

The Effect of Organizational Virtuousness on Nurses' Organizational Identification Level and Performance: The Mediating Role of Perceived Organizational Support

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Abstract : Practices voluntarily performed by organizations for their employees well-being, create an emotional imperative for employees in accordance with reciprocity norm. Changes in desired course occur in organizational outputs and attitudes towards organization among employees perceiving their organizations as virtuous and supportive. The aim of this study was to examine the effect of organizational virtuousness on performance and organizational identification levels of employees and mediating role of perceived organizational support in this relationship. The data of this descriptive and methodological study were collected from 336 nurses working in a public university hospital in 2015. Participant information form, Organizational Virtuousness, Perceived Organizational Support, Organizational Identification, and Employee Performance scales were used to collect the data. Descriptive, correlative, psychometric analyses and Structural Equation Modeling were performed for the data analysis. Most of the participants were female, under 30 years of age, graduated degrees and staff nurse. Mean scores obtained by the participants from scales were calculated as 3.43(SD=.99) for organizational virtuousness, 2.99 (SD=1.16) for perceived organizational support, 3.18 (SD=1.03) for organizational identification and 3.84 (SD=0.66) for employee performance. It was found that correlation between organizational virtuousness and employee performance regressed from $r=0.64$ to $r=-0.01$ and correlation between organizational virtuousness and organizational identification regressed from $r=0.55$ to $r=-0.16$ and became statistically non-significant ($p < 0.05$) via mediating role of perceived organizational support. According to the results, perceived organizational support assumes full mediation on the impact of organizational virtues of employee performance and organizational identification levels. Therefore, organizations, which intend to positively affect employees attitudes towards organization and their performance, should both extend organizational virtuous activities and affect perceptions of employees; whereas, employees should perceive that they are supported by their organization.

Keywords : employee performance, organizational identification, organizational virtuousness, perceived organizational support

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