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Factors Influencing Organizational Commitment of the Registered Nurses in Burungrad International Hospital

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Abstract

This explanatory research aimed to study the relationship of personnel characteristics, job characteristic, and job satisfaction with organizational commitment of registered nurses and to evaluate the significant variables that can be used to predict the organizational commitment of registered nurses working in Burungrad International Hospital, Thailand. The sample comprised 402 registered nurses who had worked in various wards of Burungrad International Hospital for a period of at least 1 year. The sample was selected by systematic sampling without replacement. The research instruments used a questionnaire and were collected during 28 May – 30 June 2009. Descriptive statistics, chi-square, Pearson's correlation coefficient and Stepwise Multiple Regression Analysis were applied for data analysis.

The study showed that the registered nurses owned a moderate level of organizational commitment, a high level of job characteristic and a high level of job satisfaction. The positively significant factors related to the organizational commitment were age \( r = 0.20; p < 0.001 \), marital status \( \chi^2 = 6.40; p < 0.05 \), working period \( r = 0.18; p = 0.001 \), job characteristics \( r = 0.42; p < 0.001 \) and job satisfaction \( r = 0.64; p < 0.001 \). But those not related to organizational commitment were gender and educational background \( p > 0.05 \). The significant group of variables, job satisfaction and working period, could explain or predict the value of organizational commitment of approximately 43 percent \( p < 0.05 \).

It is recommended that nursing executives consider the supportive factors of job satisfaction and find measures to keep registered nurses working at the hospital longer in order to promote organizational commitment.

Key Words: Organizational Commitment/Job Characteristic/ Job Satisfaction/Nurse/ Hospital

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