

Summary

In today's dramatically restructured healthcare work environments, organization trust is an increasingly important element in determining nurse performance and commitment to the organization. Nursing manager struggle to deliver the best level of quality through the available resources. Empowerment is an important concept for nursing or any work environment. While Nursing manager empower their staff motivating them to grow professionally, so there is a great need for job-related empowerment and organizational commitment.

The present study was conducted to explore the relationship between job empowerment of the head nurses & staff nurses and their organizational commitment. Study was conducted at medical and surgical unit of Benha University Hospital it included 27 unit (14 medical units and 13 surgical units). The study comprised all staff nurses and head nurses present at the time of data collection who had more than one year experience in nursing. The total number of nurses was 260 (175 from medical units and 85 from surgical units) head nurses was 29 (19 from medical units and 10 from surgical).

Three major tools were used for data collection in the study, First tool conditions for work effectiveness questionnaire, it was used to identify the perceptions of head nurses and staff nurses about elements of job empowerment. It consisted of two parts **Part I**: Concern with personal data of staff nurses and head nurses which were (age, years of experience, department, marital status and their qualification). **Part II**: The **first tool** Conditions for work effectiveness Questionnaire Included (19) items, these item divided into 6 category which are access to opportunity (3) items, support (3) items, information (3) items, resources (3) items, formal power (3) items and informal power (4) items. The response choices are five points likert scale ranging from (strongly disagree (1), disagree (2), natural (3), agree (4), strongly agree (5)). The response with higher score representing higher level of job empowerment. The **second tool** perception of empowerment instrument it will

include different items related to this type of questionnaire is to measure three dimensions of empowerment these are autonomy, participation, and responsibility. (Total=15 items) autonomy (5)items, responsibility (4) item, participation (6) items, The response choices are five points Likert Scale ranging from[strongly disagree(1), disagree(2), natural(3), agree(4), strongly agree(5)].the response with higher score representing higher level of job empowerment. **Third tool** questionnaire related to organizational commitment aims to measure nurses' attachment to their organization It include 14 question; some of this question is divided into sub items.

The study has generated the following findings:

- There is significant negative correlation between all elements of job empowerment (opportunity, support, information items, resources, formal power and informal power) and job commitment.
 - There is significant positive correlation between dimension of empowerment (autonomy, participation, and responsibility) and job commitment.
 - There is significant positive correlation among all elements of empowerment, dimension of empowerment and job commitment.
 - Staff nurses and head nurses in surgical units tend to be more empowered and committed than medical units.
 - Staff nurses perception regarding resources and formal power of empowerment higher than those of head nurses.
 - Staff nurses perception was higher than head nurses related organization commitment.
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In the light of the findings obtained from the present study, the following points are recommended:

- Nurse Managers should assess the structure of their organization to identify barriers to staff nurse's access to opportunity, information, support and resources in their work place.
 - An orientation program must be conducted for new nurses about the elements and dimensions of empowerment and how to create an empowered environment through acclimate of support, information and shared vision and goals.
 - Enhancing participation of the staff nurses and head nurses for autonomy, responsibility through their work for increasing of organization commitment.
 - An orientation program must be conducted for head nurses to support nurse's participation in decision making.
 - Continue motivation for nurses through increase their benefit to achieve their job commitment.
 - Nurse Managers should have training program on how to create a conducive work environment for nurses to improve commitment in their job.
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