

Nurses' Perception Toward Their Professional Rights And Its' Relation To Their Job Satisfaction, Professional And Organizational Commitment

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Abstract

Background: Nurses play a vital role in the healthcare system, providing continuous 24-hour care to hospitalized patients. Nurses established themselves as an essential element of other disciplines within the hospitals. **Aim:** The present study aimed to assess nurses' perception toward their professional rights and its' relation to their job satisfaction, professional and organizational commitment. **Design:** A descriptive correlational design was utilized to achieve the aim of the present study. **Sample:** A convenient sample (n=118) of nurses who working at Internal Medicine Hospital and who agreed to participate in the study were included. **Setting:** The study was conducted at Internal Medicine hospital at Cairo University Hospitals. **Tool:** Four questionnaires were used as follow; nurses' perception toward their professional rights, nurses' job satisfaction scale, nurses' professional commitment questionnaire and nurses' organizational commitment questionnaire. **Conclusion:** The current study concluded that, more than half of the sample was perceived their professional rights and more than half of the sample was satisfied with their job and more than half of the sample was not committed to nursing profession, while, near to the half of the sample was committed to their organization. Moreover, there was a highly statistically negative correlation between staff nurses' professional rights and their job satisfaction. In addition, there was significant positive correlation between nurses' professional and organizational commitment and nurses' perception about their rights. **Recommendation:** Increasing the awareness of nursing personnel about their professional rights by holding workshops and lectures on a regular basis through the training and education department team in the hospital and monitor and report hospice professional nurse's turnover rates periodically in light of management's enhanced focus on improving nurses' satisfaction, professional and organizational nurse's commitment.

Keywords: Nurses' Professional Rights, Nurses Job Satisfaction, Professional Commitment and Organizational Commitment.

Introduction:

Most nurses are familiar with the rights of patients under their care and work hard to alleviate suffering and maintain respect for human dignity. They advocate on behalf of patients, their families, the community, and society as a whole; but many nurses do not know their own legal rights and responsibilities as health care professionals (Turner,2018).

Professional rights of nurses are grounded on international or national ethical codes or principles and labor laws. These rights consist of the right to perform the profession, getting respect from other health professionals and the society, enhancing the social status that the profession brings and the right to practice in a healthy, secure and ethical environment, they also have the right to advocate for patients'

interests. As a part of their professional rights, using their expertise to provide care to patients and accrued rights of nurses obtained by education and work experience (Bahcecik et al., 2016).

Satoh et al., (2017) mentioned that, existence of policies and practices enhance the development of affective professional commitment. Nurses' participation in setting nursing department policies is very important as they will be informed about its rational and be aware of, and be committed to implement them.

Organizational commitment considered an important factor in employee retention and motivation and reflects the loyalty of an employee towards his or her organization; so, organizational commitment as a desire to maintain the affiliation with an organization

and is reflected through the willingness to exert high level of effort to achieve organizational goals. Overall, organizational commitment can be defined as the degree to which an employee develops a feeling of belongingness to his or her organization (Wadhwa & Verghese, 2015).

In addition, such feeling is created among the employees through constant involvement in different organizational activities. The continuous participation is usually done by searching for important suggestions from team members, listening to their issues and by increasing their involvement in organizational decision-making process to a certain extent. By doing so, employees would feel to be participative and appreciated in the organization. The most commonly known forms of commitment are affective or emotional commitment which emphasize on employee attachment to an organization by accepting its values and having the desire to keep the relationship with it (Kabeel & Eisa, 2017).

Job satisfaction defined as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences". Nurse job satisfaction is show to what extent the nurse's assurance with their job or not, such as their satisfaction with work place, nature of work or leaders. Simply job satisfaction is how content an individual is with his or her job; whether he or she likes the job or not (Kerr, 2019).

Moreover, job satisfaction is important when disappeared that lead to reduce organizational commitment. In the healthcare environment when nurse's satisfaction occurred that lead to increase quality of care and organizational commitment, that all result in organizational success (Salem et al, 2017).

Significance of the Study:

In health care, when work environment meeting nurses' rights that affects the total outcome of hospital productivity, quality of care, nurse's job satisfaction and nurses' professional and organizational commitment ; so, it important that government officials, administrators and leaders of health care systems acknowledge and operationalize the

value of nurses to the health care system in order to establish and maintain the integrity of health care system; because neglection of nurses' rights lead to a shortage of nurses which threatens healthcare organizations. (Perna ,2018).

Nurses are considered to be the vertebral column of any health care organization, nurses who are satisfied with their job are not only pleased but have also positive attitude, and high-level productivity, creativity and highly committed to their profession as well as organization; this in turn will affect the quantitative outcomes of the health organization in apposite way (Bahcecik et al., 2016).

While, dissatisfied nurses are disappointed and have negative attitude, poor performance, less productivity, high rate of absenteeism and burnout. Thus, they may quit their work place resulting in negative outcomes for the health care system. Therefore, keeping nurses satisfied in their job is very important subject (Al-Jabari & Ghazzawi, 2019). So, the present study was conducted to assess nurses' perception toward their professional rights and its' relation to their job satisfaction, professional and organizational commitment at Internal Medicine Hospital at Cairo University Hospitals.

Subjects and Methods:

The present study was done to assess nurses' perception toward their professional rights and its' relation to their job satisfaction, professional and organizational commitment at Internal Medicine Hospital at Cairo University Hospitals.

To fulfill the aim the following research questions were developed:

1. What is the nurses' perception toward their professional rights at Internal Medicine Hospital at Cairo University Hospitals?
2. What is the level of nurses ' job satisfaction at Internal Medicine Hospital at Internal Medicine Hospital at Cairo University Hospitals?
3. What is the level of nurses' professional and organizational commitment at Internal

Medicine Hospital at Cairo University Hospitals?

4. Is there a relationship between nurses' perception toward their rights and their job satisfaction, professional and organizational commitment at Internal Medicine Hospital at Cairo University Hospitals?

Research Design:

A descriptive correlational design was utilized to achieve the aim of the present study.

Sample:

A convenient sample of all nurses (n=118) who working at Internal Medicine Hospital at Cairo University Hospitals and who agreed to participate in the study at the time of data collection was included in the present study sample.

Setting:

The study was conducted at Internal Medicine hospital at Cairo University Hospitals. The hospital consists of 8 floors as follow; Zero floor include the Intensive Care Unit (11 beds for critical care patients and 4 beds for hemodialysis patients), first floor (3 rooms for endoscopy), second floor (40 beds) in addition to an intermediate ICU consists of (4 beds), third floor (44 beds), fourth floor (44 beds), fifth floor (40 beds), sixth floor (44 beds) and seventh floor (40 beds).

Tools for data collection:

Study data were collected using four tools:

1. The first questionnaire named nurses' perception toward their professional rights composed of two parts:

First part: Personal characteristics data sheet that includes: age, gender, educational qualification, educational qualification, years of experience in nursing profession and working units.

Second part: Nurses' perception toward their professional rights used to assess nurses' perception toward their rights, developed by the investigator after reviewing the related literature (Azoz, 2013 and Bahcecik et al., 2016). Composed of (54) items divided under six categories as follows; administrative

rights (21) items, performance appraisal rights (4) items, financial rights (6) items, security right (11) items and professional development rights (3) items and rights regarding the work Schedule (9) items.

Scoring system: It is three-point likert scale composed of (Done = 3, Sometimes done =2 & Not done =1). The score of each dimension summed up and converted to percent score. The nurses considered perceived their rights if the percentage score was more than 75% and nurses considered not perceived their rights if the percentage score was less than 75%.

2. The second questionnaire named nurses' job satisfaction scale used to assess nurses' job satisfaction level, developed by the investigator after reviewing the related literature (Kvist et al., 2012). Composed of (37) items divided under six factors as follows; leadership (7 items); requiring factors of work (8 items); motivating factors of the work (6 items); working environment (4 items); working welfare (4 items); participation in decision-making (4 items); and sense of community commitment (4 items).

Scoring system:

Subjects' responses were scored on three-point likert scale ranging from (Strongly agree=3, Neither disagree nor agree=2, Strongly disagree=3). The score of each dimension summed up and converted to percent score. The satisfaction of nurses with their job was considered high if the score more than 75%. Moderate if the percent score was ranged from 50 to 75%, while it considered low if the percent score less than 50% .

3. The third questionnaire named nurses' professional commitment questionnaire used to assess nurses' commitment to its profession, developed by the investigator after reviewing the related literature (Al-Hamdan et al., 2018). Composed of (10) items covering professional commitment factor.

Scoring system:

Subjects' responses were scored on three-point likert scale ranging from (Strongly

agree=3, Neither disagree nor agree=2, Strongly disagree=3). The score of each dimension summed up and converted to percent score. The commitment of nurses with their profession was considered high if the score more than 60%, while it considered low if the percent score less than 60%.

4. The fourth questionnaire named nurses' organizational commitment questionnaire used to assess nurses' commitment to the organization, developed by the investigator after reviewing the related literature (Haroon & Hasanin, 2020). Composed of That includes (15) items covering organizational commitment factor.

Scoring system:

Subjects' responses were scored on three-point likert scale ranging from (Strongly agree=3, Neither disagree nor agree=2, Strongly disagree=3). The score of each dimension summed up and converted to percent score. The Commitment of staff nurses with their working Organization was considered high if the score more than 60%, While it considered low if the percent score less than 60%.

Validity and Reliability:

Validity:

Study questionnaires' content validity was tested by a panel of five experts (two professors and three assistant professors) from the Faculty of Nursing Cairo University. Each expert on the panel was asked to examine the questionnaire for content, coverage, clarity, wording, length, format, and overall appearance. Some modifications were done based on the experts' opinions.

Reliability:

Reliability was tested using Cronbach's Alpha Coefficient for the four questionnaires. Results for the questionnaires as follow, nursing ' perception toward their professional rights (0.85); nurses' job satisfaction scale (0.89); nurses' professional commitment questionnaire (0.82) and nurses' organizational commitment questionnaire (0.85); that indicate all questionnaires were highly reliable.

Pilot Study:

Pilot study was carried out on (10%) of the current sample to ensure the clarity and applicability of the items, and to estimate the time needed to complete the questionnaire. The result showed that the time spent in filling the questionnaire was ranged between 25-35 minutes. Based on the pilot study analysis no modifications were done in the questionnaires; so, this pilot sample was included in the total sample.

Ethical Consideration:

Permission was obtained from the hospital administrators after explaining the aim of the study. The nature and aim of the current study had been explained to each staff nurse included in the study sample. They were given a chance to accept or to refuse participation in the present study, and each participant was assured that his/her information will be confidentially utilized and utilized for the research purpose only.

Procedure:

After permission was taken from the hospital administrator, the researchers explained the aim, nature, and significance of the study for every head of different internal medicine hospital departments to achieve their collaboration during the implementation phase of the research. Oral acceptance of each eligible nurse to participate in the research was taken. The researchers distributed the four questionnaires individually to every nurse at their working units and collected them at the same shift. Time spent to fill the questionnaires ranged between 25 to 35 minutes. The researchers checked the completeness of each filled questionnaire after the participant filled it. Data were collected from September 2018 to December 2018.

Results:

Table (1) shows that, near to half (42.4%) of nurses' age between 30 to < 40 years age group and (26.3%) of nurses had more than 40 years age. The majority (86.4%) of nurses were female and (13.6%) were male. In addition, near to half (44.1%) of nurses had 5 to < 10 experience years in the nursing profession and (40.7%) of nurses had 10 to < 15 years, while

the majority (55.9%) of nurses work in units and (33.9%) of them work in ICU. Furthermore, the majority (94.1%) of nurses' educational qualification was technical diploma in nursing.

Figure (1) illustrates that, more than half (57.9%) of the sample was perceived their rights while (42.1%) of the studied sample not perceived their rights.

Figure (2) illustrates that, more than half (65.4%) of the sample was satisfied with their job while (35.6%) of the studied sample was dissatisfied.

Figure (3) illustrates that, more than half (55.6%) of the sample was not committed to nursing profession, while (44.4%) of the studied sample was committed to nursing profession.

Figure (4) shows that, more than half (58.9%) of the sample organizational commitment, while (41.1%) of them was not had organizational commitment.

Table (2) indicates that, there were highly statistically significant difference ($F=7.91$, $P=0.00$) ($F=14.96$, $P=0.00$) and ($F=7.70$, $P=0.00$) between total scores of nurses' perception for their rights and nurses' age, experience years in nursing profession and place of work, respectively. While, there was no statistically significant difference ($F=1.59$, $P=0.12$) and ($F=2.06$, $P=0.13$) between total scores of nurses' perception for their rights and nurses' gender and educational qualifications, respectively.

Table (3) indicates that, there were highly statistically significant difference ($F=21.84$, $P=0.00$) ($F=14.96$, $P=0.00$) and ($F=16.79$, $P=0.00$) between nurses' total job satisfaction scores and their age and place of work, respectively. In addition, there was statistically significant difference ($F=3.14$, $P=0.01$) between nurses' total job satisfaction scores and their gender. While, there was no statistically significant difference ($F=0.49$, $P=0.68$) and ($F=2.17$, $P=0.12$) between nurses' total job satisfaction scores and their experience in nursing profession and educational qualifications, respectively.

Table (4) clarifies that, there was highly statistically significant difference ($F=6.80$, $P=0.00$) between nurses' total professional commitment scores and their gender. While, there were no statistically significant difference ($F=1.41$, $P=0.24$) and ($F=2.49$, $P=0.06$) ($F=1.57$, $P=0.20$) and ($F=2.16$, $P=0.12$) between nurses' total professional commitment scores and their age, experience, place of work and educational qualifications, respectively.

Table (5) shows that, there were highly statistically significant difference ($F=54.86$, $P=0.00$) ($F=4.69$, $P=0.00$) ($F=11.62$, $P=0.00$) and ($F=16.82$, $P=0.00$) between nurses' total organizational commitment scores and their age, gender, experience years in nursing profession and place of work respectively. While, there was no statistically significant difference ($F=1.87$, $P=0.16$) between nurses' total organizational commitment scores and their educational qualifications.

Table (6) shows that, there were highly significant negative correlation ($r = -0.43$ -, $p<0.05$) and ($r = -0.39$ -, $p<0.05$) between total level of nurses' job satisfaction and nurses' perceptions about their professional rights regarding performance appraisal rights and work schedule rights domains, respectively. Moreover, there was highly significant positive correlation ($r = 0.37$, $p<0.05$) between total level of nurses' job satisfaction and nurses' perceptions about their professional rights regarding security rights domain. Furthermore, there was significant positive correlation ($r = 0.21$, $p<0.05$) between total level of nurses' job satisfaction and nurses' perceptions about their professional rights regarding administrative rights domain.

Table (7) illustrates that, there was highly significant negative correlation ($r = -0.39$ -, $p<0.05$) between nurses' total professional commitment and nurses' perception about their security rights. Also, there were here was significant negative correlation ($r = -0.22$ -, $p<0.05$) and ($r = -0.19$ - , $p<0.05$) between nurses' total professional commitment and nurses' perception about their professional development rights and work schedule rights, respectively. While, there was there was highly significant positive correlation ($r = 0.39$, $p<0.05$) between nurses' total professional

commitment and nurses' perception about their performance appraisal rights and there was significant positive correlation ($r = 0.24$, $p < 0.05$) between nurses' total professional commitment and nurses' perception about their administrative rights.

In addition, there was there was highly significant positive correlation ($r = 0.29$, $p < 0.05$) ($r = 0.32$, $p < 0.05$) and ($r = 0.34$, $p < 0.05$)

between nurses' total organizational commitment and nurses' perception about their administrative rights, security rights and work schedule rights, respectively. Also, there was significant positive correlation ($r = 0.20$, $p < 0.05$) between nurses' total organizational commitment and nurses' perception about their work schedule rights.

Table (1): Percentage distributions of the sample according to demographic variables (n=118).

Demographic variables	Sample	
	No.	%
Age		
▪ 18 to < 25 years	8	6.8
▪ 25 to < 30 years	29	24.6
▪ 30 to < 40 years	50	42.4
▪ More than 40 years	31	26.3
Mean \pm SD	2.88 \pm 0.879	
Gender		
▪ Male	16	13.6
▪ Female	102	86.4
Experience years in nursing profession		
▪ 1 to < 5 years	4	3.4
▪ 5 to < 10 years	52	44.1
▪ 10 to < 15 years	48	40.7
▪ More than 15 years	14	11.9
Mean \pm SD	2.61 \pm 0.740	
Place of work		
▪ Unit	66	55.9
▪ OR	9	7.6
▪ ICU	40	33.9
▪ Hemodialysis	3	2.5
Educational qualifications		
▪ Technical diploma in nursing	111	94.1
▪ Associate technical diploma	5	4.2
▪ Bachelor degree in nursing	2	1.7

Figure (1): Percentage distribution of total nurses' perceptions regarding their rights (n= 118)

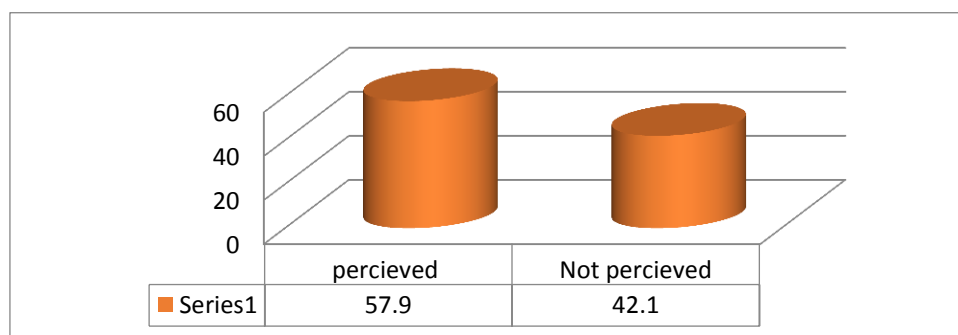


Figure (2): Percentage distribution of total Job satisfaction level (n=118).

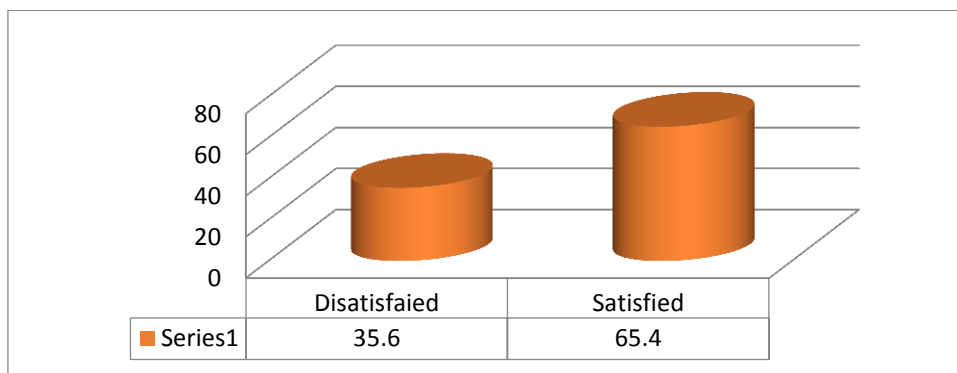


Figure (3): Percentage distribution of total level of nurses` professional commitment (n=118).

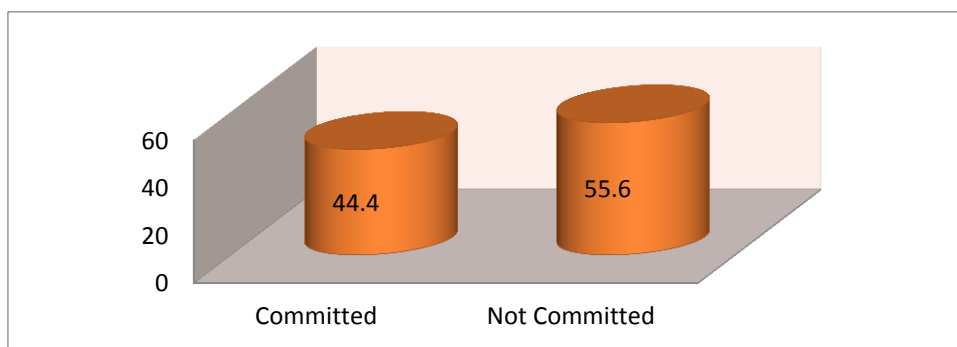


Figure (4): Percentage distribution of total level of nurses` organizational commitment (n=118).

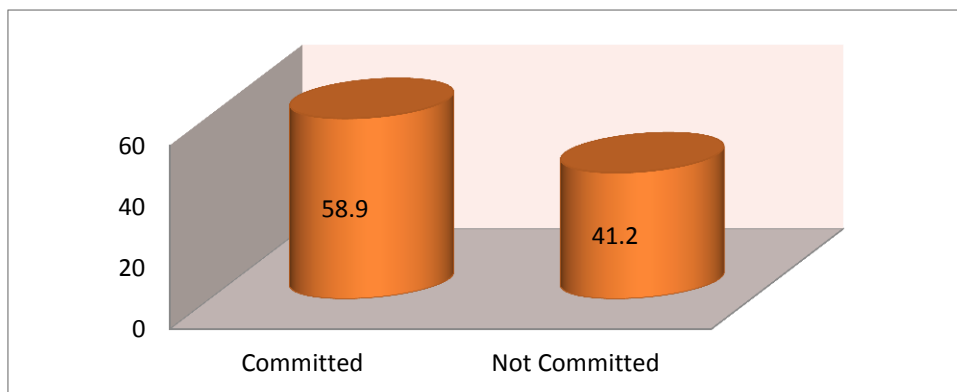


Table (2): Mean difference between nurses` demographic variables and total scores of nurses` perception for their rights (n=118).

Variable	Values	Mean ± SD	F-value	p-value
Age	18 to < 25 years	132.875 ± 2.416	7.91	0.00*
	25 to < 30 years	129.138 ± 4.164		
	30 to < 40 years	--		
	More than 40 years	--		
Gender	Male	129.563 ± 4.179	1.59	0.12
	Female	127.794 ± 3.795		
Experience years in nursing profession	1 to < 5 years	123.000 ± 0.817	14.96	0.00*
	5 to < 10 years	126.192 ± 4.102		
	10 to < 15 years	--		

	More than 15 years	--		
Place of work	Units	127.242 ± 4.315	7.70	0.00*
	OR	133.333 ± 1.000		
	ICU	--		
	Hemodialysis	--		
Educational qualification	Technical diploma in nursing	128.198 ± 3.919	2.06	0.13
	Associate technical diploma	126.200 ± 1.483		
	Bachelor degree in nursing	--		

* P value is statistically significant at the level of ≤ 0.05

Table (3): Mean difference between nurses` demographic variables and their total job satisfaction scores (n=118).

Variable	Values	Mean ± SD	F-value	p-value
Age	18 to < 25 years	84.125 ± 1.356	21.84	0.00*
	25 to < 30 years	83.069 ± 2.535		
	30 to < 40 years	--		
	More than 40 years	--		
Gender	Male	82.688 ± 2.272	3.14	0.01
	Female	80.726 ± 2.629		
Experience years in nursing profession	1 to <5 years	80.250 ± 1.708	0.49	0.68
	5 to < 10 years	81.289 ± 2.199		
	10 to < 15 years	--		
	More than 15 years	--		
Place of work	Units	81.652 ± 2.363	16.79	0.00*
	OR	84.222 ± 2.167		
	ICU	--		
	Hemodialysis	--		
Educational qualification	Technical diploma in nursing	81.090 ± 2.689	2.17	0.12
	Associate technical diploma	78.600 ± 0.894		
	Bachelor degree in nursing	--		

* P value is statistically significant at the level of ≤ 0.05

Table (4): Mean difference between nurses` demographic variables and nurses` total professional commitment scores (n=118).

Variable	Values	Mean±SD	F-value	p-value
Age	18 to < 25 years	22.000 ± 0.000	1.41	0.24
	25 to < 30 years	20.483 ± 1.902		
	30 to < 40 years	--		
	More than 40 years	--		
Gender	Male	21.313 ± 1.493	6.80	0.00*
	Female	21.039 ± 2.256		
Experience years in nursing profession	1 to <5 years	23.000 ± 1.155	2.49	0.06
	5 to < 10 years	21.308 ± 1.579		
	10 to < 15 years	--		
	More than 15 years	--		
Place of work	Units	20.879 ± 2.027	1.57	0.20
	OR	20.444 ± 1.333		
	ICU	--		
	Hemodialysis	--		
Educational qualification	Technical diploma in nursing	21.144 ± 2.178	2.16	0.12
	Associate technical diploma	19.200 ± 1.304		
	Bachelor degree in nursing	--		

* P value is statistically significant at the level of ≤ 0.05

Table (5): Mean difference between nurses` demographic variables and nurses` total organizational commitment scores (n=118).

Variable	Values	Mean \pm SD	F-value	p-value
Age	18 to < 25 years	32.500 \pm 2.268	54.86	0.00*
	25 to < 30 years	26.689 \pm 2.269		
	30 to < 40 years	--		
	More than 40 years	--		
Gender	Male	29.813 \pm 3.582	4.69	0.00*
	Female	25.490 \pm 2.124		
Years of Experience	1 to <5 years	23.000 \pm 0.000	11.62	0.00*
	5 to < 10 years	27.404 \pm 3.256		
	10 to < 15 years	--		
	More than 15 years	--		
Place of work	Units	27.379 \pm 2.876	16.82	0.00*
	OR	25.889 \pm 1.965		
	ICU	--		
	Hemodialysis	--		
Educational qualification	Technical diploma in nursing	26.189 \pm 2.824	1.87	0.16
	Associate technical diploma	24.800 \pm 0.447		
	Bachelor degree in nursing	--		

* P value is statistically significant at the level of ≤ 0.05

Table (6): Correlation between the nurses` perception of their rights and their job satisfaction (n=118).

Dimensions of Rights / Dimensions Of Satisfaction	Leadership		Requiring factors of work		Motivating factors of the work		Working environment		Working welfare		Participation in decision-making		Sense of community commitment		Total job satisfaction	
	R	P	r	p	r	p	r	p	r	p	r	p	r	p	r	p
Administrative rights	-0.35-	0.00**	-0.03-	0.74	0.33	0.00**	0.17	0.07	0.45	0.00**	-0.36-	0.00**	0.19	0.04*	0.21	0.02*
Performance appraisal rights	0.19	0.04*	-0.38-	0.00**	0.11	0.20	-0.24-	0.01*	-0.19-	0.03*	-0.10-	0.28	-0.51-	0.00**	-0.43-	0.00**
Financial rights	0.15	0.11	-0.28-	0.00**	0.37	0.00**	-0.06-	0.50	0.29	0.00**	-0.46-	0.00**	0.32	0.00**	0.13	0.16
Security rights	-0.11-	0.2	0.34	0.00**	-0.16-	0.09	0.20	0.03*	0.19	0.04*	0.05	0.59	0.46	0.00**	0.37	0.00**
Professional development rights	-0.23-	0.01*	0.07	0.44	0.32	0.00**	-0.42-	0.00**	0.52	0.00**	-0.05-	0.57	-0.04-	0.65	0.12	0.19
Work schedule rights	0.15	0.10	-0.27-	0.00**	0.28	0.00**	-0.26-	0.01*	0.30	0.00**	168	0.07	0.09	0.29	-0.39-	0.00**
Total	-0.35-	0.00**	-0.12-	0.21	0.51	0.00**	-0.09-	0.33	0.80	0.00**	-0.42-	0.00**	0.29	0.00**	0.34	0.00**

* Correlation is significant at the 0.05 level (2-tailed)

Table (7): Correlation between the nurses` perception of their rights and their total professional and organizational commitment scores (n=118).

Nursing rights dimensions	Professional commitment		Organizational commitment	
	r	p	r	p
Administrative rights	0.24	0.01*	0.29	0.00**
Performance appraisal rights	0.39	0.00**	-0.18-	0.05
Financial rights	0.05	0.96	-0.12-	.180
Security rights	-0.39-	0.00**	0.32	0.00**
Professional development rights	-0.22-	0.02*	-0.04-	0.68
Work schedule rights	-0.19-	0.03*	0.34	0.00**
Total	0.03	0.77	0.20	0.03*

* Correlation is significant at the 0.05 level (2-tailed)

Discussion:

The need for nursing is a universal issue. Nurses` awareness of their rights and responsibilities make them more satisfied and provide high quality care (Mohamed et al.,2019). Moreover, nurses` job satisfaction plays a key role in system productivity and patient safety. In addition, knowledge on determinants of job satisfaction will aid management systems in the recruitment of more committed nurses and subsequent higher staff retention. Better patient care is a direct outcome of high job satisfaction rates among nursing staff, whereas their dissatisfaction leads to a shortage of staff with an impact on nurse–patient ratios, longer patient waiting lists, and burnout among healthcare personnel (Masum et al., 2016).

In the healthcare environment where nurses` shortage is expected to increase beyond its current levels; maintaining a committed workforce is a strong advantage. Committed nurses provide asset value of stable, dedicated workforce; lower employee recruiting, training and development costs; retention of nurses with knowledge, skills, and abilities that are critical to organizational success; improved organizational image within the community; in addition, a committed workforce influences customer loyalty (Hegney et al.,2019). Job satisfaction is so important in that its absence often leads to lethargy and reduced organizational commitment.

Furthermore, Hegney et al., (2019) found that employees who had higher levels of professional commitment demonstrated better job performance, higher job satisfaction and productivity, and less absenteeism and tardiness. Nurses` job satisfaction affects patient satisfaction and the quality of health services delivered.

Concerning the total nurses` perceptions toward their professional rights, the present study illustrated that, more than half of the sample was perceived their rights while near to the half of the studied sample not perceived their rights. From the researchers` point of view the previous finding might be related to nurses' experiences in nursing field, in addition their exposure to problems with patients and nursing administration, assigns of non-nursing activities for them, their relation with other nurses in other hospitals and knowing of these rights through media.

Furthermore, the previous result was congruent with Azoz (2013) who reported that, the majority of nurses were aware of their rights. Moreover, the previous result supported by a descriptive study done by Mohamed et al., (2019) that aimed to explore nurses` awareness of their rights and responsibilities at Sohag City Hospitals that revealed; the majority of nurses has high level of awareness as regard to their rights. In addition, the previous result was supported with a descriptive correlational study done by Hamed et al., (2017) that aimed to assess nurses' perception toward their rights and its' relation

to their job satisfaction at Benha University Hospital; the results showed that about two thirds of staff nurses perceived their rights.

On the other hand, the previous finding was contradicted with **Kangasniemi et al, (2014)** who reported that nurses in Turkey have never cared for and was not aware of their own rights. Furthermore, **Bahcecik et al., (2016)** reported that the majority of their participants were not aware of their rights.

Concerning to the percentage distribution of total Job satisfaction level, the present study revealed that, more than half of the sample was satisfied with their job, while more than the third of the studied sample was dissatisfied. The previous findings could be due to; the interest provided by the Ministry of Health to the nursing staff recently in providing an appropriate work environment because they represent a major force among the health team members to face the recent health crises that facing the country.

The previous result was incongruent with the results of the study done by **Hamed et al., (2017)** that revealed that, more than half of staff nurses had low job satisfaction level. Also, the previous explanation was incongruent with **Haile et al., (2017)** who reported that, the most of their respondents had low level of job satisfaction. In addition, the previous findings disagreed with **Sabanciogullari & Dogan, (2015)** who identified that generally nurses' satisfaction level is low in Turkey. Furthermore, the previous explanation incongruent with a descriptive correlational study done by **Hussien & Fekry, (2018)** aimed to assess the relationship between job satisfaction, professional image and marketing of the nursing profession; the study revealed that, more than half of the studied sample has low job satisfaction.

On the other hand, the previous result congruent with A quantitative descriptive correlational survey done by **Hakami et al (2020)** aimed to assess the relationship between nurse's job satisfaction and organizational commitment in Saudi hospitals; the survey revealed that, nurses are highly satisfied with the orientation program of their hospital, the support of nursing directors and the team work.

Concerning the percentage distribution of total level of nurses` professional commitment, the present study stated that, more than half of the sample was not committed to nursing profession, while near to the half of the studied sample was committed to nursing profession. The previous findings could be due to; the result of the low view prevailing in society of members of the nursing profession and that they are always subordinate to the doctors, and they are only a tool to implement their instructions and nothing more, in addition to the media contempt directed at the nursing profession, which is evident in serials and films.

Furthermore, the previous explanation was matched with a study done by **Keer, (2019)** to examine employees in the healthcare sector in Jamaica with regard to the relationship between perceived organizational support, organizational commitment, professional commitment, and turnover intention; the study stated that, nurses indicated the lowest continuance commitment to their profession. This could be due to the training requirements being less onerous than that experienced by the pharmacists and physicians, making it less of a sacrifice to leave the profession.

Furthermore, the previous explanation incongruent with a descriptive, cross-sectional, correlational study done by **Al-Hamdan et al., (2018)** was designed to assess the level of professional commitment among Jordanian registered nurses and examine how professional commitment among nurses relates to patients' safety; its results stated that, the professional commitment level of Jordanian registered nurses had higher scores relate to higher commitment, so the highest mean score was for "loyalty to their nursing profession" .

Concerning the percentage distribution of total level of nurses` organizational commitment, the present study revealed that, more than half of the sample was had organizational commitment, while near to the half of the studied sample was not had organizational commitment. The previous results might be attributed to professional nurses feel that, they had more opportunities to deal with supervisor directly, they had a clear

channel of communications at hospital, had more years of experiences, and they are emotionally attached to their organization. Moreover, team spirit between health team member, direct personal contact with nursing staff and their immediate manager and clear internal policies lead to decrease nursing staff stress and increase their commitment to the hospital.

The previous results supported with the study done by **Labatmediem et al., (2007)** aimed to test if there was a relationship between organizational commitment and intention to leave the organization in the Lithuanian sample; the study revealed that, the majority of the studied sample were committed to their organization.

Furthermore, the previous result incongruent with a descriptive co-relation study done by **Salem et al., (2016)** aimed to assess the relationship between nurse's job satisfaction and organizational commitment, the study results revealed that, nurses are having least level of commitment towards their organization and they are disappointed to entered this occupation and sometime they are dissatisfied with this occupation.

Regarding the mean difference between nurses' demographic variables and total scores of nurses' perception for their professional rights, the present study indicated that, there were highly statistically significant difference between total scores of nurses' perception for their rights and nurses' age, experience years and place of work. While, there was no statistically significant difference between total scores of nurses' perception for their rights and nurses' gender and education.

The previous result matched with the study done by **Aljedaani, (2017)** that assessed Saudi nurses' perceptions of nursing as a profession to determine the reasons that may lead to nursing staff turnover; the study revealed that, the majority of the sample perceived nursing positively. Indeed, the majority of participants viewed the nursing profession as a humanitarian career based on a set of core values and principles, considered nursing an indispensable and essential career, the community considers nursing was admirable career.

Also, the previous results are consistent with the findings of **Satoh. Et al., (2017)** that, the majority of the sample perceived the nursing profession positively and as giving them a chance to serve humanity. In addition, **Al Maqbali & Abdullah, (2019)** found the majority of the participants considered the nursing profession as a source of attaining recognition within the community.

Regarding the mean difference between nurses' demographic variables and their total job satisfaction scores, the present study indicated that, there were highly statistically significant difference between nurses' total job satisfaction scores and their age and place of work. Moreover, the present study stated that, there was statistically significant difference between nurses' total job satisfaction scores and their gender.

The previous explanation matched with **Al Maqbali & Abdullah, (2019)** who studied individual characteristics to predict the job satisfaction of registered nurses, the study found a positive relationship between nurses age and job satisfaction ($p > .01$) as well as nurses' experience years and job satisfaction. Also, **Al Maqbali & Abdullah, (2019)** found age and years of experiences in the unit to be related to job satisfaction.

Moreover, the previous explanation not matched with **Hamed et al., (2017)** who revealed that, there was no statistically significant correlation between nurses' satisfaction and demographic characteristics. Also, the previous result incongruent with the study by **Murrells et al., (2018)** found no association between job satisfaction and age.

In addition, the present study stated that, there was no statistically significant difference between nurses' total job satisfaction scores and their experience years in nursing profession and educational qualifications. The previous results incongruent with **Al Maqbali & Abdullah, (2019)** showed that, nurses without a Bachelor of Science in Nursing (BSN) or higher nursing degree were significantly less satisfied. Similarly, **Murrells et al. (2018)** found a strong correlation between the level of education and job satisfaction, with holders of BSN and master's degrees more satisfied than diploma holders.

With regard the mean difference between nurses` demographic variables and nurses` total professional commitment scores, the present study revealed that, there was highly statistically significant difference between nurses` total professional commitment scores and their gender.

The previous result matched with **Hsu et al., (2019)** found a significant relationship between the professional commitment of nurses and their gender where female nurses are more willing to and have the ability to work various nursing services than the male nurses. This may be due to the nursing is traditionally considered to be a profession for females.

The present study revealed that, there were no statistically significant difference between nurses` total professional commitment scores and their age, experience years in nursing profession, place of work and nurses` educational qualifications.

The previous results congruent with **Kabeel & Eisa (2017)** showed no significant correlation between years of experience in nursing, age to the level of the professional commitment. Also, this result is congruent with **Al-Jabari & Ghazzawi, (2019)** who found no significant relationship in relation to years of experience and nursing professional commitment. In addition, **Perna, (2018)** indicated that, years of experience was significantly negatively correlated with nurses` professional commitment, which indicates that as years of experience increased, the nurses` commitment to the nursing profession decreased.

Moreover, the previous explanation incongruent with **Lee, (2020)** who found that nurses who had high educational degrees and more years of experience in nursing were more committed to the nursing profession. Likewise, **Ariyani et al., (2016)** found a significant relationship between age, educational level, and years of nursing experience to the professional commitment of nurses. Also, **Salem et al., (2017)** reported that there is a significant relationship between the professional commitment of nurses and their age.

Concerning the mean difference between nurses` demographic variables and nurses` total organizational commitment scores, the present study revealed that, there were highly statistically significant difference between nurses` total organizational commitment scores and their age, gender, experience years in nursing profession and place of work. Also, **Haroon & Al-Qahtani, (2020)** stated that, only age was a significant predictor of organizational commitment.

The previous results matched with the **Labatmediem et al., (2007)** who stated that there was gender influence upon organizational commitment of the studied sample that was tested with One-way ANOVA has showed no main effect of gender.

In addition, the previous results incongruent with a cross-sectional descriptive study done by **Haroon & Al-Qahtani, (2020)** aimed to explore nurses` levels of organizational commitment and the impact of key sociodemographic variables on this issue, the study results revealed that, participant gender, educational level and years of nursing experience were not significant predictors of overall organizational commitment ($p > 0.05$).

The present study revealed that, there was no statistically significant difference between nurses` total organizational commitment scores and their education. The previous finding was in line with finding **Jafari & Afshin (2015)** who stated that, there was no significant correlations were found between organizational commitment and education level of the subjects.

Concerning the correlation between the nurses` perception of their rights and their job satisfaction, the present study revealed that, there were highly significant negative correlation between total level of nurses` job satisfaction and nurses` perceptions about their professional rights regarding performance appraisal rights and work schedule rights domains. The previous explanation on researchers` respective might be due to those nurses at Internal Medicine hospital perceived their rights but these rights not implemented and not protected from hospital administration and they work in an environment that does not

meet their needs so they not satisfied with their job.

The previous results supported with the study done by **Hamed et al, (2017)** demonstrated that, there was a highly statistically negative correlation between staff nurses' perception toward their rights and their job satisfaction. This means that, when staff nurses perception toward their rights increase, their job satisfaction decrease. Also, this finding was congruent with **Bahcecik et al., (2016)** who reported that nurses' rights are ignored and overlooked by the hospital and the majority of nurses reported that their rights were not protected at public hospital and they not satisfied with their work at public hospital and they intended to leave it and go to the private hospital.

On the other hand, the previous finding was incongruent with **Azoz (2013)** who reported that there was significant difference in almost all items perceived as important nurses' right in each dimension and the extent to which these rights are fulfilled by the hospital and they not satisfied with their work in an environment that not meet their expectation.

Moreover, the present study stated that, there was highly significant positive correlation between total level of nurses` job satisfaction and nurses` perceptions about their professional rights regarding security rights domain. Furthermore, there was significant positive correlation between total level of nurses` job satisfaction and nurses` perceptions about their professional rights regarding administrative rights domain.

The findings of the current study supported with **Hsing-Chu et al., (2006)** that indicated significant positive correlation between all items perceived as important nurses' right in each dimension and their level of nurses` job satisfaction at hospital. This result is significantly important as it indicates that nurses are working in an environment that does not meet their expectation. It is expected that nurses who are aware of their rights which are met by the hospital will be frustrated, dissatisfied and their performance will not be up to the expected standard.

Concerning the correlation between the nurses` perception of their rights and their total professional and organizational commitment scores, the present study revealed that, there was highly significant negative correlation between nurses` total professional commitment and nurses` perception about their security rights. Also, there were here was significant negative correlation between nurses` total professional commitment and nurses` perception about their professional development rights and work schedule rights, respectively.

In addition, the present study revealed that, there was there was highly significant positive correlation between nurses` total professional commitment and nurses` perception about their performance appraisal rights and there was significant positive correlation between nurses` total professional commitment and nurses` perception about their administrative rights. Also, there was there was highly significant positive correlation between nurses` total organizational commitment and nurses` perception about their administrative rights, security rights and work schedule rights, respectively. Also, there was significant positive correlation between nurses` total organizational commitment and nurses` perception about their work schedule rights.

Furthermore, it is important to encourage work fulfilment and reduce effort-reward imbalances by providing adequate staffing and easy access to support in order to increase nurses` organizational commitment (**Satoh et al., 2017**). Also, work inspiration, organizational culture and work environment have positive and noteworthy effects on performance by increasing organizational commitment and job satisfaction (**Ariyani et al., 2016 and Satoh et al., 2017**).

An Egyptian study done by **Elewa & Abed (2017)** documented a significant positive correlation between nurses` overall perception of their profession and overall commitment to a nursing career. Therefore, public awareness campaigns portraying a positive image of nursing careers could help improve nursing career commitment.

Conclusions:

The current study concluded that, more than half of the sample was perceived their professional rights and more than half of the sample was satisfied with their job and more than half of the sample was not committed to nursing profession, while, near to the half of the sample was committed to their organization. Moreover, there was a highly statistically negative correlation between staff nurses' professional rights and their job satisfaction. In addition, there was significant positive correlation between nurses' professional and organizational commitment and nurses' perception about their rights.

Recommendation:

Based on the study results the following recommendations are suggested:

A. Healthcare organization administrators should:

1. Increasing the awareness of nursing personnel about their professional rights by holding workshops and lectures on a regular basis through the training and education department team in the hospital.
2. Increase professional nurses' satisfaction through competitive salaries, encourage the team work spirit and conduct periodical meetings to discuss their problems.
3. Conduct frequent meetings with professional nurses who are dissatisfied from their job; discuss their problems and their needs and try to formulate plans to overcome these problems to enhance their satisfaction level which can consequently raise their morale and commitment level.
4. Monitor and report hospice professional nurse's turnover rates periodically in light of management's enhanced focus on improving nurses' satisfaction, professional and organizational nurse's commitment.

B. For professional nurses:

1. Discuss their problems and their needs

with the administrators to overcome these problems to enhance their satisfaction level which can consequently raise their organizational commitment level.

2. Able to identify their believes, values, hopes, interest and needs and knowing to what extent it matches with the hospital values, believes and goals.

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