25TH NATIONAL & 11TH INTERNATIONAL ANNUAL CONGRESS | ON RESEARCH AND TECHNOLOGY OF IRANIAN MEDICAL SCIENCES STUDENTS
URMIA UNIVERSITY OF MEDICAL SCIENCES, URMIA, IRAN

Effect of Organizational Commitment on Professional Ethics Among Nurses

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Citation:
Saadatmand M, Fallah Karimi S, Mohammadifard L. Effect of Organizational Commitment on Professional Ethics Among Nurses. *Iranian biomedical journal*. Supplementary (12-2024): 191.

ABSTRACT

Introduction: Nursing is a profession that significantly influences the organizational health of nursing personnel, particularly due to high workloads. Organizational commitment refers to the belief in the organization's values and goals, the loyalty of employees, and the intrinsic desire to remain with the organization. It encompasses three components: emotional commitment, continuous commitment, and normative or task commitment. High levels of organizational commitment foster an efficient organizational atmosphere, which in turn enhances motivation and productivity. Among nurses, organizational commitment is crucial for improving performance and ensuring the delivery of high-quality nursing care. Healthy organizations typically have employees who exhibit strong organizational commitment and conscientiousness. Furthermore, organizational commitment can impact the professional ethics of employees. Professional ethics is a branch of ethics that examines the ethical responsibilities of a profession and its associated issues. Understanding the relationship between organizational commitment and the factors that influence the professional ethics of nurses is essential for effective human resource management within the Ministry of Health. Therefore, this study aimed to investigate the impact of organizational commitment on the professional ethics of nurses.

Search Strategy: SID, PubMed, Google Scholar, Doormats, Scopus, Web of Science, Update, and Magiran databases were searched using specific MESH keywords. The search and review results found 187 articles without a time limit. The articles were reviewed in three stages: first, the title, second, the summary text, and third, the full text, based on the inclusion criteria. Only studies conducted on nurses and without time limit were reviewed. After reading and accessing the complete text, it was studied and analyzed in collaboration with the authors. Ultimately, 76 articles were included in the study, and duplicate and biased sources were removed and analyzed with SPSS software version 23.

Results: The results indicated that nurses exhibited higher level of organizational commitment. In comparison to nurses, other professionals demonstrate lower organizational commitment but possess higher professional ethics, with the difference being statistically significant.

Conclusion and Discussion: Studies on the effect of organizational commitment on professional ethics are promising for improving patient health services. Considering the effect of organizational commitment on professional ethics, It can be concluded that the increase in organizational commitment, in turn, causes the treatment and recovery of patients and shortens the length of stay in the hospital.

Keywords: Ethics, Nurses, Organizations

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[DOI: 10.61186/ibj.25th-11th-IACRTIMSS]