



Effect of Organizational Justice and Trust on Nurses' Commitment at Assiut University Hospitals

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Abstract:

Abstract: This study was aimed to assessing the organizational justice, trust and commitment in three university hospitals at Assiut and studying the effect of organizational justice and trust on employees' commitment at different setting. Research design: was a cross-sectional descriptive correlation research design. Setting: The study was carried out at Assiut University Hospitals (main, pediatric and woman reproductive health hospital) Subject: included a representative sample (727) from the total number of nurses who working in the three hospitals. Tools: Three tools were used for data collection; namely Organizational Justice Questionnaire, Organizational Trust Scale, and Commitment Scale Items. Results revealed that there was a significant positive relationship between organizational justice and trust, a positive relationship between organizational justice and commitment, organizational trust was have a positive and significant relationship on employees' commitment Conclusions: Organizational justice was significantly correlated with organizational trust and commitment. Recommendation: Organizational management should apply and create what is called climate of fairness and trust through working within a team contribution. Nurse managers should guiding staff nurses with feedback, open communication and give them the opportunities to exchange ideas that fosters a genuine commitment.

Keywords:

Organizational Justice, Organizational Trust, Nurses' Commitment

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