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**Staff Nurses Perception of Job Empowerment and
Organizational Commitment at Mansoura University Hospital**

THESIS

Submitted in Partial fulfillment of the Requirements
For The Master Degree in
Nursing Service Administration

By

Ahlam Mahmoud El-Shaer
(BSc, Nursing)

Supervisors

Prof. Nehad Fekry

*Professor of Nursing Administration
Faculty of Nursing, Cairo University*

Dr. Neamat Mohamed

*Lecturer of Nursing Administration
Faculty of Nursing, Mansoura University*

Faculty of Nursing— Cairo University
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*To My Family
Especially To my
Husband*

A CKNOWLEDGMENT

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CHAPTER .I

INTRODUCTION

INTRODUCTION

The nursing profession has been associated with labels such as dependence and passivity. Nurses working in hospitals have described themselves as powerless, with little authority or influence to affect any change within the organization which has negative effect on the delivery of high quality nursing care (**Wilson & Laschinger, 1994**). The word “power” is derived from the Latin verb “*potere*” (to be able). Thus, power may be appropriately defined as *that which enables one to accomplish goals* (**Marquis & Huston, 1992**).

The present study is based on Kanter's Theory, which defined power as '*the efficacy or the ability to get things done in the organization*'. Power is obtained from the ability to access and mobilize support, information, resources and opportunities from one's position in the organization. Having access to these structures results in increased levels of organizational commitment, feeling of autonomy and self efficacy. Consequently, employees are more productive and effective in meeting organizational goals (**Kanter, 1977a in Laschinger et al., 2000**).

Empowerment provides employees with higher degrees of involvement and greater authority to make decisions on their own (**Drafke & Kossen, 1998**).

Organizational commitment is defined in this study as '*the relative strength of an individual's identification with, and involvement in a*

particular organization' (Mowday et al., 1982a in Lee & Henderson 1996). Antecedents of organizational commitment are personal role and structural characteristics, as well as work experiences. Consequences of organizational commitment include desire and intent to remain, attendance, retention, and job effort. Mowday et al. (1982) noted that organizational loyalty (intent to stay) is the strongest or most predictable positive behavioral outcome of organizational commitment, whereas the negative aspect of the concept is the intent to leave or turnover (Mowday et al., 1982 in Lee & Henderson, 1996).

Significance of the study

Empowerment is vital for nursing profession. Empowered committed nurses are able to accomplish the tasks required to achieve health organization goals more effectively became more satisfied and improve patients care. Also, empowered committed nurses are more productive, more initiative and help to create more effective work.

This research will be carried out to assess staff nurses' perception of empowerment and their commitment to the organization and the relationship between the two aspects.

AIM OF THE STUDY

The aim of the study is to explore the relationship between job empowerment perception of staff nurses and their commitment to the organization.