

Assessment of Professional Values and Organizational Commitment among Nurses Working at Bharatpur Hospital, Chitwan, Nepal

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ABSTRACT

Background: Nurses play a vital role in the provision of healthcare internationally. Nurses' decision-making and professional growth stem from their professional values; while organizational commitment of nurses closely connected to the productivity and quality of care provided by healthcare institutions. A study aimed to assess the professional values and organizational commitment among nurses working at Bharatpur Hospital, Chitwan, Nepal.

Method: A descriptive cross-sectional study carried out among 120 nurses of Bharatpur hospital. Proportionate quota sampling technique used to select the sample from various departments i.e medical, surgical, ICU, pediatrics, orthopedics including spinal and post-operative. Data collection was done using 5-point Likert scale to assess the professional values in five domain; caring, trust, professionalism, justice and integrity and to assess the organizational commitment in three domain; affective, continuance and normative. Self-administered questionnaire technique used to collect the data from nurses. The data was analyzed in Statistical Package for the Social Science (SPSS) version 26 using descriptive and inferential statistics.

Result: The finding revealed that more than half (58.3%) of nurses' work experience was within 1-5 years. The overall mean score of professional values was 93.94 ± 13.12 among nurses. The highest mean scores in caring and integrity domain that were $20.7 (\pm 3.54)$ and $20.7 (\pm 3.38)$ respectively. Almost half of nurses (50.8%) had higher professional values. Similarly, the mean score was 47.5 ± 6.55 on organizational commitment and high mean percent (68.3) in affective domain. Only 47.5% nurses had higher organizational commitment. There was significant association between leadership style and professional values ($p=0.021$). Educational level was significantly associated with organizational commitment ($p=0.041$). A positive correlation was found between professional values and organizational commitment ($r=0.201$, $p=0.028$).

Conclusion: The study concluded that the need for healthcare institutions to prioritize ethical training and supportive leadership seems importance to foster a dedicated nursing workforce and ultimately improve overall healthcare outcomes.

Key words: professional values; organizational commitment; nurses; professionalism; nursing practices.

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INTRODUCTION

Professional value defined as recognized actions considered acceptable within the professional community, guiding practices and providing a framework for evaluating actions. These values profoundly affect the nursing profession and link to career advancement.¹ The International Council of Nurses states that justice, activism, professionalism, compassion, etc. constitute the fundamental values of nursing.² Nurses consistently integrate their professional values into their daily practice, which serve as a cornerstone for nursing practice and influence interactions with patients, colleagues, leaders, and the broader community. These values underpin nurses' decision-making processes and

contribute to their professional development. Understanding and applying these professional values is crucial for delivering safe and ethical care.³ A set of professional and ethical standards should be applied to nurses, who are the foundation of nursing and healthcare services. The ethical and professional standards, values, and norms held by every nurse and healthcare professionals are reflected in the quality of nursing and caregiving.⁴ Commitment is defined as nurses' emotional and psychological attachments to their organization. Employee commitment to the organization is a prerequisite for an organization to adhere to its plan. It is important for nursing because it recognizes that no matter how well planned an organization's strategy may be, it will not be possible

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without the nurses' commitment. Thus, nurses' commitment is the only way for an organization to succeed.¹ A study to identify nurses' professional values and to explore essential professional value items based on clinical nurses' perceptions was conducted in Indonesian. Nurses had a professional value of 97.30 (\pm 14.15). Up to 74.3% of nurses thought highly of the professional standards that nurses uphold. The type of academic achievement and the level of nursing care differed significantly (P value 0.001 <0.05). The caring component, with a score of 56.55(\pm 8.19), was the most prominent aspect of nurse professional values (Hutagaol et al., 2024).⁵ Likewise a study on Turkish, the most significant professional value for nurses found in human dignity. There were statistically significant differences in the importance of these values according to factors such as age, length of service, education level, marital status, position at work, and receipt of in-service training.⁶ A descriptive-analytic study conducted to investigate the relationship between professional ethics and organizational commitment in nurses in hospitals affiliated to Shiraz University of Medical Sciences (SUMS) in 2019 in Iran among 210 public ward nurses using the stratified random sampling method. Both the mean score of the nurses' professional ethics (102.21 \pm 10.89) and nurses' organizational commitment (95.30 \pm 16.54) were at high levels. A significant relationship (a positive correlation) was found between professional ethics and organizational commitment (P= 0.009, r = 0.179).⁷ Nurses apply their professional ideals during their work period. Caring, trust, integrity, justice and professionalism are examples of professional values that are important to the nursing profession. Therefore, professional values offer a remedy for the issues facing the nursing profession today. The nursing shortage, new emerging diseases, aging population, and the need for high-quality care are complex topics that present ethical challenges for nurses in the modern world. They must therefore be conscious of professional values and use them to guide their decisions when addressing such moral dilemmas. Likewise, commitment to the organization is very important; nurses' commitment

is the only way for an organization to succeed. So, the researcher interested to assess the professional values and organizational commitment among nurses in the study setting. The results of the study would be used by nursing educators to highlight the importance of professional values and organizational commitment and help to develop guidelines and regulations that encourage moral and encouraging work conditions for nurse.

METHODS

A descriptive cross-sectional study carried out to assess the professional values and organizational commitment of nurses working at Bharatpur Hospital, Chitwan, Nepal. The nurses working in different departments of hospital i.e medical, surgical, ICU, pediatrics, orthopedics including spinal and post-operative. were involved in the study. Proportionate quota sampling technique used to select the sample from each department. The nurses who had experience of more than 3 months in working department were included in study. The sample size was 120 with 10 % non-response with 95% CI and 5% error and calculated by using 47.88% of prevalence based on study conducted by AI-Haroon & AI- Qahtani (2020),⁸ sample size was calculated using the formula; Sample size(n)= $Z^2 p q / e^2$. Ethical approval was taken from Institutional Review Committee of the Bharatpur Hospital. Written informed consent was taken from nurses prior to the data collection. Data collection was done from June 15 to July 2, 2024 using 5-point Likert scale to assess the professional values developed by researcher as context of Nepal and to assess the organizational commitment modified 5-point Likert scale of organizational commitment questionnaires (OCQ) was adopted and data collected by self-administered questionnaire technique. The data was analyzed in Statistical Package for the Social Science (SPSS) version 26 using descriptive and inferential statistics.

RESULTS

Out of 120 nurses, most of nurses (70.0%) were aged between 25-34 years and regarding qualification, 50.8% nurses completed the Bachelor degrees, 45.0%

nurses completed Proficiency Certificate level. More than half of nurses (58.3%) had 1-5 years' experience in nursing. Likewise, 60.8% nurses worked 42 hours per week (Table 1).

Variables	Frequency (%)
Age (in complete year)	
Under 24	24(20.0)
25-34	84(70.0)
35-44	12(10.0)
Educational level	
Proficiency Certificate level	54(45.0)
Bachelor's degree	61(50.8)
Master's degree	5(4.2)
Years of experience in Nursing	
1-5	70(58.3)
6-10	44(36.7)
11-15	6(5)
Working hour per week	
42 hours per week	73(60.8)
More than 42 hours	47(39.2)

Table 2 shows that more than half of the nurses (71.7%) were participated in in-service training and 35.8% nurses participated the professional events like seminar and workshop. More than two third of nurses (74.2%) preferred the democratic leadership style and 44.2% nurses received very effective support from their supervisor. More than one-third nurses (42.3%) said that the key factors contributing to job satisfaction was good teamwork and only 16.7% nurses found that the work was meaningful and fulfilled their desired. Regarding satisfaction with hospital resources near about half (49.2%) were neutrally satisfied.

Table 3 illustrates the professional values among nurses in five domains. The domain with the highest mean score among nurses were caring and integrity with mean score of 20.7 (\pm 3.54), 20.7(\pm 3.38) respectively, reflecting strong emphasis on patient support and empathy with paying attention to each patient as unique need, followed by professionalism with mean score 20.62(\pm 3.46). It indicates that nurses are aware towards honest and moral decision

Variables	Frequency (%)
Participation in in-service training	
Never participated	34(28.3)
Participated	86(71.7)
Participation in professional event (seminar, work shop)	
Never participated	77(64.2)
Participated	43(35.8)
Preferred Leadership style	
Autocratic	16(13.3)
Democratic	89(74.2)
Laissez-faire	13(10.8)
Transformational	2(1.7)
Support from supervisor	
Somewhat effective	14(11.7)
Moderately effective	45(37.5)
Very effective	53(44.2)
Extremely effective	8(6.7)
Factors on Satisfaction with current job**	
Salary is adequate	27(13.9)
Working hour is reasonable	53(27.3)
Team work is good	82(42.3)
Good supervision	32(16.5)
Finding the work meaningful and fulfilling	
Never	1(0.8)
Rarely	12(10.0)
Sometime	47(39.2)
Often	40(33.3)
Always	20(16.7)
Satisfaction with the resources provided by hospital	
Very dissatisfied	5(4.2)
Dissatisfied	20(16.7)
Neutral	59(49.2)
Satisfied	32(26.7)
Very satisfied	4(3.3)

** Multiple response

as well as nursing ethics in daily work. The domain with the lowest mean score was in justice (15.58 \pm 2.65), indicating a somewhat lower emphasis on advocacy for fairness and equality in patient care practices. Despite variations, overall professional values show a strong commitment, with an average score of 93.94 (\pm 13.12).

Five Domains of Professional Values	Mean \pm SD	Mean %
Caring domain	20.7 \pm 3.54	82.8
Trust domain	16.33 \pm 2.54	81.6
Professionalism domain	20.62 \pm 3.46	82.4
Justice domain	15.58 \pm 2.65	77.9
Integrity domain	20.7 \pm 3.38	82.8
Mean score of professional values (In total 115 score)	93.94 \pm 13.12	81.7

Table 4 demonstrates the organizational commitment in three domains among 120 nurses. The domain with the highest mean score among nurses was continuance with mean score 17.91 (\pm 4.19), followed by normative and affective domain with mean score 15.93(\pm 3.30) and 13.66 (\pm 2.78) respectively. This finding depicts that nurses were committed to staying in organization with their necessity and choice at present. Leaving organization was found challenging as they desired to do so. Most of nurses felt that they were emotionally attached with organization and somewhat agreed as part of the family and had feeling of guilty if left the organization.

Three Domains Organizational Commitment	Mean \pm SD	Mean %
Affective domain	13.66 \pm 2.78	68.3
Continuance domain	17.91 \pm 4.19	59.7
Normative domain	15.93 \pm 3.30	63.7
Mean score of organizational commitment (In total 75 score)	47.51 \pm 6.55	63.4

Regarding professional values and organizational commitment, the finding revealed that near about half of nurses (50.8%) had higher professional values. In comparison to professional values, organizational commitment seems slightly lower among nurses(47.5%)(Table 5).

Obtained score	Professional values n(%)	Organization commitment n(%)
Higher score(\geq mean score)	61(50.8)	57(47.5)
Lower score(\leq mean score)	59(49.2)	63(52.5)

Table 6 depicts that there was a significant association between leadership style and professional values ($p=0.021$), suggesting that these leadership styles might influence how professional values are perceived and uphold within the workplace among nurses.

Variables	Professional Values		Chi-square	p-value
	Low n (%)	High n (%)		
Age				
Under 24	12 (50)	12 (50)	0.014	0.993
25-34	41 (48.8)	43 (51.2)		
35-44	6 (50)	6 (50)		
Education level				
PCL	30 (55.6)	24 (44.4)	1.6903	0.205
Bachelor	29(43.9)	37 (56.1)		
Leadership style				
Autocratic	12 (75)	4 (25)	9.75	0.021
Democratic	44 (49.4)	45 (50.6)		
Laissez faire	3 (23.1)	10 (76.9)		
Transformational	0	2 (100)		
Years of experience				
1-5 years	32 (45.7)	38 (54.3)	2.046	0.609
\geq 6 years	27 (54.0)	23 (46.0)		

There was a significant association between educational level and organizational commitment ($p=0.041$). Organizational commitment among nurses appears to be influenced significantly by their education level, with those holding PCL showing higher commitment than those with Bachelor's degree. The association with age, leadership style and years of experience while showing some trends, did not reach statistical significance in this study (Table 7).

Table 8 shows the significant positive relationship between Professional Values and Organizational Commitment among nurses, with a spearman correlation coefficient of 0.201 ($p = 0.028$). This suggests that as nurses' professional values increased, their commitment towards their organization would be high.

Variables	Correlation	p-value
Professional values and Organizational commitment	0.201	0.028

Table 7. Association of Organizational Commitment with selected Socio demographic profiles and Professional Characteristics.(n=120)				
Variables	Organizational Commitment		Chi-square	p-value
	Low n (%)	High n (%)		
Age				
Under 24	10 (41.7)	14 (58.3)	2.134	0.344
25-34	45 (53.6)	39 (46.4)		
35-44	8 (66.7)	4 (33.3)		
Education Level				
PCL	24 (44.4)	30 (55.6)	6.039*	0.041
Bachelor	34 (55.7)	27 (44)		
Master	5 (100)	0		
Leadership style				
Autocratic	12 (75)	4 (25)	6.073	0.108
Democratic	42 (47.2)	47 (52.8)		
Laissez faire	7 (53.8)	6 (46.2)		
Transformational	2(100)	0		
Years of experience				
1-5 years	35 (50.0)	35 (50.0)	1.726*	0.726
6-10 years	25 (56.8)	19 (43.2)		
11-15 years	2 (40.0)	3 (60.0)		
≥ 16 years	1 (100.0)	-		

*Fisher Exact test

DISCUSSION

Knowledge and application of professional values among nurses are essential to providing safe and ethical care. Organizational commitment is closely connected to the productivity and quality of care provided by nurses. This study was done to assess the professional values and organizational commitment among nurses at Bharatpur hospital. The study reveals that majority (70.0%) of the nurses were within the age group of 25-34 years which finding was consistent with Khachian et al. (2016), most of nurses were aged between 26-35 (56%).⁹ Regarding educational qualification, 50.8% of nurses hold Bachelor's degrees. This finding was consistent with the study by Gassas & Salem (2023), where 66% of nurses possessed Bachelor's degrees.³ Regarding professional experience, approximately 58.3% of nurses reported having 1-5 years of experience, which is nearly consistent with findings from Khachian et al. (2016), where the majority of nurses (68.5%) had experience ranging from 2-10 years.⁹ In the study, the mean score of professional values of the nurses was 93.41(±13.12). The study done by Hutagaol et

al.(2024) found that nurses had a professional value of 97.30 (± 14.15). The type of academic achievement and the level of nursing care differed significantly (P value 0.001 <0.05),⁵ but in the study, leadership style differed significantly (P value 0.021 <0.05). Based on the nurses' answers in response to the domain items, the mean scores for the "caring" (20.7±3.54) and "integrity" (20.7±3.38) domains were especially high which is supported by study done by İlaslan et al., (2020).¹⁰ In the study, lowest score was observed in the justice domain (15.58 ± 2.65) which was Conversely from İlaslan et al., (2020) noted the lowest mean score in the trust domain (11.04 ± 2.63).¹⁰ Furthermore, the findings also revealed that professionalism, despite being highlighted as the least prioritized domain by Poorchangizi et al., (2019), but in the study, it was second-highest mean score.¹¹ This difference suggests that while professionalism might not be uniformly prioritized, its significance can vary significantly based on the specific organizational and cultural context of each healthcare setting. The overall mean score of organizational commitment was 47.51±6.55 in the study where as the mean score of the nurses' organizational commitment was at high levels(95.30 ± 16.54) in comparision to present study(Torkaman et al.2020).⁷ It was found that in the study, the mean percent was high in affective domain which is comparable that highest mean percent in affective domain in study by Fantahun et al. (2023).¹² Lowest mean percent found in continanace domain in the study which was contrast to the study by Mohamed El-Sayed Ghonem & Mohamed Abdrabou (2021), found that in continuance commitment had the highest mean percent.¹³ The educational level differed significantly association (P value 0.041 <0.05), with organizational commitment. This finding is consistent with the study of Torkaman et al. (2020), highlighting that educational qualification may correlate with stronger organizational commitment.⁷ There was a significant positive relationship between professional values and organizational commitment among nurses (p=0.028, r= 0.201). Likewise, a significant relationship (P= 0.009, r = 0.179) was found between professional ethics and organizational commitment

on study by Torkaman et al. (2020).⁷ This finding also aligns with similar conclusions drawn by Gassas & Salem (2023).³

CONCLUSIONS

According to the study findings, more than half of nurses had high levels of professional values but less than half had organizational commitment. A significant relationship was observed between these two factors. This indicates that, considering the

priority of high-quality care provision by nurses, nursing managers should seriously consider the effect of nurses' professional values and organizational commitment on organization's development.

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