

# The Relationship Between the Intent to Stay and the Organizational Commitment of Visiting Nurse in Japan

Kazuya Ikenishi<sup>1</sup>, Keiichi Uranaka<sup>2</sup>

## ABSTRACT

**Introduction:** Many studies related on the relationship between nurse turnover and their organizational commitment had been conducted. However, it appeared to be no studies related on the relationship between organizational commitment and intent to stay on visiting nurse. This study aimed to explicit the relationship on visiting nurse.

**Materials and Methods:** This survey targeted public health nurse and nurse, assistant nurse worked as visiting nurse in two prefectures at Tokai area in Japan. Investigation items were age and cumulative years of nursing service, years of service for their current workplace, the presence of intent to stay, organizational commitment scale. This analysis used Wilcoxon signed-rank test and multiple logistic regression.

**Results:** 192 visiting nurses were analyzed. In the result of the multivariate analysis, OC and age were clarified significant variables. The odds ratio of age and OC were 0.9030( $p=0.0030$ ), 1.0690( $p=0.0004$ ) respectively.

**Conclusions:** The intent of stay of visiting nurses in current their workplace at 2 prefectures in Japan was significantly related with age and OC of them.

**Key words:** Visiting Nurses, Nurse Administrators, Nursing Staff, Turnover, Retention, Organizational Commitment, Multiple Logistic Regression

In such situation, it was thought that a disclosing the relationship the presence of intent to stay of female nurse with their children and their organizational commitment gave any suggestions for promotion of nurse retention to visiting nurse administrators.

## MATERIALS AND METHODS

**Subjects:** This survey targeted public health nurse and nurse, assistant nurse worked as visiting nurse in two prefectures at Tokai area in Japan. The inclusion criteria in this study was female nurses with their children, and nursing aide was excluded from subjects of it.

**Variables:** Investigation items were age and cumulative years of nursing service, years of service for their current workplace (visiting nurse station), the presence of intent to stay (intent to stay / intent to leaving or undecided), organizational commitment scale. The organizational commitment questionnaire (24 items, 4 Likert scale) was developed by Meyer and Allen<sup>8-10</sup>, evaluates one's psychological connection with workplace organization. This scale consists of Affective Commitment and Continuance Commitment, Normative Commitment that had 8 questions with 4 point (0 - 3) Likert respectively. The score of organizational commitment questionnaire (OC) ranges from 0 to 72. The higher the score, the stronger a his/her commitment to current workplace implies. Acceptances of copyrights' owner and the Japanese language version of this scale for use it were received before the investigation.

Age and cumulative years of nursing service, years of service for their current workplace were variables adjusting confounding factor in this analysis. The investigation period were from September 2014 to December 2014. The research was approved by Aichi kiwami college of nursing research ethical committee (Aichi kiwami college of nursing, No

## INTRODUCTION

Many studies related on the relationship between nurse turnover and their organizational commitment had been conducted. Most of these suggested a significant relevance. However, it seemed that subjects in these studies were not visiting nurses but ones working in hospital.<sup>1-5</sup>

In Japan, a turnover rate in visiting nurse was higher than hospital nurse. Additionally, in a ratio of shortage of nurse to demand of one, the estimated ratio on visiting nurse were also higher than hospital one was reported.<sup>6</sup>

On the other hand, there appeared to be no studies related on a relationship between organizational commitment and intent to stay on visiting nurse. Thereupon, this study aimed to explicit the relationship on visiting nurse.

This study focused on female nurse with their children. The reason was that it was said that some of them choosed visiting nurse due to not being able to work a night shift job leaving their children at home.<sup>7</sup>

<sup>1</sup>Lecturer, School of Nursing, Aichi kiwami College of Nursing,  
<sup>2</sup>Nurse, Department of Nursing, Kohnodai Hospital, National Center for Global Health and Medicine, Japan

**Corresponding author:** Kazuya Ikenishi, School of Nursing, Aichi Kiwami College of Nursing, Japan, 5-4-1, Jogan-Dori, Ichinomiya City, Aichi Prefecture

**How to cite this article:** Kazuya Ikenishi, Keiichi Uranaka. The relationship between the intent to stay and the organizational commitment of visiting nurse in Japan. International Journal of Contemporary Medical Research 2016;3(1):66-68.

8 - 2014). The questionnaire and the written request were mailed to subjects. Return of the completed questionnaire was taken as consent to participate with this study.

Analysis Method: Score of opposite items in questionnaire were inverted prior to the analysis. Then, using a reliability analysis for improvement a precision of analysis, some items were reduced. After the reduction, the sum of scores of items was to the score of organizational commitment questionnaire (OC).

## STATISTICAL ANALYSIS

Only variables which were statistically significant with the presence of intent to stay using univariate statistics (Wilcoxon signed-rank test) were analyzed with multivariate analysis (multiple logistic regression). The level of significance was set at  $p < 0.05$ . Data were analysed using SAS university edition and SPSS ver20.

## RESULTS

Survey forms were mailed to 311 visiting nurse station at two prefecture in Tokai area. Although the number of nursing personnel working in individual station were unknown, six sets of survey form were mailed because an average number of visiting nurse per one visiting nurse station were 4 or 5 in Japan.

As a result, 264 nursing personnel in 91 stations responded. Among them, 194 met inclusion criteria but two of 194 missed responses on the presence of intent to stay and OC. Consequently, valid respondents 192 were analyzed in this study.

In the result of univariate statistics (Table 1), median of age was 46 and cumulative years of nursing service was 13, years of service for their current workplace was 3, OC was 19.

Respondent number of the presence of intent to stay was 144, one of the intent to leave or undecided was 49.

In terms of OC, reliability analysis were implemented at first. As a result, items showing a corrected item-total correlation (CITC) were negative or less than 0.400 were eliminated. Then, scores of the remaining 12 items were summed to OC (Table 2). The cronbach's coefficient  $\alpha$  rised 0.886 with 12 items from 0.852 with 24 items, therefore.

In the result of the univariate analysis, age and OC of visiting

nurses were revealed variables significantly related with the presence of intent to stay (Table 3).

Subsequently, these 2 variables as explanatory ones were analyzed with the logistic regression analysis (Table 4).

In the result of the multivariate analysis, both of these variables were clarified significant ones. The odds ratio of age and OC were 0.9030( $p=0.0030$ ), 1.0690( $p=0.0004$ ) respectively.

Variables	N	Median	Min	Max
age	192	46	26	74
cumulative years of service	183	13	0	50
years of service for current workplace	187	3	0	26
OC <sup>†</sup>	192	19	0	35
*0 implies under year of service. †OC is an abbreviation for Organizational Commitment Scale. The OC questionnaire consisted of 12 items in this study (score range: 0 – 36).				

**Table-1:** Descriptive statistics (N=192)

Affective Commitment Scale Items
I would be very happy to spend the rest of my career with this organization.*
I enjoy discussing about my organization with people outside it.*
I really feel as if this organization's problems are my own.*
I think that I could easily become as attached to another organization as I am one to this.
I do not feel like "part of the family" at my organization.*
I do not feel "emotionally" attached to this organization.*
This organization has a great deal of personal meaning for me.
I do not feel a strong sense of belonging to my organization.*
Continuance Commitment Scale Items
I am not afraid of what might happen if I quit my job without having another one lined up.*
It would be very hard for me to leave my organization right now, even if I wanted to.
Too much of my life would be disrupted if I decided I wanted to leave my organization right now.*
It wouldn't be too costly for me to leave my organization now.*
Right now, staying with my organization is a matter of necessity as much as desire.
I feel that I have very few options to consider leaving this organization would be the scarcity of available alternatives.
One of the few negative consequences of leaving this organization would be the scarcity of available alternatives.
One of the major reasons I continue to work for this organization is that leaving would require considerable personal sacrifice: another organization may not match the overall benefits I have here.
Normative Commitment Scale Items
I think that people these days move from company to company too often.
I do not believe that a person must always be loyal to his or her organization.*
Jumping from organization to organization does not seem at all unethical to me.
One of the major reasons I continue to work in this organization is that I believe loyalty is important and therefore feel a sense of moral obligation to remain.*
If I got another offer for a better job elsewhere I would not feel it was right to leave my organization.*
I was taught to believe in the value of remaining loyal to one organization.
Things were better in the days when people stayed in one organization for most of their careers.
I do not think that to be a "company man" or "company woman" is sensible.
*Only these items were analysed in this study.

**Table-2:** Organizational Commitment Scale Items by Meyer & Allen

Variables	group		p-value
	Intent to stay	Intent to leave or undecided	
age	45(N=144)	47(N=47)	0.012 <sup>†</sup>
cumulative years of service	13(N=140)	13(N=43)	0.528
years of service for current workplace	3(N=141)	4.5(N=46)	0.132
OC	19(N=144)	15(N=48)	0.003 <sup>†</sup>
*Wilcoxon signed-rank test was used.			
†p<0.05			
<b>Table-3:</b> The result of univariate statistics* (N=192)			

Variables	Odds ratio	Confidence interval	p-value
age	0.930	0.856-0.953	<0.001*
OC	1.069	1.023-1.116	0.003*
*p<0.05			
<b>Table-4:</b> The result of multivariate analysis (N=192)			

Concretely, as growing one year old additionally, a probability of having the intent to stay showed to decrease 0.93 times. Similarly, as getting one point of OC additionally, a probability of having it indicated to increase 1.069 times. AIC was 189.198. The Hosmer-Lemeshow test showed 5.816, so that this model was not appreciated non-goodness of fit.

## DISCUSSION

The purpose of this study was to clarify the relationship the intent to stay of female visiting nurse with children and their OC. As a result, it revealed both of them had a statistically significant relationship.

The increasing of OC suggested that the probability of continuation of visiting nurse in current workplace.<sup>1,3</sup> In this study, these 12 item in organizational commitment questionnaire consisted of 6 Affective Commitment items and 3 Continuance Commitment items, 3 Normative Commitment items (Table2). Hence, for the purpose of rise OC with visiting nurse, it thought that focusing on the side of affective commitment was effective. Specifically, the importance for retain visiting nurse in current workplace was guidances and supports by the administrator so that the affective commitment of them rised.<sup>1,3</sup> However, such an activity of administrator belonged to visiting nurse station is not explicit so far. In the future, it is necessary to investigate such activities of the administrator.<sup>9-10</sup>

## LIMITATION

Although this study focused visiting nurse, if the appropriate behaviour of administrator affectes a continuation of working of visiting nurses in current workplace (visiting nurse station), in the future, investigation on not only visiting nurse but also administrator in so stations must be conducted si-

multaneously. Accordingly, the limitation with this study was thought that the subject in it was only visiting nurse.

## CONCLUSION

The intent of stay of visiting nurses in cuurent their workplace at 2 prefectures in Tokai area in Japan was significantly related with age and OC of them.

## REFERENCES

1. Wagner CM. Organizational commitment as a predictor variable in nursing turnover research: literature review. *J Adv Nurs*. 2007; 60: 235-247.
2. Chang CS, Du PL, Huang IC. Nurses' perceptions of severe acute respiratory syndrome: relationship between commitment and intention to leave nursing. *J Adv Nurs*. 2006; 54: 171-179.
3. De Gieter S, Hofmans J, Pepermans R. Revisiting the impact of job satisfaction and organizational commitment on nurse turnover intention: an individual differences analysis. *Int J Nurs Stud*. 2011; 48:1562-1569.
4. Gellatly IR, Cowden TL, Cummings GG. Staff nurse commitment, work relationships, and turnover intentions: a latent profile analysis. 2014; 63:170-181.
5. Rie Narahara, Kazuko Matsugi. The Actual Situation and Effect Factors in Hospital Nurses' Working Intentions for the Visiting Nurse Stations. *Osaka Medical College Journal of Nursing Research*. 2014; 4: 60-67
6. Ministry of Health, Labour and Welfare. The 6th Projection of Estimated Supply and Demand for Nursing Personnel. 2009.
7. Yukiko Ogawa, Ritsuko Yamasaki. Awareness of the working conditions of visiting nurses working in home-visit nursing station —Literature review of the past two decades—. *FPU J Nursing Research*. 2013; 10: 83-90.
8. Meyer, J. P, Allen, N. J. A three-component conceptualization of organizational ommitment. *Human Resource Management Review*. 1991; 1, 61-89.
9. Meyer, J. P, Allen, N. J, Smith, C. A. Commitment to organizations and occupations: Extension and test of a three components conceptualization. *J Appl Psychol*. 1993; 78, 538-551.
10. Meyer, J. P, Allen, N. J. *Commitment in the workplace: theory, research and application*. Sage Publications, Inc. 1997.

**Source of Support:** Nil; **Conflict of Interest:** None

**Submitted:** 10-11-2015; **Published online:** 29-11-2015