

THE RELATIONSHIP BETWEEN EMPOWERMENT AND ORGANIZATIONAL COMMITMENT OF NURSING STAFF IN HOSPITALS AFFILIATED TO JAHROM UNIVERSITY OF MEDICAL SCIENCES IN 2015

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Abstract

Introduction & Objective: Human resources form the basis of health-care systems. Today, one of the indicators of the success and the strength of organizations related to each other is the empowerment of human resources and their subsequent commitment and loyalty to the organization, which allows people to carry out their assigned duties with higher quality and use their maximum power to achieve the organization's goals. Therefore, the purpose of this study was to examine the relationship between empowerment and organizational commitment of nursing staff in hospitals affiliated to Jahrom University of Medical Sciences in 2015.

Materials and Methods: This study was a descriptive-correlational study performed on 139 nurses from hospitals affiliated to Jahrom University of Medical Sciences. Entry criteria included: At least a two-year work experience in the nursing department and exclusion criteria included: nurses' lack of cooperation and incomplete completion of questionnaires by nurses. Sampling from nurses was done randomly from all wards of the hospitals. The tools for collecting information include three questionnaires in this questionnaire: 1) Demographic Information Questionnaire (2) Spirezer's Standard Empowerment Questionnaire (1996), 3) Allen & Meyer (1990) Organizational Commitment Standard Questionnaire. The reliability coefficient of the questionnaires was calculated by Cronbach's alpha coefficient and was 0.79 and 0.82, respectively. Data were analyzed by SPSS software version 19 and by descriptive statistics (mean and standard deviation) and inferential statistics (Pearson correlation coefficient and multi-directional regression.)

Results: Of the nurses participating in this study, 61.2% of them were in the age range of 20 to 30 years. 64 percent were women and 61.9 percent were married. 87.1% had a bachelor's degree. 79.7% had less than 10 years of work experience. 84.2% of them were officially hired. Pearson correlation coefficient showed that the correlation between empowerment and organizational commitment of nursing staff was significant ($r = 0.185$, p -value < 0.05). It was also shown that there was a significant difference between men and women in terms of nurses' empowerment (p -value < 0.05). It was also observed that among empowerment dimensions, the effect of feeling of influence and feeling of trust on nurses' organizational commitment were significant (p -value < 0.05 .)

Conclusion: Considering that there is a positive correlation between nurses' empowerment and their organizational commitment, hence, healthcare system managers need to take measures to address the emotions including nurses' sense of trust and influence in their working circle to a greater extent because these measures ultimately make people more capable and more responsive to the system.

Key words: NURSING STAFF, HOSPITALS , JAHROM