing staff nurses' compliance with their personalized electronic care plans. High levels of supervisory support, including monitoring, coaching, mentoring, feedback, performance appraisal, and policy enforcement, help improve documentation skills, professional responsibility, patient safety, and continuity of care. Thus, it is crucial to enhance supervisory leadership to improve nursing documentation.

## RECOMMENDATIONS

Based on the study's findings and conclusions, the following recommendations are suggested: Healthcare organizations should audit documentation by developing leadership development programs that emphasize supervision through monitoring, coaching, mentoring, feedback, performance appraisal, and policy enforcement. Training in nursing informatics is also recommended to improve compliance with individual electronic care plans among staff nurses. Future researchers should replicate this study with a larger sample and additional variables.

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## AI DECLARATION STATEMENT

AI-supported tools helped with grammar and structure in creating this article. No AI tools were used to collect, analyze, or interpret data; all authors are credited for their academic contributions.

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