

ORIGINAL PAPER

Organizational Commitment of the Nursing Personnel in a Greek National Health System Hospital

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Abstract

Background: The existence of organizational commitment in nurses' personality is a determining factor that secures the effectiveness and the efficiency in hospitals' function. Taking this for granted, we examined the level of this parameter in a nursing community.

Aims: The study investigates the dimension of organizational commitment of nursing personnel who work in a public hospital in the Athens district in Greece.

Methodology: The questionnaire of the study consisted of two sections and was distributed in three hundred nurses of the public hospital. Eventually, one hundred seventy two were filled in (response rate 57.33%). The statistical analysis was implemented by the statistical program SPSS for Windows (version 19.0).

Results: Nurses appear to have developed their commitment to the organization that they work for, in contrast to their dedication to the profession that seems to be low according to the findings.

Conclusions: The findings of the study are in agreement with relevant studies that have been conducted in the past both in Greece and abroad.

Key Words: organizational commitment, nursing personnel