

Title:

Nurses' Organizational Trust and Intention to Continue Working at Hospitals in Turkey

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Session Title:

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Keywords:

Nurse, intent to stay and organizational trust

References:

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Abstract Summary:

Nurses had a higher than average level of trust in their managers and coworkers and they trusted more in their coworkers and managers than in their institutions. Additionally, it should be concluded that nurse managers had a favorable effect on the nurses' intention to stay in hospital.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
The learner will be able to relate nurses' Organizational Trust and Intention to Continue Working at Hospitals	Relationship between nurses' Organizational Trust and Intention to Continue Working at Hospitals
The learner will be able to explain importance of orhanizational trust	Organizational trust: trust in the manager, trust in the institution and trust in colleagues

Abstract Text:

Background: Nurses are professionals who have basic responsibilities to achieve health care organizations' objectives. Therefore, building organizational trust and making them willing to work in their organization for a long term are priority issues for health care organizations' managers.

Aim: The aim of this descriptive study was to determine nurses' organizational trust and intent to stay in hospital in Turkey.

Method: The sample of this descriptive study consisted of 265 nurses who work at three general acute care hospitals (one university, one private, one ministry of Health Hospital) in Turkey. Data collection

instruments were Nurses Data Sheet and Organizational Trust Inventory. Percentage, min-max, median, chi square, Mann Whitney U and Kruskal Wallis test were used for data analysis.

Results: More than half of the nurses was satisfied with working at their organization. Almost half of the nurses suggested other nurses to work in their current organization and 62.6% of the nurses had an intention of staying in their organization for the next 3 years. Nurses' mean scores for Organizational Trust Inventory dimensions were "trust in manager" 4,37 (SD=1,12), "trust in organization" 3,47 (SD=1,22) and "trust in co-workers" 4,40 (SD=1,08). "Trust in manager" mean score of the nurses who had an intention to stay in current hospital for the next three years was higher then the other nurses' mean score. (U= 6611,00, p=,008).

Conclusion: The results of this study showed that nurses had a higher than average level (>4) of trust in their managers and coworkers and they trusted more in their coworkers and managers than in their institutions. Additionally, according to the results of this study, it should be concluded that nurse managers had a favorable effect on the nurses' intention to stay in hospital. Therefore, to get positive outcomes concerning patient care and fulfill organizational objectives, hospital and nurse managers should implement strategies to improve nurses' trust in their institutions and to increase nurses' intention to stay in their hospitals.

Key words: nursing, organizational trust, intent to stay