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Organizational Trust and its Influence on Nursing Teachers' Performance at Technical Health Institute

Thesis

Submitted for Partial Fulfillment of Master Degree
(Nursing Administration)

By

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Dedication

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Organizational Trust and its Influence on Nursing Teachers' Performance at Technical Health Institute

Abstract

Background: organization trust has direct effect on optimum performance and behavioral outcome variables. **Aim:** This study aims to assess the influence of organizational trust on nursing teachers' performance. **Design:** Descriptive correlational design was used. **Subjects:** The study subjects included (50) nurse teachers'. **Setting:** the study was conducted at Imbaba Health Institute. **Tools of data collection:** organizational trust questionnaire and an observational checklist. **Results:** More than half of the study subjects (58%) had moderate perception level regarding total organizational trust. More than one-third of them (34%) had high perception level regarding total organizational trust. While (94%) of nursing teachers' had adequate performance levels. **Conclusion:** There was a statistically significant positive correlation between total organizational trust and total performance level among nursing teachers. **Recommendations:** Should allow active participation of nursing teachers' discussion, when discussing ideas and issues regarding teaching process and administrators have to be role model of the performance desired from nurse teachers.

Keywords: Nursing teacher, Organizational trust, Performance.

Introduction

Trust is commonly important element in the organization as well to determine the level of performance and automatically is a source of competitive of advantage. Organizational trust is defined as the readiness of employee to be vulnerable to the actions of the employers based on the expectation that they would act in order to satisfy his needs irrespective of the ability to monitor or control in order to increase performance among the employees (*Singh& Desa, 2018*).

Nursing teachers are those who teach students a course of study or practical skills including learning and thinking skills, there are many different ways to teach and help students to learn. Nursing teacher is an experienced registered nurse who holds a professionally recognized educator education credential and who integrates research-based nursing, management skills, educational knowledge, and expertise to achieve learning outcomes that meet the needs of students and other stakeholders in the educational project (*Petitte& Farris, 2020*).

Nursing teachers' plays many roles in an educational environment such as the teacher's role by assuming leadership in curriculum, instruction, and evaluation. The role involves leadership in several educational contexts.

Curriculum development, clinical teaching and supervision, classroom teaching, seminar, and virtual teaching. As well, as applying the knowledge of the learning process and management of the learning environment. This role provides the core of education for the other nurse teachers roles. The competencies gained through education and experience, are used to engage students in learning and to broaden the vision of patients, communities, and the profession. The most essential role of the nurse teachers is the ability to model appropriate and desired behaviors of professional practice (*Morrison & Gleddie, 2019*).

Competencies of performance are must enable a nursing teachers to be successful to maximize students learning. Nursing teachers must have expertise in a wide-ranging array of competencies in an especially complex environment where hundreds of critical decisions are required each day. Teaching demand the integration of professional judgment and the proficient use of evidence-based competencies. Competence of performance among nursing teachers plays a vital step to improve the effectiveness of teaching and learning in nursing, raising educational standerds, and improving the provision of nursing care and outcomes of health services(*Ali, Abd-ElAal, & Abo Srea, 2021*).

Performance is influenced by many factors such as organizational policies, routines, and practices, the power, and hierarchy that can constrain or support nurses' teacher's decision-making in practice. Lack of recognition and valuing of nurse teachers' knowledge contributes to the ability to resolve student problems, and access to the resources that are required to accomplish goals by themselves and other members of the healthcare team undermine collaboration, confidence, and shared decision making. When the fundamental needs of the members of the school are met, those members are enabled to function effectively and efficiently (*Dalanon et al., 2018*).

Educational environment is the surrounding area of students at the institute and the total of all internal and external factors that have an impact on students. The environment includes physical, psychological, social, spiritual, and cultural elements. A healthy educational environment is very important for students and staff achievement and for developing attitudes and behaviors that value a healthy lifestyle (*World Health Organization (WHO), 2019*).

Significance of the study

The researcher as a nursing teacher in a technical health institute-noticed that, some nurse teachers are in conflicts with their institute administrators and both of them had conflicts with each others, These dilemma affects nursing teachers' performance and productivity. It is recommended by *El Sayed (2017)* to assess factors affecting nurse teachers' performance. So, the present study will be conducted to assess the influence of organizational trust on nursing teachers' performance at the technical health institute.