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Predictors of organizational commitment among university nursing faculties of Kathmandu valley

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Increasing work efficiency, improving psychological health, decreasing turnover, turnover intention and absenteeism may be depended on organizational commitment of an employee. A cross-sectional analytical study was carried out for identifying the predictors of organizational commitment among 197 university nursing faculties of Kathmandu valley. Proportionate stratified random sampling technique was used for selecting samples from 18 colleges of nursing. Structured questionnaires were used for the collection of data. Data entry and data cleaning was done by using Epidata software and data analysis was done using SPSS version 16. Regression analysis was done for identifying the predictors of organizational commitment. The findings of this study showed that nursing faculties had moderate level (68%), high level (28.9%) and low level (3%) of organizational commitment. Moreover, this study also revealed that the nursing faculties who were having master level of education in nursing, who were in the position of assistant instructor to assistant lecturer level, had permanent appointment, having greater than 5 years of work experience in same organization and job satisfaction had high level of organizational commitment. On the basis of these findings, it is concluded that nursing faculties had moderate level of organizational commitment. The predictors of organizational commitment are higher education in nursing, position, type of appointment, current organizational tenure and job satisfaction. Therefore, organization must pay attention to the modifiable predictors of organizational commitment for enhancing organizational commitment of nursing faculty members. So that it may reduce turnover, increase efficiency in quality of teaching and student's satisfaction.

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