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Structural equation modelling for antecedents and consequences of workplace bullying in nursing

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Work place bullying has been recognized as a serious problem in the nursing profession. The purpose of this study was to develop a theoretical model that can comprehensively explain the antecedents and consequences of work place bullying experience in Korean nurses. The hypothetical model of this study was designed based on Hutchinson's multi dimensional model of work place bullying and additional literature reviews. Data were collected from 301 hospital nurses in Korea. Structural equation modelling and confirmatory factor analysis were used to test the hypotheses. Since the hypothetical model met all criteria of goodness-of-fit test, it was chosen as the final model. Relationship-oriented organizational culture was revealed to be a key antecedent of work place bullying, influencing the PsyCap and intention to leave, as well. Workplace bullying was confirmed to be a mediating factor between relationship-oriented organizational culture and symptom experience (direct effect), and intention to leave (indirect effect). The findings of this study highlight the importance of nursing organizational culture to prevent workplace bullying and to improve high turnover problem in nursing.

Biography

Jiyeon Kang has completed her PhD from Seoul National University and postmaster nurse practitioner studies from University of Rochester School of Nursing. She is now working as a nursing professor at the Dong-A University of Busan, South Korea.

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