Organizational Commitment versus Job Satisfaction among Staff Nurses

Thesis

Submitted in Partial Fulfillment of the Master Degree in Nursing Science (Nursing Administration)

By

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2020

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بسم الله الرحمن الرحيم
قالوا
سبحانك لا علم لنا
إلا ما علمتنا إنك أنت
العليم الحكيم
صدق الله العظيم
سورة البقرة الآية: ٣٢

Acknowledgments

First of all, I thank ***"Allah"*** *to whom I relate any success in achieving any work in my life.*

I wish to express my indebtedness and gratitude to the Faculty of Nursing, Ain-Shams University, for giving me the opportunity to pursue my postgraduate studies.

I would like to express my deep appreciation to ***Assist. Prof. Dr. Heba Ali Hassan Ali,*** *Assistant Professor of Nursing Administration, Faculty of Nursing, Ain Shams University, for providing me with a lot of encouragement, valuable advice and moral support throughout this work.*

My sincere gratitude and appreciation are also due to ***soul of Dr. Galila Mohamed Ahmed Abdelghaphar,*** *Lecturer of Nursing Administration, Faculty of Nursing, Ain-Shams University, for her kind help, constant encouragement, constructive criticism, and the time and effort she dedicated to this work.*

Last, but not least, I would like also to express my appreciation to all those who help me to make Jewry of the tools of thesis (professors and assistant professors at Ain Shams University and Cairo University), and participants in Beni-Suef University hospital who helped me in collecting the data. All of those directly or indirectly helped me in putting this piece of work together and making it look the way it is now.

Mohammed Saad Fathi

Dedication

I would like to extend my greatest and deepest thanks to people, who inspired me and supported me throughout my entire life,

My Family members, especially

My Parents *who helped me to grow sensitive to the needs of the people around...,*

to My wife and lovely Children *for their Cooperation and Support*

And also

to My Friends *for their kind and constant encouragement, and love .*

"For being always tolerate and encouraging me throughout my life

and to every one of you, my life is dedicated."

Mohammed Saad Fathi

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List of Abbreviations

Abbr.	Full-term
O.C.	Organizational Commitment
J.S.	Job Satisfaction
UCCs	Uganda Colleges of Commerce
O.C.B.	Organizational Citizenship Behavior

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Abstract

Background: Organizational commitment and job satisfaction are very significant for ensuring sustained productivity from the employee of an organization. **Aim of the study:** the study was aimed to investigate the relationship between the organizational commitment and the staff nurses' job satisfaction. **Setting:** The study was conducted at Beni– Suef University Hospital. **Research design:** a descriptive correlational design. **Subjects:** 220 staff nurses. **Tools:** the data were collected using two self – administered named organizational commitment questionnaire, and job satisfaction questionnaire. **Results:** there was a positive correlation between organizational commitment and job satisfaction among studied staff nurses. 48% of studied staff nurses had high organizational commitment. Also 69% of studied staff nurses had high job satisfaction level. **Conclusion:** The study finding indicated that there was a strongly statistically significant, positive correlation between total organizational commitment and total job satisfaction. Also there were no statistically significant relations between total organizational commitment and total job satisfaction and Personal characteristics. **Recommendations:** The study findings recommended that, develop strategies for improving nurses working conditions.

Keywords: Organizational Commitment, Job Satisfaction and Staff nurses.

Introduction

Commitment is a psychological attachment to and identification with the organization/occupation. Attachment to values, individual, object or organization results from identification with the attitudes, values, or goals of the model. That is, some of the attributes, motives, or characteristics of the model are accepted by the individual and become incorporated into the cognitive response set of the individual ***(Saleh, 2016).*** The commitment is characterized by the strong desire to maintain membership of an organization, which plays a positive role in retention of members in the organization ***(Mowday and Steers, 2006).***

Organizational commitment (O.C.) was defined as psychological state that characterizes the employees' relationship with organization and the implications for a decision to continue or discontinue membership in the organization ***(Meyer et al., 2011).*** Organizational commitment reflects the loyalty of an employee towards organization ***(Ghorbanhosseini, 2012).*** The degree of attachment to an organization and is characterized by valuing the shared benefits held between an employee and organization. Moreover, organizational commitment as a desire to maintain the affiliation with an organization and is reflected through the willingness to exert high level of effort to achieve organizational goals ***(Rae, 2013).***

Overall, organizational commitment can be defined as the degree to which an employee develops a feeling of belongingness to his or her organization. Such feeling is created among the employees through constant involvement in different organizational activities. The continuous participation is usually done by searching for important suggestions from team members, listening to their issues and by increasing their involvement in organizational decision making process to a certain extent ***(Wadhwa & Verghese, 2015).***

Employees would feel to be participative and appreciated in the organization. The most commonly known forms of commitment are affective or emotional commitment which emphasize on employee attachment to an organization by accepting its values and having the desire to keep the relationship with it. Organizational commitment is important for organizational effectiveness as it enhances employees desire to remain in an organization, improves their performance, increase employees satisfaction and motivation, decrease their absenteeism and turnover ***(Dey, Kumar, & Kumar, 2014).***

The positive effects in organizations whose members have higher levels of commitment show higher performance and productivity and lower levels of absenteeism, tardiness, feelings of affiliation, attachment and citizenship behavior, which tend to