

Abstract

Original Article

The Relationships between Organisational Identification, Job Performance, and Job Crafting: A Study Among Nurses

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Abstract

Backgrounds: Concepts aimed at increasing the performance of nurses, who play a key role in delivery of healthcare services, have an importance in increasing the efficiency of organisations.

Objective: This study was performed to define organisational identification, employee-nurse performance and job crafting levels of nurses, as well as socio-demographic characteristics that affecting these concepts and the correlations between the concepts.

Methods: The data were collected from 240 nurses that work in Istanbul between March-May 2015. The data collection tool involved an information form and four scales. The data were analysed by using psychometric, descriptive, comparative and correlational analyses in the IBM SPSS Statistics 21.00.

Results: Positive, highly significant and moderately strong correlations were determined between all concepts. While the highest correlation was found between organisational identification and employee performance ($r=0.631$, $p<0.001$), lowest correlation was found between job crafting and employee performance ($r=0.512$, $p<0.001$). There was a statistically significant difference in terms of organisational identification according to institution and position ($p<0.001$), educational level and tenure at the hospital ($p<0.01$). There was also a statistically significant difference between job crafting behaviours according to the type of institution ($p<0.001$) and educational level ($p<0.05$); between nurse performance according to the type of institution ($p<0.01$) and educational level ($p<0.001$); and lastly, between employee performance and the type of institution ($p<0.001$).

Conclusions: It could be recommended to develop and apply working environments and managerial strategies that would increase the performance of nurses, integrate them with organisation and improve their job crafting.

Keywords: Nurses, Organisational identification, Job crafting, Job performance, Nurse performance.