

International conference on

WOUND CARE, TISSUE REPAIR AND REGENERATIVE MEDICINE

October 29-30, 2018 | Amsterdam, Netherlands

The relationship of professional behaviour of nurses with organizational commitment in geriatric intermediate care facilities in Japan

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More than 26% of the population 65 years and over in Japan. Therefore, the needs and quality of geriatric nursing should be improved. In spite of ineligible changes of nursing standards in geriatric intermediate care facilities (GICFs), the quality of care is not in a satisfied level. In order to improve the quality of care, reconsidering professionalism of nurses is crucial. Moreover, it is important to address appropriate working environment to develop, maintain and enhance their professional behavior. Objectives: The aim of this study was to uncover relation and whether factors could have any effect on professional behavior of nurses in GICFs. Methodology: A quantitative, cross-sectional design was adopted, using a self-completion questionnaire survey. The questionnaires consisted of 65 items for job satisfaction, organizational commitment (affective, continuance, and normative commitment), professional behavior and the background information of respondents. Results: A total of 1,189 nurses participated.

Of those, 91% (n=1084) were women, 75% (n=890) were married. The professional work experience was 23.1years (SD10.5). Most were director of nursing (n=777; 65%). The job satisfaction correlated with affective commitment and normative commitment. The professional behavior is related to marital status, academic background and affective commitment. Conclusions: Affective commitment is directly proportional to positive work experience. Thus, administrators require to understanding nurse's psychology, emotions, and expectations, and by catering to nurses need in a manner that resulted improve their job satisfaction. In addition, management policies that make proper strength and weakness assessments of nurses and experience positive work experiences, help to improve professional behavior of nurses.

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