

Abstract

RESEARCH PAPER: Effect of Organizational Justice, Respect, Trust and
Empowerment on Job Satisfaction and Organizational
Commitment

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Workplace empowerment, organizational trust, and respect for nurses in hospitals can have a significant impact on job satisfaction and organizational commitment. Healthcare organizations are challenged to recruit and retain nurses due to a significant shortage of registered nurses. Job satisfaction is a key for retention. The purpose of this study is to determine if organization respect, organizational justice, trust in management, and empowerment of nurses predict nurses' job satisfaction and organizational commitment. This is a replication of Spence Laschinger and Finegan's (2005) study. The framework is Kanter's (1977, 1993) Work Empowerment Theory of Organization Empowerment. The sample will include professional nurses (250) who provide direct care to patients in one of two hospitals in Bloomington or Paoli, Indiana. The Conditions of Work Effectiveness Questionnaire-II, Moorman's Justice Scale, Siegrist's Esteem Scale, Williams and Cooper's Pressure Management Indicator and Mishra's Trust in Management Scale will be used to collect data. The findings will identify the effect of empowerment on justice, respect, trust, commitment and job satisfaction.