

Servant leadership reflects the Christian values and Biblical principles of providing service to others. The effects of servant leadership on employees are not known. Our purpose was to examine whether the practice of servant leadership in a Christian hospital improves effectiveness and/or decreases job burnout among staff nurses. Full-time employees of the Metroplex Adventist Hospital were surveyed. Structural Equation Model analysis of the 315 responses showed that servant leadership offers five virtues: interpersonal support, community building, altruism, egalitarianism, and moral integrity, all of which were significantly negatively correlated with job burnout in terms of emotional exhaustion, depersonalization, and personal accomplishment.

The goodness of fit (GFI) was good, significant, and adequate: CFI = 0.923, $\chi^2 = 3296.37$, probability level $p = 0.000$, RMSEA = 0.021, NFI = 0.930, IFI = 0.930, TLI = 0.935. Post-hoc modification analyses were not conducted because these are the best results suggested by the AMOS analysis. It is notable that the standardized regression weight, β , is -0.68 with a significant probability level of 0.000. This indicated that Executive Servant Leadership will significantly reduce the nursing job burnout.