Organizational Climate Correlates Nurses Intention to Leave Work

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Abstract:

Good organizational climate associated with high degree of employees’ satisfaction, performance, organizational commitment and decrease the intention to leave work. A descriptive correctional study design was used to determine the correlation between organizational climate and intent to leave work among nurses at main Assuit University Hospital. The total sample size comprised all nurses worked in the selected units was (140) nurse, classified as follows: (89) from general medical unit and (51) from intensive care units. The variables investigated were organizational climate and intent to leave. Data was collected by using the perceived nurse work environment organizational climate scale and the intention to leave factors questionnaire. Our results indicated a negative correlation between organizational climate and nurses’ intention to leave. In view of our findings we recommend that administrative team of Assuit University Hospital should improve the nurse’s salaries, maintaining supportive relationships, sharing them in policy making and administrative decisions.

Keywords:

Organizational climate, Intent to leave, Nurses, Intensive care units.

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