

Entrepreneurial Competency in Nursing: A Concept Analysis

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INTRODUCTION & AIM

Background

Global healthcare systems increasingly require innovation, adaptability, and strategic leadership. Nurses are expanding their roles beyond bedside care toward entrepreneurship, intrapreneurship, and healthcare innovation. Although entrepreneurial competency is widely discussed in business and education, its meaning in nursing remains conceptually unclear and inconsistently defined, creating challenges for integrating entrepreneurial thinking into nursing education, professional development, and research.

Aim

To clarify and define the concept of entrepreneurial competency in nursing using Wilson's (1963) eight-step concept analysis framework.

METHOD

Design: Concept analysis using Wilson's (1963) framework, including

1. Select a concept
2. Determine the aims of analysis
3. Identify uses of the concept
4. Determine defining attributes
5. Model case
6. Additional cases
7. Identify antecedents and consequences
8. Define empirical referents.

Data Source: Comprehensive literature review (2015–2025)

Databases: Google Scholar, CINAHL, ScienceDirect, Sage Journals, ResearchGate

Inclusion Criteria: Peer-reviewed articles, English language, Address entrepreneurial competency in nursing, and Describe attributes, antecedents, consequences, or empirical referents

Final Sample: 20 relevant studies included in final synthesis

Analysis: Thematic synthesis following Wilson's eight analytical steps

RESULTS & DISCUSSION

ANTECEDENTS

- Nursing education
- Clinical experience
- Exposure to business knowledge
- Access to financial resources
- Professional networks
- Supportive institutional or policy environments

CORE ATTRIBUTES

- Opportunity recognition
- Creativity and innovation
- Risk-taking
- Problem-solving
- Decision-making
- Leadership
- Adaptability
- Collaboration
- Interpersonal communication

CONSEQUENCES

- Enhanced quality of care
- Business growth and sustainability
- Increased patient and family satisfaction
- Job creation
- Advancement of nursing professional roles

A conceptual framework consisting of antecedents, nine defining attributes, and key consequences was identified that integrates: Cognitive skills (decision-making, problem-solving), Behavioural traits (risk-taking, adaptability), and Relational capacities (leadership, collaboration, communication). Unlike business models focused on profitability, nursing entrepreneurship prioritizes: Patient-centred outcomes, Ethical responsibility, and System innovation. This distinguishes nursing entrepreneurship as a hybrid model combining innovation with professional accountability.

CONCLUSION

Entrepreneurial competency in nursing is a multidimensional construct that integrates knowledge, skills, and attitudes, enabling nurses to lead innovation within complex healthcare systems. The results have important implications for integrating entrepreneurial thinking into nursing curricula, strengthening leadership capacity, informing policy support, and guiding future empirical validation across diverse healthcare contexts.

FUTURE WORK / REFERENCES

Future Work

- Development of standardized measurement tools
- Empirical validation across healthcare contexts
- Integration into nursing curricula and leadership training

Key Reference

Wilson J. (1963). *Thinking with Concepts*. Cambridge University Press.