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Organizational Trust and Commitment Among Nurse Managers

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The main purpose of this research is reviewing the relationship between organizational trust and the three dimensions of organizational commitment including (affective commitment, continuance commitment and normative commitment) the method of this research is descriptive, correlational, and its statistical sample is included 98 nurse managers. Working in wards at Ain Shams University Hospitals (El-demerdash Hospital, University Hospital, Pediatrics Hospital, and Obstetric Hospital). Data collection tools used through this research was Rudder's (2003) Trust Organizational Questionnaire (TOQ) and Meyer & Allen's (1997) Organizational Commitment Questionnaire (OCQ). The correlations were used to analyze the obtained data; As a result of this research it has been revealed that there is a highly statistically significant positive correlation between organizational trust and the three dimensions of organizational commitment.

Key words: organizational trust, organizational commitment, nurse managers.

DISCUSSION : In research studies conducted on organizational trust, relationships between organizational trust and parameters such as performance, organizational commitment, job satisfaction and intention to quit employment, have been investigated, and positive results have been obtained for organizations.

CONCLUSION AND RECOMMENDATIONS : The present study findings indicate that there is a highly statistically significant positive correlation between organizational trust and the three dimensions of organizational commitment. The implications of these findings are quite important as the future of public organizations rests in the creation of trust in management and the organization as a means of positively influencing not only quality of work life but efficiency and effectiveness of performance.

This would be through giving more emphasis to ethics and legal issues in nursing curricula, and organizations should improve their appreciation toward employees, because that enforces employees' commitment and appreciation towards their organizations and increases organizational belonging and loyalty culture. Researchers who want to conduct studies on this subject may be recommended to plan research studies that will seek organizational trust levels and commitment on different groups of nurses. Also, researchers may test in future studies the effectiveness of programs or interventions to increase organizational trust and commitment.

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