**Thesis**

Empowerment in the nursing field is essential to foster a less stressful working environment for the nurses, leading to a better quality of care for the patients.

Due to the nature of the work, nursing can be considered one of the most stressful occupations in the world. Various stressors like witnessing death, high level of workload, exposure to infectious diseases, time pressure etc. contribute greatly to the physical and psychological distress experienced by the staff (Loes & Tobin, 2020). High stress can affect the performance of the nursing professionals and can often lead to burnout. This can result in poor level of care provided to the patients; stress can influence the interaction between the patients and the nursing professionals (Khoshmehr et.al, 2020). Poor communication might result in misunderstanding as the focus of the staff can shift to other things or they might not be able to concentrate, which can increase the probability of not properly understanding and attending to the needs of the patients, thereby resulting in increased suffering of the patient as well as the staff. This calls for empowerment in the workplace, to improve the working conditions for the nursing staff, helping them deal with the physical and psychological distress they experience and reducing the chances of exhaustion or burnout (Jafari et.al, 2021). Low level of stress in the workplace leads to better performance which will result in enhanced care that the patients receive (Alijanpour et.al, 2020). In addition to this, empowering the nursing staff and turning the hectic work environment into healthy and supportive workplaces will also result in improved retention, job satisfaction along with improved patient outcomes which is the utmost priority of any nursing staff (Wafa'a et.al, 2020). The advantage of these benefits can be perceived by patients, staff, and the organizations in general, resulting in improved service provided to the patients and reduced cost for the hospital or organization.

**Thesis**

This paper would attempt to answer a few research questions such as: What are the factors that can influence the empowerment among the nursing staff? Would bringing structural and psychological empowerment lead to more organizational commitment? What obstacles can be faced while trying to initiate the process of empowerment in the nursing field? Would empowerment lead to change in the work attitude and behaviors of the nursing staff? What additional factors do we need to consider to boost the empowerment process?

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