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INVESTIGATION OF JOB INVOLVEMENT AMONG NURSES IN SARI'S EDUCATIONAL HOSPITALS 2016

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Abstract

Job involvement is important to organization's management all around the world. It's an indicator of organizational health assessment these days. According to the importance of job involvement in organizations, we aimed to investigate the job involvement among Nurses in Sari's Educational Hospitals.

This was a cross-sectional study. It included 151 nurses working in Sari's educational hospitals. The respondents were chosen randomly. The data was collected through a two part questionnaire. The first part was about the demographic information while the second part was Canongo's job involvement standard questionnaire. Finally after data collection the data were analyzed through T test and ANOVA by SPSS v.19.

There were 79 females and 51 males among respondents. The mean of age was 31.62 ± 5.72 . 9 of the respondents had an income less than 1000000T (Iranian TOMAN), 84 had an income between 1000000T to 2000000T, 29 of them had an income between 2000000T to 3000000T and 8 respondents had an income more than 3000000T. The mean total score of job involvement was 29.71 ± 6.55 which means a poor job involvement. There wasn't any significant relationship between demographic information and job involvement.

The results of this study had shown a poor job involvement among nurses which needs more attention.

Key word: Job involvement, Nurses, Sari

Introduction

Nursing team is one of the biggest groups providing health care services (1, 2). They have the highest rate of contact with the patients (3). Nurses play an important role in patient's comfort and treatment process. This role makes them have a high job involvement in health care environments (4). Job involvement means the psychological situation in individuals that involve them in the job and their organization actively (5). Harter and his colleagues defined job involvement as the combination of emotional and cognitive variables such as satisfaction, happiness, creativity and optimism (6). Job involvement was defined for first time in 1990 by Cohen. According to his researches workers high involvement is usually achieved in result of answering these three questions which individuals ask themselves: what does performance improvement mean to me? Am I secured if I improve my performance? And is it possible for me to improve my performance (5, 7). Job involvement is related with job sources such as colleague's social support, performance reaction, leadership, job control, variety of duties, learning opportunities and educational funds. Lowest job involvement could lead to job burnout and psychological disorders. Workers who have a high job involvement care about their career much more than others (8). Job involvement has three dimensions. A: Enthusiasm at work. It means a high level of energy in work and having patience despite the difficulty of the job. B: dedication. It's a high level of job involvement which the worker is able to sacrifice things for his job. C: drown in the job. The worker has a high level of concentration on the job and he is totally happy with his career (9). Individuals with high level of job involvement do not even think to quit the job. They are truly beneficial to their organizational (10, 11). Job involvement is important to organization's management all around the world. It's an indicator of organizational health assessment. It is important as other organizational health indicators such as sales, benefit, customer satisfaction and investments. Researches conduct that level of job involvement varies in individuals (12). According to the importance of job involvement in organizations, we aimed to investigate the job involvement among Nurses in Sari's Educational Hospitals.

Material & Methods

This was a cross sectional study. The respondents were chosen randomly from the nurses working in Sari's educational hospitals. They were 130 nurses. The inclusion criteria was working for at least one year in the hospital. The data was collected through a two part questionnaire. The first part was about the demographic information (age, sex, years working in hospital and income) while the second part was Canongo's job involvement standard questionnaire. The questionnaire

contained 10 questions. All the questions were designed in a 5 point Likert scale. The minimum possible score was 10 and the maximum was 50. A score higher than 30 was considered as high job involvement while a score under 30 was considered as poor job involvement. Reliability of this questionnaire was 0.79 among nurses. The validity was proved by Salim and colleagues in 2013 (13, 14). For data collection the researcher went to the hospital in three working shifts (morning, afternoon, evening). He explained the aims of the study to the authorities and the respondents. After getting the verbal consent the questionnaires were given to the respondents. Just for the records it was mentioned in the first page of the questionnaire that "your corporation in filling this questionnaire is considered as your consent to be a part of this study." And also it was written that "your information would be completely safe". After completing, the questionnaires were given back to the researcher. If any was incomplete the respondents were asked to complete them respectfully. After data collection the data were analyzed through T test and ANOVA by SPSS v.19.

Results: There were 79 females (60.8 %) and 51 males (39.2 %) among respondents. The mean of age was 31.62 ± 5.72 . 58 respondents were working in hospital between 1 to 5 years (44.6 %), 38 were working between 5 to 10 years (29.2 %) and 34 of them were working more than 10 days (26.1 %). 9 of the respondents had an income less than 1000000T (Iranian TOMAN) (6.9 %), 84 had an income between 1000000T to 2000000T (64.6 %), 29 of them had an income between 2000000T to 3000000T (22.3 %), and 8 respondents had an income more than 3000000T (6.2 %). The mean total score of job involvement was 29.71 ± 6.55 which means a poor job involvement. There wasn't any significant relationship between demographic information and job involvement ($p > 0.05$). Responses to each questionnaire item are specified in table 1. It should be noted that options no comment, agree and strongly agree are considered positive in the table and disagree and strongly disagree are considered negative.

Table 1: Percent of respondents to the questionnaire items.

Job Involvement	Positive (percent)	Negative (percent)
1. The most important events of my life are related to my job.	69.2	30.8
2. My job is only a small part of my life.	48.4	51.6
3. I personally am overwhelmed in my job completely.	60.8	39.2
4. I live and I breathe for my job.	76.2	23.8
5. Most of my interests are about around of my job.	70.00	30.00
6. As I link to my job that is difficult leaving the job for me.	64.4	35.6
7. I usually have a sense of separation between my job and myself.	66.9	33.1
8. A lot of my personnel life goals are related to my job.	51.5	48.5
9. My job is as a life and existence for me.	70.00	30.00
10. Most of the time I would drown in my job so that I forget myself.	70.8	29.2

Discussion

A poor job involvement was reported among nurses in this study. This result was consistent with Miandoab and colleagues study which was conducted on surgical technologists in Zahedan (2). But it was not consistent with Riahi and colleagues study which reported a higher score of job involvement (15). Job involvement is related to personal characteristics and also the definition of the job. For example those they have personal characteristics such as need of progress may have a higher level of job involvement. For this reason we need to find all the characteristics affecting the job involvement (16). This could be one of the reasons which the results of this study are not consistent with other studies. Organizations prefer the workers who are motivated and committed to the aims of the organizations and do not consider to quit their job. They prefer workers who do more than their duty for the organization. Job involvement means having passion, being proud and getting drown in work which people earn them while working in the organization (17, 18, and 16). Workers with higher level of job involvement try much harder for organizational goals and are truly committed to them. This would lead to doing the job accurately and paying attention to the safety issues in the work which means less physical and mental problems for them (19). Workers who have a high level of job involvement usually have a good ability in critical situations and they can solve the problems with confidence (20).

"I eat, breath and leave with my job." This is a good definition for people with high level of job involvement (21,22). This phrase is used as an item in our questionnaire also. Poor job involvement, while having no goals in the job could lead to separation between job and life (23). There wasn't any significant relationship between job involvement and demographic information.

Mirhashemi and colleagues study showed no significant relationship between age and job involvement but there was a significant relationship between years working in hospital and job involvement in his study (13). Marshal and colleagues had shown a significant relationship between ages, years working in the hospital and the job involvement (24).

There wasn't any significant relationship between age and job involvement in this study. This result was consistent with Marshal and colleagues, and Brown's study (24-30). The researchers think that this result means that women can have the same job involvement as men if they could omit some limits for themselves. Even a better job involvement than men. But according to the limits which women have in this society there wasn't any significant difference between them and men in job involvement.

One of the most important limits in this study was the spiritual condition among respondents which could affect their responses. Despite all of these the researches tried to give the questionnaires in the right time and right situation. This study suggests to next researchers to investigate the methods to improve the job involvement in the educational hospitals.

Conclusion:

The results of this study had shown that the job involvement is not satisfactory among nurses and requires more attention. Job involvement is truly important especially for nursing team. Because their poor job involvement could lead to patients worst outcomes. Omitting burnout factors and increasing quality of life could also lead to high job involvement.

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