

23rd International Conference on
NANOMATERIALS SCIENCE & NANOENGINEERING & TECHNOLOGY
&
International Conference and Exhibition on
PHARMACEUTICAL NANOTECHNOLOGY AND NANOMEDICINE
April 18-19, 2018 | Las Vegas, USA

Organizational commitment and its predictors among nurses working in Jimma University Specialized Teaching Hospital, South West Ethiopia

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Background: The idea of organizational commitment has intuitive appeal because of the relationship of commitment to turnover, absenteeism, and organizational performance. All of these are important to healthcare executives who are attempting to stabilize a nursing workforce in the presence of a growing nursing shortage.

Objective: The objective of the study was to determine the level of organizational commitment of nurses and its predictors among Jimma University specialized teaching hospital nurses, Southwest Ethiopia.

Methods: Institution based cross-sectional study design was conducted in Jimma University Specialized Teaching Hospital from March 2 to March 18, 2016 and systematic sampling technique was used to select a total of 242 study subjects. Data were collected using self-administered questionnaire and entered to Epi data version 3.1 and analyzed using SPSS version 16 software. One-way analysis of variance, independent sample T-tests and Multivariable linear regression analysis was conducted to identify predictors of organizational commitment and significance was checked at $p < 0.05$.

Result: The respondents mean score of organizational commitment was 70.45 ± 8.22 and only 72 (32.9%) of the nurses score high level of organizational commitment. The independent t-test and One-way analysis of variance result revealed educational status and working ward were significantly associated with organizational commitment. The multivariable linear regression showed that perceived organizational support ($\beta = .482$, $p < .001$), interpersonal relationship ($\beta = .303$, $p = .008$), job satisfaction ($\beta = .059$, $p = .027$), transformational leadership behavior ($\beta = .165$, $p < .001$), educational qualification ($\beta = -1.860$, $p = .02$) and working ward ($\beta = -.585$, $p = .018$) were significant predictors of organizational commitment among nurses.

Conclusion: The organizational commitment levels of nurses were low. Job satisfaction, perceived organizational support, transformational leadership behavior, interpersonal relationship, and working in ICU and OR are significant predictors of organizational commitment.

Recommendation: Human Resource Management, CEO and Nursing Leaders of JUSTH shall make nurses participate in managerial decision making, using improved communication skills and give appreciation for their contributions to the organization.

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