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Original Article

The relationships among perceived organizational support, intention to remain, career success and self-esteem in Chinese male nurses

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ABSTRACT

Aim: The purpose of this study was to investigate the relationships among perceived organizational support, intention to remain, career success and self-esteem in male nurses in China.

Background: Recently, turnover is considered increasingly more normal. Male nurses could be stabilized by improving their perceived organizational support, career success and self-esteem.

Design: A cross-sectional design was used in the present study.

Method: 405 full-time male Registered Nurses, from Grade A hospitals in Tianjin, were surveyed. Pearson correlation, Cronbach's alpha coefficient and structural equation modelling were conducted in the study.

Results: The results illustrated that self-esteem mediated the relationship between perceived organizational support and career success. Career success mediated the relationship between self-esteem and intention to remain.

Conclusion: Hospitals should pay more attention to the benefits of positive personality trait on working motivation. It is meaningful to enhance perceived organizational support, career success and self-esteem in the working process so that nurses are willing to stay in the current employment.

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1. Introduction

As the smallest group of caregivers in hospital settings, male nurses are particularly important in enhancing quality of care in the healthcare system [1]. However, less attentions have paid on male nurses in Chinese nursing field with the current shortage of nursing personnel. We should attach importance to male nurses' intention to remain. Intention to remain is defined here as male nurses' thoughts that they are willing to stay in the current organization [2]. Previous research focused on many independent variables which had effects on intention to remain. For example, group psychological safety and job security were significantly and positively associated with intention to remain [3,4]. Lack of organization commitment created conditions for employees to leave [5]. It was also been determined that a positive working environment was an independent factor to predict intention to remain [6]. On the other hand, to build a good working environment encouraged nurses to accomplish their career goals, so as to promote the formation of professional ethics and intention to continue to work.

Perceived organizational support means that male nurse can receive highly valued resources from their organization [7]. Previous literatures reported that perceived organizational support positively impacted career success. [8]. Career success refers to a means which embodies achievements and power acquisition through the vocational lifespan [9]. Previous literatures indicated that nurses' intention to remain could be stabilized by improving their career success [10].

Self-esteem means male nurse's standpoint on their acceptance and the feeling of self worth [11]. Self-esteem is defined as a personality trait. It emphasizes the need for achievement which affects the male nurses' actions (such intention to remain). When the male nurses obtain the need self-esteem and feel loved and accepted, they will try to establish high level of achievement, power, and affiliation [12]. Previous literatures reported that male nurses who had high score of perceived organizational support had high level of self-esteem [13]. Thus, we suggest that career success mediates the relationship between self-esteem and intention to remain. Self-esteem mediates the relationship between perceived organizational support and career success.

Recently, there are many studies had paid attention to improve intention to remain from organization level and individual level. The purpose of our study was to investigate the relationships among perceived organizational support, intention to remain, career success and self-esteem in male nurses in China. We want to know the influence of perceived organizational support, career success and self-esteem on male nurses intention to remain.

2. Method

2.1. Design and sample

A cross-sectional study was designed in the present study. A convenient sample of 410 registered male nurses from Grade A hospitals in Tianjin was surveyed. 410 questionnaires were

distributed in September 2014. Before the questionnaires were handed out, associate researchers would explain that the information in the questionnaire was only used for research purposes. Eventually, data were collected in the October of 2014, 405 male nurses were completed and evaluated statistically. The response rate was 98.8%. The male nurses averaged 30 years old. Most of them were married (55.8%). 44.0% male nurses had bachelor degree. 41.7% male nurses had 1–5 years work experience and 21.5% male nurses had above 10 years work experience in current organization.

2.2. Instruments

The research tools used in this study include five parts: (a) demographic information, (b) Intent to Remain Scale, (c) Perceived Organizational Support Scale, (d) Career Success Scale, and (e) Self Esteem Scale.

2.2.1. Demographic information of male nurses

Male nurses' demographic data included personal details such as age, marriage (1 = single, 0 = married), work experience (1 = <1 year, 2 = 1–5 years, 3 = 6–10 years, 4 = 11–19 years, 5 = above 20 years), education background (1 = college diploma, 2 = baccalaureate degree, 3 = master's degree). These demographic data are potential variables influencing perceived organizational support, career success, self-esteem and intention to remain of Chinese male nurses.

2.2.2. Intention to remain

Intent to Remain Scale, developed by Turnley & Feldman [14], was used to measure the male nurses' willing to stay in the current organization. It was translated into Chinese vision, which consisted of 6 items, assesses an intention of inclining to stay with the organization. Each item is scored on a 5-point, Likert-type scale ranging from 1 (strongly disagree) to 5 (strongly agree). The total score ranges from 6 to 30. Higher scores represent higher level of desiring to stay. Total Cronbach's alpha values 0.734 was obtained from this research and it's higher than Heponiemi et al. [15]'s result while lower than Bayazit & Mannix [16]'s result.

2.2.3. Perceived organizational support

Perceived Organizational Support Scale [17] was used to evaluate the male nurses' perception of organizational support. It consists of three subscales: Work support (seven items), Value identity (four items), Benefit concern (five items) and includes 16 items. All the items are rated on a 5-point scale with 1 = strongly disagree to 5 = strongly agree. The sum of the 16 scores ranges from 16 to 80 with higher scores indicating higher level of male nurses' perception of organizational support. In this study, the Cronbach's α of the total scale was 0.787, resembling with other studies [18,19].

2.2.4. Career success

Career success was measured with the Chinese Career Success Scale [20]. It consists of three dimensions: Career Satisfaction (five items), Perceived in Organization Competitiveness (three items) and Perceived External Organization Competitiveness (three items) and includes 11 items. Each item was scored on a five-point Likert-type scale from 5

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