NURSE EMPOWERMENT, ORGANIZATIONAL TRUST, RESPECT AND COMMITMENT

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Abstract

RESEARCH SUBJECT: Relationship of Empowerment on Interactional Justice Respect, Organizational Trust, Job Satisfaction and Commitment

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Nurse's perceptions of structural empowerment are contributing to low job satisfaction, mistrust in management and ultimately are contributing to the shortage of nurses. Fostering empowerment, through organizational justice, respect and trust in management positively effects job satisfaction and organization commitment. The purpose of this study is to evaluate the relationship of empowering work structures and their relationship to job satisfaction and organizational commitment. This is a replication of Laschinger and Finegan's (2005a) study. Kanter's model of organizational empowerment is the framework used in this study. The sample includes a random sample of 273 nurses working in medical surgical units or critical care units in urban teaching hospitals in Detroit Michigan. Instruments used for data collection are: The Conditions of Work Effectiveness Questionnaire-II, Moorman's Justice Scale, Siegrist's Esteem Scale, Mishra's 17-Item Trust in Management Scale and Williams and Cooper's Pressure Management Indicator. All items were rated on Likert scales. The findings will offer information concerning the effect of empowerment in the workplace on job satisfaction and commitment.