

The Relationship between Characteristics of Nurses and Organizational Commitment of Nurses in Geriatric Intermediate Care Facilities in Japan

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Abstract : Background: The quality of care in geriatric intermediate facilities (GIFs) in Japan is not in a satisfied level. To improve it, it is crucial to reconsider nurses' professionalism. Our goal is to create an organizational system that allows nurses to succeed professionally. To do this, we must first discuss the relationship between nurses' characteristics and the organization. Objectives: The aim of the present study was to determine the extent to which demographic and work-related factors are related to organizational commitment among nurses in GIFs. Method: A quantitative, cross-sectional method was adopted, using a self-completion questionnaire survey. The questionnaires consisted of 49 items for job satisfaction, the three-dimensional commitment model of organizational commitment and the background information of respondents. Results: A total of 1,189 nurses participated. Of those, 91% (n=1084) were women, and mean age was 48.2 years. Most participants were staff nurses (n=791; 66%). Significant differences in 'affective commitment' (AC) scores were found for age ($p < .001$), overall work experience ($p < .001$), and work status ($p < .001$). For work experience in the current facility, significant differences were found in all organizational commitment scores ($p < .001$). The group with high job satisfaction scored significantly higher in all types of organizational commitment ($p < 0.001$). Conclusions: These results led to a conclusion that understanding the expectations of nurses at the workplace to adapt with the organization, and creating a work environment that clarifies contents of tasks, especially allowing for nurses to feel significance and achievement with tasks, would increase AC.

Keywords : geriatric intermediate care facilities, geriatric nursing, job satisfaction, organizational commitment

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