

Organizational Socialization Levels in Nurses

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Abstract : The research was conducted in order to determine the organizational socialization levels of nurses working in hospitals in the form of a descriptive study. The research population was composed of nurses employed in public and private sector hospitals in the province of Konya with 0-3 years of professional experience in the hospitals (N=1200); and the sample was composed of 495 nurses that accepted to take part in the study voluntarily. Organizational Socialization Scale which was developed by Haueter, Macan and Winter (2003) and whose validity-reliability in Turkish was analyzed by Ataman (2012) was used. Statistical evaluation of data was conducted in SPSS.16 software. The results of the study revealed that the total score taken by nurses at the organizational socialization scale was 262.95; and this was close to the maximum score. Particularly the departmental socialization sub-dimension proved to be higher in comparison to the other two dimensions (organization socialization and task socialization). Statistically meaningful differences were found in the levels of organization socialization in relation to the status of organizational orientation training, level of education and age group.

Keywords : nurses, newcomers, organizational socialization, total score

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