

ORIGINAL PAPER

**Employees' Commitment to the Organization of a Public District
Hospital: a Case Study**

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Abstract

Background: The employees' satisfaction from their job and their commitment to the organization appears to be one of the most determinants factors of organizational effectiveness.

Aim: The aim of this study was the research of commitment to the organization of employees' working at Sparta General Hospital, as well as the correlation between job satisfaction and social, economic, demographic or other factors.

Methodology: The research's sample included 121 employees from all departments of a public district hospital. For research purposes, the Organizational Commitment Questionnaire was used. Data specially designed for the research's purposes.

Results: The largest sample's proportion, declared moderate to very satisfy by their job at that Hospital. The particular job demands, exhausting timetables, stress and organizational weaknesses of the Greek Health System seem to have been key components of the problem. Also, for a large sample proportion, the job demands affect negatively the time and energy that Sparta General Hospital employees' dedicate to themselves and to their families. Almost half of the participants replied that they are not at all satisfied with their payroll. Regarding the rates of emotional, standing and exemplary commitment, showed that gender, education level, marital status, age and total years of professional seniority correlated with the level of emotional commitment. To higher affective commitment is positively correlated with age of employees and years of service.

Conclusions: The research of commitment to the organization can contribute substantially in improving the hospital's and health system's effectiveness, the increment of job's satisfaction, the employees' efficiency.

Keywords: Organizational Commitment, Job Satisfaction, Organizational Behavior, Organizational Culture, Motivating Staff.