

護理人員之組織承諾、組織留任與專業留任的相關性研究

A Study on the Organizational Commitment, Organizational Retention, and Professional Retention of Clinical Nurses

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摘要

本研究之目的主在探討臨床護理人員之組織承諾度。研究設計採調查法，對象為臨床護理工作年次五年以上臨床護理人員。研究結果如下：(1)臨床護理人員具中度組織承諾度。(2)年齡、教育程度、婚姻狀況、子女數、子女最小年齡、職位、月薪及年資等個人屬性變項及醫院性質、工作單位、夜班費、能力進階、班別、護理病人數及托兒機構等組織屬性變項會影響臨床護理人員對組織感受、組織承諾及對專業感受。(3)對組織感受、組織承諾、對專業感受、組織留任與專業留任間均具高度正相關性；有無合約全然不影響留任；組織承諾最具解釋力因素為對組織感受、對專業感受、護理工作年資、托兒機構、上夜班否及上班交能時間，達 72.27%解釋力。藉此研究結果可用以預知臨床護理人員是否繼續留任的行為反應，并可作為醫院護理行政者推展留任措施之參考；同時探知臨床護理人員適當之激厲方式，並作為改善管理的參考，而能夠提高組織效能，以創造更高利潤。

Abstract

The purposes of this study were to understand organizational commitment of clinical nurses. A direct survey method was used in this study. The sample was chosen from clinical nurses who have been working in the area of clinical nursing over five years. The conclusions are as followed (1) Clinical nurses showed a medium degree of organizational commitment; (2) The variation of personal characteristics (i.e. age, education level, marriage status, number of children, age of youngest child, rank, salary, years' service etc.) and the variation of organizational characteristics (i.e. the private or public hospital, different kinds of ward, overnight payment, clinical ladder, duty hours, the number of patients) will affect a clinical nurse's recognition of the organization, organizational commitment and professional sentiment; and (3) The recognition of organization, organizational commitment, professional sentiment, organizational retention and professional retention show high correlation. Contract status does not affect a nurse's intention of retention. Also, recognition of organization, the professional sentiment, length of service, nursery, night duties and commuting time correlate most strongly with organizational commitment, to a level of 72.27% . The researcher can apply this study as a reference for the manager level and prediction of the reaction of clinical nurses. Where it is desired to raise the organizational efficiency to create higher

profits, this study is a useful reference for managers to improve management and also provide more suitable incentives for clinical nurses.