

The Effect of Empowerment on Organizational Commitment in Nursing

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Abstract:

Empowerment, a modern management approach, is a strategic method that enhances employee engagement, motivation, and productivity in healthcare institutions. This study aims to examine the relationship between the level of empowerment and organizational commitment among nurses. Conducted using a descriptive and correlational design, the research included 256 nurses working at a university hospital in Edirne, Türkiye. Data were collected using the "Staff Empowerment Scale" and the "Organizational Commitment Scale." Among the participants, 79.3% were female with a mean age of 36.1 ± 8.3 years and an average professional experience of 13.4 ± 8.2 years. A significant relationship was found between empowerment and organizational commitment, particularly a moderate positive correlation with emotional commitment ($r = 0.365, p < 0.01$). While a weak correlation was observed with normative commitment, no significant relationship was found with continuance commitment. Empowerment perception was higher among nurses with more professional experience ($p = .021$). Commitment levels were also higher among nurses in educational, outpatient, and managerial roles ($p < .001$). Although empowerment perception varied by job type, the differences were not statistically significant. These findings suggest that structural and psychological empowerment strategies in nursing can effectively strengthen organizational commitment, especially by enhancing emotional commitment. Findings highlight the importance of implementing structural and psychological empowerment strategies to strengthen nurses' work commitment in healthcare institutions.

Keywords:

Empowerment, Nursing, Commitment, Experience, Strategy, Theory.