

PERCEPTION OF ORGANIZATIONAL CLIMATE AMONG STAFF NURSES AT SELECTED HOSPITAL

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ABSTRACT

Introduction: Nurses want a more proper work climate that gives them a sense of worth when they do beneficial and competent work. Nursing has been identified as an occupation with high work stress. The work environment of nurses is thought to impact a variety of nurse, patient and organizational outcomes. Hence the present study aimed to identify the perception of organizational climate among staff nurses at selected hospital, Chennai. Methodology: Quantitative approach with descriptive design was used. A total of 50 staff nurses selected using non probability convenient sampling technique. Demographic variables and Pena Suarez, Elsa, CLIOR Scale- A short version of the scale was used to collect the data among staff nurses at selected hospital in Chennai. Results: Results showed that among 50 subjects, majority 25(50%) of them felt that their working environment is favorable, 24(48%) of them felt that their working environment is highly favorable and only 1 (2%) of the them felt that their working environment is not favorable. The overall mean score was 55.28 with standard deviation of 6.34. Conclusion: According to the results, perception of organizational climate felt by the Nurses is favorable and highly favorable. These findings provide a valuable insight for the researchers and health care organizations about the importance of maintaining healthy work climate, essential to achieve the goal of the organization they work. Every management should strive to create a congenial organizational climate in the organizations, especially to the nurses so that the good quality care will be provided by them at all levels of care.

Key words: Perception, Organizational Climate, Staff Nurses

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INTRODUCTION

The concept of organizational climate was formally introduced by the human relation in the late 1940s. Now it has become a very useful metaphor for thinking about and describing the social system. Organizational climate is also referred to as the “situational determinants” or “Environmental determinants” which affect the human behavior. Basically, the organizational climate reflects a person’s perception of the organization to which he belongs. It is a set of unique characteristics and features that are perceived by the employees about their organizations which serves as a major force in influencing their behavior. According to Forehand and Gilmer, “Climate consists of a set of characteristics that describe an organization, distinguish it

from other organizations are relatively enduring over time and influence the behavior of people in it.”

Organizational climate provides an environment where the employee either feels satisfied or dissatisfied. Excellent and positive work environment motivates the members and boosts their levels of performances. The job satisfaction is directly linked with the efficiency levels of the employees as it reduces turnover if found favorable. Organizational climate is directly related to employee performance as it has a significant impact on the attitude of the employees. Human performance is predictable for employees who work in a consistent organizational climate. An inconsistent organizational climate harms employee productivity.



One of the main factors affecting the workforce in the healthcare industry is the organizational climate [1, 2, 3]. mentioned several factors that contribute to a favorable climate and affect staff nurses performance including: empowerment, job design, organizational factors, nurse client relationships, nurses- supervisor relationships and peer to peer relation [4]. Unhealthy work environments are an important determinant of several work-related outcomes, including burnout and job dissatisfaction. Conversely, nurses who perceive their work environments as being supportive and friendly are more likely to exhibit positive behaviors and good performance. Furthermore, Ghasemi and Keshavarzi said that a suitable organizational climate leads to innovation and inspiration in the organization and has a positive role in reaching organizational objectives.

Hence conducting the employee surveys paves a way to develop and improve the organizational climate. This will talk about the factors making a positive contribution as well as the ones that are not having the desired impact. [5] It provides clarity amongst the employees about the expectations that the organization has from them, can they complete tasks with minimum supervision, do they find the goals realistic and challenging, are the set rules and procedures necessary, do the members have pride in their work and their workplace and are they receiving praise as well as sufficient rewards for their performances. [6]

Nurses, as the core healthcare team, play an important role in the organization. So, the perception of her experiences towards the organizational climate gives an insight on the commitment of staff towards the organization. Thus, the present study aims to identify the perception of organizational climate among staff nurses.

OBJECTIVES

- To assess the perception of organizational climate among staff nurses.

- To associate the perception of organizational climate among staff nurses with their selected demographic variables.

HYPOTHESES

There will be a significant association between the perception of organizational climate with their selected demographic variables. [7]

METHODOLOGY

A Descriptive design and convenient sampling technique was used to accomplish the objectives of the study. A total of 50 staff nurses who Mets the inclusion criteria were recruited as study sample. The tool used for this study consists of 2 sections. **Section A:** Demographic variables includes age, gender, educational qualification, Total year of experience, Total years of experience in Present institution and Monthly Income **Section B:** - Peña-Suárez, Elsa, CLIOR Scale- A short version of the scale was used to assess the organizational climate felt by the staff nurses. [8] It comprises of 15 items with 5-point rating scale, each item has five options varying from the response “Strongly disagree “to “Strongly agree”. Each response carries a score of 1-5 respectively. Therefore, the maximum possible score was 75. The scoring was interpreted as (≤ 38) not favorable, (39 – 56) favorable and ($> 57-75$) highly favorable. [9]

All participants had informed about the aim of the study, the participation was voluntary. After the official permission obtained from the hospital responsible authorities, the questionnaire was distributed to the staff nurse. After obtaining the subjects’ consent, they filled the questionnaire while were working in their work settings. Filling the questionnaire consumed about 10 – 15 minutes. Data were analyzed using descriptive and inferential statistics. [10]

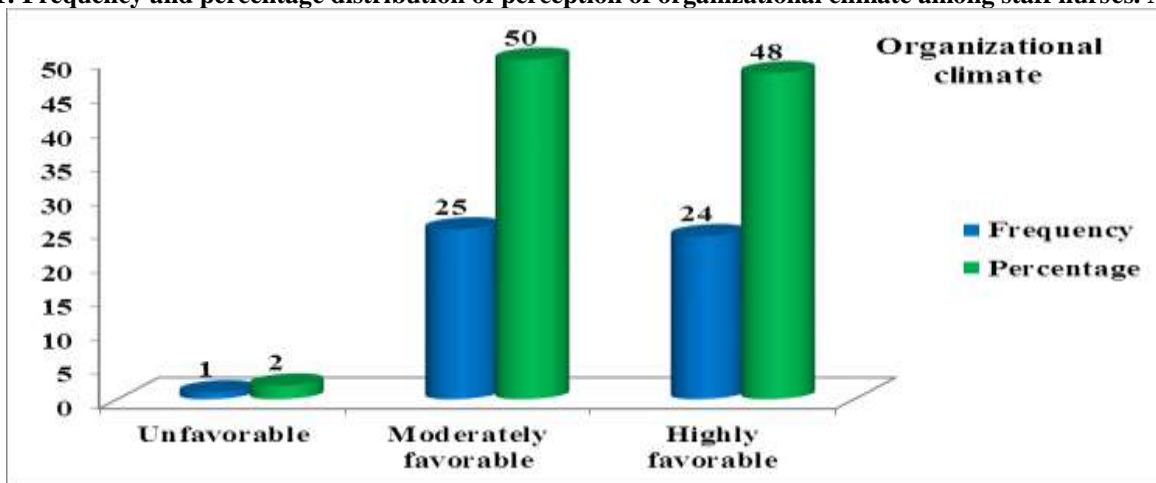
Table 1: Distribution of demographic variables of staff nurses. N=50.

Demographic variables	Frequency	Percentage %
Age		
20-30 years	38	76
31-40 years	6	12
Above 40 years	6	12
Gender		
Male	1	2
Female	49	98
Educational qualification		
Profession	40	80
Graduate	0	0
Intermediate/Diploma	10	20
High school certificate	0	0
Middle school	0	0
Illiterate	0	0



Designation		
Senior matron	0	0
Assistant matron	3	6
Staff Nurse	41	82
ANM	6	12
Total year of experience		
Less than 1 year	3	6
1-3 years	18	36
4-6 years	18	36
7-9 years	2	4
Above 10 years	9	18
Total years of experience in Present institution		
Less than 1 year	7	14
1-3 years	21	42
4-6 years	13	26
7-9 years	3	6
Above 10 years	6	12
Monthly Income		
>184376	0	0
92191-184370	0	0
68967-92185	0	0
49095-68961	0	0
27654-46089	0	0
9232-27648	50	100
<9226	0	0

Figure 1: Frequency and percentage distribution of perception of organizational climate among staff nurses. N=30.



RESULTS AND DISCUSSION

The above table 1 shows the demographic profile of subjects, nearly (76%) of the participants were in the age group of 20-30 years, almost (98%) of participants were female. As per the educational status 80 % of them had professional degree and only 10% had completed diploma in nursing. In relation to studied subjects' designation 82 % of them were holding the position of staff nurses. [11] Considering the total years of working experience 36% of subjects between 1-3 years and another 36% of subjects between 4-6 years. 42% of subject's total working experience in present institution was 1-3 years.

On analyzing the subject's monthly income 100% of them earning between 9232-27648.

This figure shows that, among 50 subjects majority 25(50%) of them felt that their working environment is favorable, 24(48%) of them felt that their working environment is highly favorable and only 1 (2%) of them felt that their working environment is unfavorable. The overall mean score was 55.28 with standard deviation of 6.34. The result revealed that most of the participants felt that their working environment is favorable and highly favorable. [12]



The study findings congruence with the cross-sectional descriptive study done by Abbas Shahnnavazi, Mehdi Fadaei Eshkiki (2021) to find out the Effect of Perceived Organizational Climate on the Performance of Nurses in Private Hospitals. The Results revealed that According to the mean score obtained more than half of the nurses report a positive assessment of the climate in the hospitals. Also, less than one-third of nurses had an ideal level of performance regarding nurses' job performance and the relationship between perceived organizational climate and the level of nurses' performance with the personal and occupational skills of nurses was statistically significant ($P \leq 0.048$).

Association of perception of organizational climate of staff nurses with their selected demographic variables.

There is no statistically significant association was found between the perceptions of organizational

climate with their selected demographic variables of staff nurses at ($p < 0.05$) level. Hence the hypothesis stated that their will be a significant association between the perception of organizational climate with their selected demographic variables among staff nurses was rejected.

CONCLUSION

A good organizational climate can alleviate the work pressure of nurses, reduce their burnout and improve their job involvement. The present study concludes that most of the staff nurses felt that their working environment is favorable and highly favorable indicating that the working environment of nurses was relatively good. Hence the organization must continue to offer the same climate and also can incorporate new and different strategies possible to increase the work performance and self-efficacy of the staff nurse even more.

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