

Abstract

Original Article

## The Relationships between General and Organizational Cynicism: A Study among Healthcare Professionals

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### Abstract

**Background:** Organizational problems and crises encountered as a result of the faulty and unsuccessful implementations on the part of the organization executives trigger cynicism in the employees. Identifying any possible cynical attitudes against the organization will be beneficial in realizing the situation by the organization executives and taking preventive measures against them.

**Objective:** In this study was performed to determine the general and organizational cynicism levels of the healthcare professionals who have been working at the hospitals of the Ministry of Health in Istanbul.

**Methods:** This is a descriptive and cross-sectional study. The sample consists of the totally 1371 healthcare professionals. Data were collected between January and March 2012 by using General Cynicism Scale and Organizational Cynicism Scale. Data were analyzed through the descriptive, comparative and correlative analyses via IBM SPSS Statistics 21.

**Results:** It was found that GCS scores of the participants was  $3.33 \pm .64$  ( $\alpha=.79$ ), and OCS was  $2.70 \pm .80$  ( $\alpha=.93$ ). There was a weak but positive and highly significant difference between GCS and OCS scores ( $r=.207$ ,  $p<.001$ ). Gender, professions and positions of the physicians affects significantly of the GCS scores, additionally professions and positions both of the physicians and nurses affects significantly of the OCS scores of the healthcare professionals.

**Discussions:** It was found that the healthcare professionals mostly had a negative views towards life in general. However healthcare professionals obtained lower scores from organizational cynicism than general cynicism. It was found that the physicians has higher scores among the healthcare professionals who were followed by nurses and midwives. It could be suggested that necessary improvements be made by hospital managers with respect to such findings revealed by this study and that new strategies be put in place with the aim of improving the motivation of healthcare professionals.

**Keywords:** General cynicism, Organizational cynicism, Healthcare professionals, Physicians, Nurses.