

Comments on “Assessment of Organizational Commitment Among Nurses in a Major Public Hospital in Saudi Arabia” [Letter]

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Heru Santoso Wahito
Nugroho 

Midwifery Department, Poltekkes
Kemenkes Surabaya, Surabaya, Jawa
Timur, Indonesia

Dear editor

I have studied carefully the results of research recently published in this journal, which discusses the organizational commitment of nurses working in public hospitals in Saudi Arabia. The results of this study indicate that overall, the level of organizational commitment of nurses is in the moderate category, and is related to the age and nationality of nurses.¹

The important thing that needs to be addressed carefully is that the predictors examined in this study are limited to the “personal factors” of organizational commitment, with a coefficient of determination of 0.05.¹ This shows that, the level of organizational commitment can be explained by personal factors by only 5 percent; while the rest (95%), may be explained by non-personal factors, especially “organizational factors”; as we know that the nurses work in hospitals as an organization, so in addition to the personal factors, of course organizational commitment is also related to “organizational factors”.

Based on the fact that the role of personal factors is very small (5%), then in order to increase the organizational commitment of nurses who are currently still at a moderate level, researchers must still explore 95% of organizational factors, through further studies. Referring to relevant references, there are many organizational factors that have often been proven to be related to organizational commitment; such as training and development; leadership; mentoring; job autonomy; and organizational support.²

Thus, in order to provide valuable further information for the relevant public hospital, researchers should conduct further studies to explore the organizational factors of nurses’ organizational commitment. This is very important because basically the organizational factors are part of the internal management of the hospital itself, so that knowing which organizational factors play a significant role, the hospital management will immediately be able to make efforts to improve quality in a focused manner.

Disclosure

The authors report no conflicts of interest in this communication.

Correspondence: Heru Santoso Wahito
Nugroho
Poltekkes Kemenkes Surabaya, Pucang
Jajar Tengah 56, Surabaya, Jawa Timur
60282, Indonesia
Tel +62 82142259360
Fax +62315028141
Email heruswn@poltekkesdepkes-sby.ac.id

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