

Professional Identity and Organizational Commitment among Nurses

Thesis

*Submitted for Partial Fulfillment of Master Degree
in Nursing Administration*

By

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(B.Sc. Nursing)

**Faculty of Nursing
Ain Shams University
2016**

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First of all, i feel always indepted to **Allah**, the Most Gracious, the most kind and the most merciful, who helping me to finish this work.

There are no words to show my appreciation for **Prof. Dr. Samia Mohamed Adam**, Professor of Nursing Administration, Faculty of Nursing – Ain Shams University– for her enormous help, enduring wisdom that this work retains from her valuable years of experience and input. Her constructive criticism, guidance, and tremendous support that enabled me to accomplish this work..

My most sincere appreciation goes to **Dr. Rabab Mahmoud Hassan**, Assistant Professor of Nursing Administrations, Faculty of Nursing – Ain Shams University, for her generous help, precious time, relentless mentoring and valuable recommendations.

I would like to express my feelings of admiration, love and respect to all colleagues and nurses who participate in the study for their overwhelming support and sharing.

Dedication

This work is dedicated to the ...

Soul of My Mother

Father

Sisters



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List of Abbreviations

OC : Organizational commitment

PI : Professional Identity

Abstract

Professional identity and Organizational commitment among Nurses

Professional identity (PI) and organizational commitment (OC) both are highly relevant to nurses working life. The two are inter-related and associated, and have major implications on both work-related outcomes and the wider life of nurses. ***Aim of this study:*** Assess the professional identity and organizational commitment among nurses. ***Research Design:*** A descriptive, correlational design was used, the ***study setting*** was at Arab Contractors Medical Center, and the ***study sample*** was included 140 nurses. Two ***tools*** were used namely: professional identity questionnaire sheet and organizational commitment scale. ***Results:*** Professional image had the highest score dimension among nurses'. The majority of studied nurses had high professional identity level. The highest domain of organizational commitment among nurses was participation. The majority of nurses had high organizational commitment level. ***Conclusion:*** *There was positive correlation between total professional identity and total organizational commitment.* ***Recommendations:*** Further studies are suggested: Factors influencing professional identity and organizational commitment and turnover intention among nurses'.

Keywords: Nurses, Organizational Commitment, Professional Identity.

Introduction

Professional identity (PI) defined as the attitudes, knowledge, beliefs and skills that are shared with others within a professional group and related to the professional roles undertaken by the individuals (**Fagermoen, 2010**). Professional identity is often referred to career, occupational or even vocational identity (**Uustal, 2011**). A person's professional identity is a component of their overall identity and is augmented by their 'position within society', 'interactions with others' and their 'interpretations of experiences' (**Adams, 2011**).

A professional identity helps to construct the core or essential aspects of an individual's meaning and being from adolescence to old age. Professional identity is constructed through periods of endurance and interruption (**Evans, 2008**). Professional identity is a frequent theme of discussion and concern, diverse meanings are linked to professionalism. Professional attitudes or professionalism is seen as a framework used by professionals in identifying their work in a social role context, thus the emphasis of professional's value commitment is specifically on the professional status of their work (**Gregg and Magilvy, 2001**).

Professional identity is conceptualized as having a direct linkage to every day nursing practice. Professional identity refers to the nurses conception of what it means, that is, it represents her philosophy of nursing as such, it service as a basic frame of reference in the nurses deliberation and enactment in nursing practice influencing what are seen as relevant problems, goals and approaches (**Fagermoen, 2010**). The professional identity will be developed through interaction with other nurses and through internalization of the knowledge, skills, norms, values and culture of the nursing profession which are acquired by the process of socialization (**Verlinde, 2001**).

Organizational commitment (OC) is defined as an individual's psychological bond to the organization, including a sense of job involvement, loyalty and belief in the values of the organization. Organizational commitment from this point of view is characterized by employee's acceptance of organizational goals and their willingness to exert effort on behalf of the organization (**Okura, 2004**).

Ohno et al. (2004), stated that “commitment is a force that binds an individual to a course of action of relevance to one or more targets”. This general description of commitment relates to the definition of organizational commitment by **Laperriere, (2008)** namely that it is “the

relative strength of an individual's identification with and involvement in an organization".

Organizational commitment is a psychological state specifying the kind of staff relationship with the organization. This relationship carries some inferences for staff determining the continuity of staff membership in the organization. Organizational commitment includes personal, psychological and emotional attachment with the organization to accept its values and goals (**Bernardino, 2008**).

Professional identity and organizational commitment, both are responsible to a large extent, for nurses work-related behavior. While identity influences commitment, the outcome of both are crucial importance to organization and can be tangible or intangible. The most practical one is performance (**Felli, 2008**).

Significance of the Study:

The significance of the study is stemmed from the assumption that nurses' professional identity influences work performance and organizational commitment, nurses who are identified and internalized with the profession values are expected to perform well and seeking