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The effect of mobbing perception on organizational alienation in the nurses: An application on public hospitals

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Mobbing which is also defined as psychological intimidation and pressurizing in professional life leads to many unfavorable circumstances at organizations. A basic organizational problem, mobbing is a phenomenon experienced in professional life all the time. For instance, it affects many factors such as organizational commitment, sense of justice and organizational identification of employees negatively, which results in the alienation of employees from their organizations. In this respect, organizational alienation notion means that an individual who works at the organization is dissatisfied in terms of his/her expectations of appreciation and acceptance.

In this context, this study aims to reveal the effect of mobbing perception of nurses, who work at public hospitals, on their levels of organizational alienation. In this descriptive study, a questionnaire which includes individual characteristics, mobbing, and organizational alienation scales is used as a data collection method. A sample group of the study consists of 201 nurses who work in state and university hospitals of Afyonkarahisar, Turkey. In this study, descriptive statistics (frequency and percentage distribution, arithmetic mean, standard deviation, etc.), as well as t-test, variance analysis, correlation analysis and regression analyses was used for the relations between variables. As a result of this study, it was found out that mobbing perception and organizational alienation levels of the nurses are below 3 on a 5-scale and vary depending on such variables as age, the term of employment, etc. On the other side, a moderately positive correlation has been found between mobbing and organizational alienation. In addition, it has been concluded that an increase of 1 unit in the perception of mobbing results in an increase of 0.786 unit in organizational alienation.

Biography

Hamide Nur Cevik Özdemir is currently a PhD Student, Department of Child Health Nursing at the Ege University Health Sciences Institute, Turkey. She is also Research Assistant at the same university in Child Health Nursing Department since 2013.

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