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## Investigation of effects to organizational commitment of attitudes against change of nurses

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**Aim:** This research was designed to examine the impact on attitudes against change of commitments status of nurses.

**Method:** The universe of the research composes of 925 nurses, who work in a university hospital and two public hospitals (N: 925), and the sample of the research composes of 279 nurses who agreed to participate in the study as voluntary (n: 279). The data of the research was collected with 'Information Form', 'Organizational Commitment Scale-OCS' and 'Attitude against Change Scale-AACS'. The analysis of data were evaluated by using numbers, percentages to define demographic characteristics; to assess the relationship between demographic characteristics with scale score averages t test, chi-square test, one way variance analysis, Mann-Whitney U test; correlation analysis to examine the relationship between the two scales and linear regression analysis.

**Results:** When personal and professional variables of nurses were examined; it was seen that most of them were between 30-39 ages (45,5%), females (91,8%), married (71,7%), postgraduates (49,1%), clinical nurses (55,6%) and were working more than 40 hours (71,7%), were working day + night (76%). Nurses' score averages obtained from OCS  $3,09 \pm 0,53$  and organizational commitments of nurses was found to be medium level. Nurses' score averages obtained from AACS  $60,40 \pm 11,79$ , and nurses attitude against change was revealed to be inclined more positive. It has been found that between organizational commitment and attitude against change there is a statistically positive and weak size ( $p < 0,01$ ).

**Conclusion and suggestions:** Moderate level of commitment and positive attitude towards change of nurses were found. Nurse Managers should take into account that organizational commitment affects the process of change and develop applications and policies to enhancing organizational commitment. The process of change in hospitals it should be noted that organizational commitment to be effective. Therefore, the manager nurses must develop practices and policies to increase organizational commitment.

### Biography

Adalet Kutlu graduated from Florence Nightingale Nursing School, Istanbul University, in 1993. She took Surgical Nursing Master's degree from Health Sciences Institute, Istanbul University and PhD from Health Sciences Institute of Ege University. Also, she graduated Management and Organization Master Program. She worked at Emergency Nursing and Cardiovascular Surgical Intensive Care Unit. Currently, she is working at Celal Bayar University, Manisa Health Sciences Faculty Nursing Department as Associated Professor. Interest subjects of her Nursing Management, Surgical Nursing, Quality of Life, Complementary therapies, Homeopathy. She has got a lot of international and national articles and presentations about Nursing and other subjects.

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