

# THE EVALUATION OF INSTITUTIONAL COMMITMENT FOR HEALTHCARE PERSONNEL

Hilal Balli<sup>1</sup> and Aygul Yanik<sup>\*2</sup>

<sup>1</sup> Nurse, T. R. Ministry of Health, Turkey, [erdoganballi@mynet.com](mailto:erdoganballi@mynet.com)

<sup>2</sup> Asist. Prof. Dr., University of Kirklareli, Turkey, [aaygul.moon@gmail.com](mailto:aaygul.moon@gmail.com)

\*Correspond author: Aygul Yanik

## Abstract

Institutional commitment is the psychological commitment of an individual to an institution and is essential for institutional success. This study aimed to determine the level of institutional commitment in health employees and to evaluate the effects of socio-demographic characteristics on institutional commitment. This cross-sectional and descriptive study was conducted at the Tekirdag State Hospital in Turkey in January 2013. Data was collected using the survey method. A study sample of 660 employees was selected with the random sampling method and 272 questionnaires with no missing data were evaluated. The SPSS for Windows 17.0 software was used in order to analyze data. When we examined the institutional commitment of employees, we found that emotional commitment was high on average, continuity commitment was moderate, and normative commitment was high. Dimensions of institutional commitment showed significant differences according to employee's titles, gender, age, education, job experience, hospital experience, type of working, and the units they work at. Male employees had higher levels of emotional and normative commitment and lower levels of continuity commitment than females. It was determined that socio-demographic characteristics affected the level of institutional commitment in health employees. It is assumed that this study will guide similar research and will support health managers' decisions regarding institutional commitment.

**Keywords:** Institutional commitment, health employees, hospital.