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

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Background: More than 26% of the population in Japan is 65 years and above. 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 on 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 relations and factors that 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 23.1 years (SD10.5). Most were directors of nursing (n=777; 65%). The job satisfaction correlated with affective commitment and normative commitment. The professional behavior was related to marital status, academic background and affective commitment.

Conclusions: Affective commitment is directly proportional to positive work experience. Thus, administrators require to understanding nurses's psychology, emotions, and expectations, and by catering to nurses need in a manner that results in improves job satisfaction. In addition, management policies that make proper strength and weakness assessments of nurses and experience positive work experiences help to improve the professional behavior of nurses.

Biography

Chiharu Miyata completed her PhD in Human Health Science from Kyoto University School of Medicine, Japan. She is the Associate Professor at the Mie University of Nursing Sciences in Japan. She has published several books and papers in reputed journals and has been serving in the Editorial Board of several journals of repute.

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