

A Study on Organizational Commitment of Nurses and Promotion of Health Care In Private Hospitals In Sivaganga District

P. Sivagami¹ and Dr. T. Thileepan²

Ph.D. (Part- Time) Research Scholar¹ and Assistant Professor², Department of Business Administration, Annamalai University, Annamalai Nagar, Cuddalore,

Tamil Nadu State

ABSTRACT

Organizational commitment of nurses is highly imperative for performing their job efficiently and they are influencing performance, outcome and image of private hospitals and promoting health care among patients. The findings reveal that significant difference prevails among socio-economic features of nurses and their organizational commitment towards private hospitals. Promotion of health care in private hospitals is positively, significantly and moderately related with organizational commitment of nurses. Therefore, private hospitals should clearly inform nurses about their job responsibilities and they must keep their values along with personal values of nurses. In addition, private hospitals should recognize good job done by nurses in terms of monetary and or non monetary and they must give enough job security to their nurses.

Keywords: Health Care, Nurses, Organizational Commitment, Private Hospitals

1. INTRODUCTION

In present days, private hospitals are functioning in a high competitive environment and facing shortage of important and scarce resources and they are constrained by internal and external environmental factors to attain their objectives precisely (Butt et al 2012). Nurses are very significant and large healthcare professionals and are having an important role in timely delivery of health services and promoting health care among general public (Cumbey and Alexander, 1998). Nurses have immense capacities to deal various health issues and are an integral part of providing solutions for them. Nurses are the most effective resources of any private hospitals as they perform mostly all kind of health care activities by means of efficient use of resources, their knowledge and skills and experiences. Organizational commitment of nurses is their likelihood to remain and continue in a particular hospital and improve its performance significantly (Ingersoll et al 2012). Organizational commitment of nurses is highly depending on work atmosphere, facilities, autonomy, job and personal related factors and mainly their job satisfaction (Jathanna et al 2011). Organizational commitment of nurses is highly imperative for performing their job efficiently (Peters et al 2010) and they are influencing performance, outcome and image of private hospitals and promoting health care among patients. Therefore, it is essential to study organizational commitment of nurses and promotion of health care in private hospitals in Sivaganga district.

2. REVIEW OF LITERATURE

Siew et al (2011) found that most of nurse had high degree of commitment towards their hospitals. Autonomy, interaction, experience, job requirements and status were significantly affecting commitment towards hospitals among nurses.

Al-Aseeri (2012) concluded that nurses were possessing high degree of affective commitment than normative and continuance commitments. Affective commitment of nurses was positively associated with involvement in job and effectiveness of hospitals.

Ibrahema et al (2013) revealed that work atmosphere, autonomy, empowerment and working experiences were affecting commitment of nurses towards hospitals.

Hajipourabayi et al (2014) indicated that nurses had medium level of commitment for their hospitals. Work atmosphere, emotional intelligence and effective leadership style were significantly affecting degree of commitment of nurses.

Khan and Jan (2015) showed that majority of nurses were moderately satisfied and satisfaction of nurses was positively and significantly related with their commitments towards hospitals. Pay, work environment and promotion were significantly influencing of commitment of nurses for hospitals.

Alammar et al (2016) found that no significant relation between job involvement of nurse and their personal attributes, but commitment of nurses was positively and significantly correlated with their job involvement in hospitals.

Karam et al (2017) concluded that nurses had medium level of commitment for their hospitals. Significant difference existed among marital status and competencies of nurses, but, no significant relation was there between competencies and commitment of nurses.

Sami and Ayaad (2018) revealed that nurses had medium level of commitment towards their hospitals. Commitment of nurses was negatively and significantly related with their turnover intention.

Sasaki et al (2019) indicated that nurses with less working experiences and less salary were highly committed in comparison with higher working experiences and salaries. Commitment was positively related with job involvement of nurses and both were significantly influencing their nursing competencies.

3. OBJECTIVES OF THE STUDY

1. To examine organizational commitment of nurses of private hospitals.
2. To inspect difference among socio-economic features of nurses and their organizational commitment towards private hospitals.
3. To analyze relation among organizational commitment of nurses and promotion of health care in private hospitals.

4. METHODOLOGY

Sivaganga district is chosen for the present study Simple random sampling method is used to select nurses and data are gathered from 320 nurses through structured questionnaire. Percentages are used to understand socio-economic features of nurses and mean and standard deviation are done to know organizational commitment of nurses of private hospitals. ANOVA and t-tests are employed to inspect difference among socio-economic features of nurses and their organizational commitment towards private hospitals. Correlation analysis is applied to analyze relation among organizational commitment of nurses and promotion of health care in private hospitals.

5. RESULTS AND DISCUSSION

5.1. SOCIO-ECONOMIC FEATURES OF NURSES

The socio-economic features of nurses are shown in Table-1. More number of nurses are female (68.75 per cent) and large number of nurses pertain to age of 31 – 35 years (32.81 per cent). Large quantum of nurses have B.Sc (Nursing)., (61.25 per cent) and highest number of nurses have 9 – 12 years of working experience (34.06 per cent) and maximum quantum of nurses get Rs.15,001 – Rs.20,000 (37.50 per cent) per month as their salary.

Table-1: Socio-Economic Features of Nurses

Socio-Economic Features	Number of Nurses	Percentage
Gender	320	
Male	100	31.25
Female	220	68.75
Age		
21 – 25 Years	56	17.50

26 – 30 Years	93	29.06
31 – 35 Years	105	32.81
36 – 40 Years	66	20.63
Education		
Diploma in Nursing	124	38.75
B.Sc (Nursing)	196	61.25
Working Experience		
Less than 4 Years	72	22.50
5 – 8 Years	101	31.56
9 – 12 Years	109	34.06
More than 16 Years	38	11.88
Monthly Salary		
Below Rs.15,000	62	19.38
Rs.15,001 – Rs.20,000	120	37.50
Rs.20,001 – Rs.25,000	92	28.75
Above Rs.25,000	46	14.37

5.2. ORGANIZATIONAL COMMITMENT OF NURSES OF PRIVATE HOSPITALS

The organizational commitment of nurses of private hospitals is shown in Table-2.

Table-2: Organizational Commitment of Nurses of Private Hospitals

Organizational Commitment of Nurses	Mean	Standard Deviation
I feel proud to work in this hospital	3.85	0.86
I am ready to put additional efforts for this hospital	3.82	0.83
I am willing to accept any job because I like to work in this hospital	3.32	1.10
I know very well what this hospital is doing for health promotion	3.75	0.95
I believe this hospital is good to work	3.73	0.98
I realize values of mine and this hospital are similar	3.27	1.12
I tell about this hospital to my friends as good hospital to work	3.70	1.03
I learn new things and update my skills in this hospital	3.78	0.92
I get proper reorganization for my good work	3.36	1.08
I have enough job security	3.38	1.05

The nurses are agreed with they feel proud to work in this hospital, they are ready to put additional efforts for this hospital, they know very well what this hospital is doing for health promotion, they believe this hospital is good to work, they tell about this hospital to their friends as good hospital to work and they learn new things and update their skills in this hospital, while, they are neutral with they are willing to accept any job because they like to work in this hospital, they realize values of them and this hospital are similar, they get proper reorganization for their good work and they have enough job security.

5.3. SOCIO-ECONOMIC FEATURES OF NURSES AND THEIR ORGANIZATIONAL COMMITMENT TOWARDS PRIVATE HOSPITALS

The relation between socio-economic features of nurses and their organizational commitment towards private hospitals is shown below as:

5.3.1. GENDER AND ORGANIZATIONAL COMMITMENT

The relation among gender of nurses and organizational commitment towards private hospitals is shown in Table-3.

Table-3: Gender and Organizational Commitment

Gender	N	Mean	Standard Deviation	t-Value	Sig.
Male	100	34.65	6.81	2.404*	.017
Female	220	36.55	6.46		

* Significant at 5% level

Mean value of organizational commitment towards private hospitals for female nurses (36.55) is larger than male nurses (34.65) that indicate female nurses have higher organizational commitment in comparison with male nurses.

The t-value of 2.404 is significant and it exhibits significant difference among gender of nurses and organizational commitment towards private hospitals.

5.3.2. AGE AND ORGANIZATIONAL COMMITMENT

The relation among age of nurses and organizational commitment towards private hospitals is shown in Table-4.

Table-4: Age and Organizational Commitment

Age	N	Mean	Standard Deviation	F-Value	Sig.
21 – 25 Years	56	36.95	5.98	6.533**	.000
26 – 30 Years	93	34.44	6.34		
31 – 35 Years	105	36.22	6.78		
36 – 40 Years	66	36.85	7.01		

** Significant at 1% level

Mean value of organizational commitment towards private hospitals for nurses with age of 21 – 25 years, 26 – 30 years, 31 – 35 years and 36 – 40 years are 36.95, 34.44, 36.22 and 36.85 correspondingly that indicate nurses with age of 21 – 25 years have higher organizational commitment in comparison with other age categories of nurses.

The F-value of 6.533 is significant and it exhibits significant difference among age of nurses and organizational commitment towards private hospitals.

5.3.3. EDUCATION AND ORGANIZATIONAL COMMITMENT

The relation among education of nurses and organizational commitment towards private hospitals is shown in Table-5.

Table-5: Education and Organizational Commitment

Education	N	Mean	Standard Deviation	t-Value	Sig.
Diploma in Nursing	124	35.23	7.14	4.563**	.000
B.Sc (Nursing)	196	36.42	6.24		

** Significant at 1% level

Mean value of organizational commitment towards private hospitals with diploma in nursing and B.Sc (Nursing) are 35.23 and 36.42 correspondingly that indicate nurses with B.Sc (Nursing) have higher organizational commitment in comparison with nurses with diploma in nursing.

The t-value of 4.563 is significant and it exhibits significant difference among education of nurses and organizational commitment towards private hospitals.

5.3.4. WORKING EXPERIENCE AND ORGANIZATIONAL COMMITMENT

The relation among working experience of nurses and organizational commitment towards private hospitals is shown in Table-6.

Table-6. Working Experience and Organizational Commitment

Working Experience	N	Mean	Standard Deviation	F-Value	Sig.
Less than 4 Years	72	37.54	6.07	5.791**	.000
5 – 8 Years	101	36.34	6.42		
9 – 12 Years	109	34.78	7.15		
More than 16 Years	38	35.34	6.06		

** Significant at 1% level

Mean value of organizational commitment towards private hospitals for nurses in working experience of less than four years, 5 – 8 years, 9 – 12 years and more than 16 years are 37.54, 36.34, 34.78 and 35.34 correspondingly that indicate nurses in working experience of less than four years have higher organizational commitment in comparison with nurses in other work experiences.

The F-value of 5.791 is significant and it exhibits significant difference among working experience of nurses and organizational commitment towards private hospitals.

5.3.5. MONTHLY SALARY AND ORGANIZATIONAL COMMITMENT

The relation among monthly salary of nurses and organizational commitment towards private hospitals is shown in Table-7.

Table-7: Monthly Salary and Organizational Commitment

Monthly Salary	N	Mean	Standard Deviation	F-Value	Sig.
Below Rs.15,000	62	37.98	5.92	4.099**	.007
Rs.15,001 – Rs.20,000	120	35.89	6.12		
Rs.20,001 – Rs.25,000	92	34.33	7.22		
Above Rs.25,000	46	36.67	6.85		

** Significant at 1% level

Mean value of organizational commitment towards private hospitals for nurses get monthly salary of below Rs.15,000, Rs.15,001 – Rs.20,000, Rs.20,001 – Rs.25,000 and above Rs.25,000 are 37.98, 35.89, 34.33 and 36.67 correspondingly that indicate nurses get monthly salary of below Rs.15,000 have higher organizational commitment in comparison with nurses of other monthly salary groups.

The F-value of 4.099 is significant and it exhibits significant difference among monthly salary of nurses and organizational commitment towards private hospitals.

5.4. RELATION AMONG ORGANIZATIONAL COMMITMENT OF NURSES AND PROMOTION OF HEALTH CARE IN PRIVATE HOSPITALS

The relation among organizational commitment of nurses and promotion of health care in private hospitals was analyzed by using correlation analysis and the result is shown in Table-8.

Table-8: Relation among Organizational Commitment of Nurses and Promotion of Health Care in Private Hospitals

Particulars	Correlation Co-efficient
Organizational Commitment of Nurses and Promotion of Health Care in Private Hospitals	0.51**

** Significance at 1% level

The correlation coefficient between organizational commitment of nurses and promotion of health care in private hospitals is 0.51 and it implies that both are moderately and positively related.

6. CONCLUSION

The above study explicates that significant difference prevails among socio-economic features of nurses and their organizational commitment towards private hospitals. Promotion of health care in private hospitals is positively, significantly and moderately related with organizational commitment of nurses. Therefore, private hospitals should clearly inform nurses about their job responsibilities and they must keep their values along

with personal values of nurses. In addition, private hospitals should recognize good job done by nurses in terms of monetary and or non monetary and they must give enough job security to their nurses.

REFERENCES

- Abbas Karami, Jamileh Farokhzadian, & Golnaz Foroughameri. (2017). Nurses' professional competency and organizational commitment: Is it important for human resource management?. *PLoS ONE*, 12(11), 1-15.
- Abdul Sattar Khan, & Farooq Jan. (2015). The study of organization commitment and job satisfaction among hospital nurses. A survey of district hospitals of Dera Ismail Khan. *Global Journal of Management and Business Research: A Administration and Management*, 15(1), 17-28.
- Butt, H.S., Khan, F., Rasli, A.B.M., & Iqbal, M.J. (2012). Impact of work and physical environment on hospital nurses commitment. *International Journal of Economics Research*, 3(3), 33-43.
- Cumbey, D., & Alexander, J. (1998). The relationship of job satisfaction with organization variables in public health nursing. *Journal of Nursing Academics*, 28, 39-46.
- Hajipourabayi, N., Hajipourabayi, E., & Afsharipour, G. A. (2014). A study on correlation of emotional intelligence to leadership styles of nursing managers and nurses organizational commitment in hospitals of Kerman, Iran. *International Journal of Scientific Management and Development*, 2(12), 676-680.
- Ibrahema, S.Z., Elhoseenya, T., & Mahmoud R.A. (2013). Workplace empowerment and organizational commitment among nurses working at the Main University Hospital, Alexandria, Egypt. *Journal of the Egyptian Public Health Association*, 88, 90-96.
- Ingersoll, G.L., Olsan, T., Drew-Cates, J., DeVinney, B. C & Davies, J. (2002). Nurses' job satisfaction, organizational commitment, and career intent, *Journal of Nursing Administration*, 32(5), 250-263.
- Jathanna, R., Melisha, R.D., Mary, G. & Latha, K.S. (2011). Determinants of job satisfaction among healthcare workers at a tertiary care hospital. *Journal of Health and Allied Sciences*, 10(13), 1-13.
- Kamila Alammar, Mashaal Alamrani, Sara Alqahtani, & Muayyad Ahmad. (2016). Organizational commitment and nurses characteristics as predictors of job involvement. *Nursing Leadership*, 29(4), 59-69.
- Mona Ahmed Al-Aseeri. (2012). Perception of organizational commitment among nurses in different governmental health sectors at Riyadh city. *American Academic & Scholarly Research Journal*, 4(5), 1-4.
- Peters, D. H., Chakraborty, S., Mahapatra, P. & Steinhardt, L. (2010). Job satisfaction and motivation of health workers in public and private sectors: cross-sectional analysis from two Indian states, *Human Resources for Health*, 8(27), 1-11.
- Sami Abuseif, & Omar Ayaad. (2018). The relationship between organizational commitment and nurses' turnover intention behavior at tertiary private hospitals in Najran, KSA. *International Journal of Academic Research in Business and Social Sciences*, 8(6), 764-772.
- Shoko Sasaki, Mika Fukada, Reiko Okuda, & Yukiko Fujihara. (2019). Impact of organization and career commitment on clinical nursing competency. *Yonago Acta Medica*, 62(2), 221-231.
- Siew, P.L., Chitpakdee, B., & Chontawan, R. (2011). Factors predicting organizational commitment among nurses in state hospitals, Malaysia. *The International Medical Journal Malaysia*, 10(2), 1-8.