# Organizational Climate and Its Influence on Nurse Teachers Job Performance

#### Thesis

Submitted for Partial Fulfillment of Master Degree (Nursing Administration)

By

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Hend El Nady El Sayed

# **Dedication**

I would like to dedicate this thesis to

My parents

My husband

My sons

My brothers and my sisters

For their love, care, support and encouragement that allowed me to accomplish this work.

Hend El Nady El Sayed

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## List of Abbreviations

## **List of Abbreviations**

**HR** Human Resources

NTOC Nursing Teacher Observational Check list

NT Nursing Teachers

**OC** Organizational Climate

**OCQ** Organizational Climate Questionnaire

**OD** Organizational Development

**THI** Technical Health Institute

### **Abstract**

**Background:** Organizational climate is a key variable in successful organizations and influence on nurse teacher performance. Aim: this study aimed to investigate the organizational climate and it's influence nurse teacher's performance. Subjects and methods: A descriptive correlational design was used. The study subjects included (59) nurse teachers. Setting: The study was conducted at Imbaba Health Institute. **Tools of data collection**: two tools was used the organizational climate questionnaire, and an observational chick list for Nurse Teacher job performance. Results: More than half of nurse teachers (52.5%) had perceived organizational climate as positive, the leadership dimension had the highest Mean score, while the lowest Mean score is the role clarity dimension as well as (59.4%) of the studied subjects had inadequate job performance level and the recruitment dimension had the highest Mean score while the lowest Mean score was the professional dimension. **Conclusion:** there was statistically significant positive correlation between total organizational climate and total job performance level among nurse teachers. **Recommendations:** Periodic assessment of the organizational climate. Nurse teachers need to improve their skills by training programs.

**Keywords**: Organizational climate - Job performance - Nurse Teachers.

### Introduction

In recent years, work organizations have been confronted with an increasingly competitive global business climate. This forces the organizations to develop policies to enhance workplace commitment on the one hand, and leads managers to develop their skills on effective performance management on the other. Those who are more committed to their organizations are assumed to be more productive persons and behave with a higher sense of responsibility and loyalty (*Ulrich*, 2017).

Organizations of the twenty-first century strongly emphasize on quality and productivity. Executives strives to increase quality, enhance productivity, and reduce costs are reexamining the way companies are managed. Many organizations are changing the way they operate in such areas as organizational climate, organizational culture, structure, technology, and how they relate to customers and employees. (OD) Organizational development interventions leading to improved productivity, efficiency, and quality have evolved to help organizations meet these challenges (*Donald and Harvey*, 2014).

The organizational climate is reflected in members overall perception and sense making of policies, practices, goalse and attainment in an organization. Climate is a variable difficult to quantity, it can have a significant impact on staff turneover, employee satisfaction, and

#### M Introduction

individual and organizational productivity (*Charles and Schwepker*, 2014).

(Hall et al., 2014) reported that organizational climates have many types such as supportive climates.defensive climates. climates. openness safetyclimates, and ethical climates. It arises from routine practices in an organization and influences staff members' attitudes and behaviors in both a positive way, such as in productivity, satisfaction and motivation, and in negative ways, such as in absenteeism, staff turnover and work accidents, organizational climate is the shared perception about the social and psychological impact of the organization on individuals. Thus climate may be the variable job satisfaction moderator between and productivity (Gilani, 2013).

A necessary link between organizational climate and teacher attitude and behavior. It has been remarked that the formal characteristics of workhave an important influence on the way in which teachers perceive the climate. The fulfillment of all of the needs of the students, teachers, and the administrators guarantees the ability for success and achievement in schools When the fundamental needs of the members of the school are met, those members are enabled to function effectively and efficiently (*Hanson*, 2012).

Teaching is an honored vocation with the intended purpose of developing students' character and preparing

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student for leadership in civic and religious roles It is a highly versatile strategy that can be applied in preventing, promoting, maintaining, and modifying a wide variety of behaviors in a learner who is receptive, motivated, and adequately informed (*Bastable*, 2013). Teaching in nursing is a complex activity that integrates the art and the science of nursing and clinical practice into teaching-learning process; it involves a set of skills, competencies that are essential to facilitate students' learning outcomes. The preparation for teaching involves classroom and clinical experiences to acquire the competencies (*Billings and Halstead*, 2016).

Maintaining a link between teaching and practice allows nurse teacher to make a unique contribution to higher education; the nurse teacher should keep up-to-date with knowledge and practice (*Murphy*, 2016). The teacher's role becomes acquainted with the academic environment and functioning as a liaison between the clinical and academic setting .Teachers are those who teach students, often a course of study or a practical skill including learning and thinking skills. There are many different ways to teach and help students to learn. Performance is the 'actual accomplishment as distinguished from potential ability, capacity, or aptitude.' Further, he defines, 'performance, intellectual' as 'an action in which excellence or superiority depends primarily on abstract mental ability' or 'a response in which truth or the right