



The relationship between organizational self-esteem and organizational health of nurses

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Abstract

Introduction: Organizational self-esteem and health in nurses have been introduced as effective components in nurses' efficiency and effectiveness. The aim of this study was to investigate the relationship between organizational self-esteem and nurses' organizational health.

Methods: The present study is a descriptive-analytical correlational study. 327 nurses of medical centers and hospitals affiliated to Yasouj University of Medical Sciences were studied by simple random-stratified sampling. Data were collected using two standard Pierce organizational self-esteem questionnaires and Hui and Feldman organizational health questionnaire. Data were analyzed by descriptive and inferential statistical tests with SPSS 22 software.

Results: The results of the study showed that the mean score of organizational self-esteem (4.2 ± 6.2) and organizational health of nurses in the present study (177.6 ± 13.10) were higher than average. The result of Pearson correlation test showed that there is a positive and significant relationship between the mean score of organizational self-esteem and organizational health of nurses ($r = 0.477$ and $p < 0.001$).

Conclusion: According to the findings of the study, it can be stated that organizational self-esteem can increase the organizational health of nurses. Therefore, it is necessary to plan the nursing education course and also with the help of managers and heads of hospitals and medical centers to evaluate the organizational self-esteem of nurses and provide the basis for improving the organizational self-esteem of nurses that will lead to their organizational health.

Keywords: Organizational self-esteem, Organizational health, Nurses.

Introduction

Organizational health is the ability of an organization to function properly, adapt consistently, adapt appropriately, and grow, which, like individual health, can vary to a minimum or maximum (1, 2). Organizational health is the ability of the organization to achieve goals and access to tools and resources. A healthy

organization is a place where people come to their workplace with interest and are proud to work. In such an organization, employees not only think about their survival in the environment, but also adapt well enough to the environment. As a result, it accepts organizational changes to better adapt to the environment. Therefore, organizational health includes not only the ability of the organization to

perform tasks effectively, but also the ability to grow and improve continuously(3, 4). Organizational health will create a pleasant environment for work and effort, increase the spirit of construction and achieve organizational goals. In a healthy organization, the mission and goals of the organization are clear to everyone. The movement of individuals is within the scope of organizational values, organizational culture or healthy organization and the social performance of employees of these values is evaluated(5). An organization is healthy when employees feel they are doing something useful and achieve a sense of personal growth and development. They mostly like and accept the exciting work that brings inner satisfaction(6). Organizational health includes not only the ability of the organization to perform tasks effectively, but also the ability of the organization to grow and improve continuously. Supervisors in healthy organizations find committed and conscientious employees with high morale and performance, and a successful communication channel, and a healthy organization is a place where people want to stay and work and be proud, and useful people and they're effective. A healthy organization has a favorable and healthy atmosphere and has provided motivation and interest in work in the employees of the organization(7, 8).

Self-esteem refers to the overall self-assessment of individuals of their competencies. Based on this, self-esteem is a personal evaluation that reflects what people think about themselves. Self-esteem reflects the degree to which one sees oneself as worthy and valuable. Therefore, people with high self-esteem have a sense of personal worthiness. In general, people with high self-esteem agree with the statement that I am a valuable person and I am satisfied with myself(9, 10). Self-esteem is one of the basic human needs that affects the growth, development and identity of an individual. Self-

esteem has internal and external dimensions. The internal dimension gives people a sense of well-being and the external dimension enables people to behave with confidence. The internal dimension includes the essence of self, self-recognition, having clear goals and positive thinking, and the external dimension includes communication with others, self-confidence, social presence and control of emotions(11). Organizational self-esteem is the perception that people have of their values as a member of the organization. People with high and strong self-esteem typically consider themselves important, meaningful and valuable and deeply believe that they are an important member of their organization. Research shows that people with high organizational self-esteem are more likely to perform higher occupational activities than employees with lower self-esteem, and are more effective at improving average performance than employees with lower organizational self-esteem. They have, they work better, and they have more constructive behaviors voluntarily. In fact, an employee with organizational self-esteem tries harder(12). The study of self-esteem is important because a person's feelings about himself can affect his actions. One believes that failure and inability of man has a reason and that is not believing in his reality. Low self-esteem causes us to hide our true selves from shame and prevent the flourishing of our capabilities, so strengthening self-esteem among the people of the organization leads to the success of the organization(13).

Focusing on the health of the organization means focusing on the future success of the organization. Due to the highly evolving conditions of hospitals and the need for their effectiveness, employees are needed to have voluntary behaviors for the organization, organizations' attention to organizational health leads to the survival and success of employees. Therefore, it is necessary to pay serious attention to the health of the

organization so that employees can manage their jobs and have favorable psychological conditions in the organization(14). Nurses are considered as the most important component of the field of health and in fact play an irreplaceable role in the treatment of patients and suffer a lot of work pressure and need high self-esteem. Therefore, paying attention to organizational health can motivate nurses, so it needs to be strengthened (12). On the other hand, there are 4 studies in the field of weight in weight(15). Therefore, considering the importance of organizational self-esteem and organizational health components for hospital staff, especially nurses, this study was conducted to investigate the relationship between organizational self-esteem and nurses' organizational health.

Methods

This research is a descriptive-analytical study of correlation type. 327 nurses of hospitals and medical centers affiliated to Yasouj University of Medical Sciences were selected according to the Cochran's sampling formula in a random-stratified method based on the population of medical centers. Inclusion criteria included having at least an associate's degree, at least one year of work experience with various types of project, contract, contract and formal employment and willingness to participate in the study. After receiving a letter of introduction from the Islamic Azad University of Shahrekord and referring to the Vice Chancellor for Research and Technology of Yasouj University of Medical Sciences, the questionnaires were distributed. Before starting work, the subject, method of implementation and purpose of the study were explained to the participants and their consent was obtained. It was also ensured that the candidates' private and personal information would be protected. Research instruments included demographic

information questionnaires, standard organizational self-esteem questionnaires and organizational citizenship behavior. Pierce Organizational Self-Esteem Questionnaire (1989) has 10 items and its scoring is like a Likert scale from 1 to 5 (one: strongly disagree, two: disagree, three: no opinion, four: agree and five: strongly agree 5). Its reliability was obtained by Pierce et al. (0.91)(16) and in Iran by Haji Amo asar, its alpha value is 0.89(12). Organizational Health Questionnaire (Hui and Feldman, 1996). This questionnaire has 44 questions in a five-choice Likert scale (one: strongly disagree, two: disagree, three: no opinion, four: agree and five: strongly agree). In the study of Saravi et al., the validity of the approved questionnaire and its reliability was 0.88(6). Descriptive and analytical statistics (Pearson correlation coefficient) were used to analyze the data using SPSS22 software.

Results

Data analysis showed that the majority of nurses were 63.9% female and the majority of them were 66.7% married. The majority of samples (42.8%) had less than 5 years of service. Also, the majority of 142 people (43.4%) were in the age group of 36-45. (Table 1)

The results of Kolmogorov-Smirnov test showed that the data had a normal distribution. The results showed that the mean score of organizational self-esteem of nurses was (41.1 ± 6.2) . Also, the average score of nurses' organizational health was (177.6 ± 13.10) . (Table2)

Also, the results of Pearson correlation coefficient test showed that there is a positive and significant correlation between the mean score of organizational self-esteem and organizational health ($r = 0.477$ and $p < 0.001$) of nurses. (Table 3)

Table 1: Frequency distribution of personal and occupational characteristics of nurses

		Frequency	Percent	Mean (SD)
gender	Male	118	1.36	-
	Female	209	9.63	
Age (years)	<25 years	68	20.8	41.6(7.3)
	35-36 years	142	43.4	
	36-45 years	77	23.5	
	>45years	40	12.2	
Years of service	<5 years	140	42.8	17.6(5.3)
	5-15 years	85	26	
	16-25 years	51	15.6	
	>25 years	51	15.6	
Marital status	Married	218	66.7	-
	Single	109	33.3	

Table 2: Average total score and dimensions of organizational health and Organizational self-esteem

	Organizational self-esteem	Organizational health	Dimensions of organizational health		
			organizational level	administrative level	technical level
Mean	41.1	177.6	26.2	84.13	77.4
SD	6.2	13.10	4.5	9.7	5.7

Table 3: The relationship between organizational self-esteem and organizational Health of nurses

Organizational health	Organizational self-esteem	
	number	327
	The correlation coefficient	0.477**
The significance level	0.000	

Discussion:

Findings of the present study showed that the average score of nurses' organizational self-esteem is at a high level. Consistent with the results of the present study, the findings of the study of Cengiz et al. (2018) reported high organizational self-esteem of nurses(17). Findings of Mashallahi et al. (2015) and Wertheim et al. (2016) also showed that nurses' self-esteem is at a high level(18, 19). But the results of the study by Baraz reported that nurses' self-esteem was moderate(20). Findings of Liu et al. (2015) in a study examining perceived organizational support and organizational self-esteem among 350 Chinese male nurses showed that nurses' organizational self-esteem is moderate(10). Which is not consistent with the results of the present study, this difference in results may be related to differences in sample size and culture. Organizational self-esteem is the level of self-

awareness of a person to perform specific tasks and the perception that people have of their value as a member of the organization. People with high organizational self-esteem typically consider themselves important, meaningful, and valuable. Nurses with high organizational self-esteem are exactly the nurses that the organization needs, because these employees are more active, resolve complex issues in critical situations, are more responsible, and have more self-direction and self-control(21).

The results of the present study showed that there is a positive and significant relationship between organizational self-esteem and organizational health ($p < 0.01$). Unfortunately, the researcher did not find a study that looks exactly at the relationship between these two variables. But in this regard, the results of the study of Haji Uncle Assar et al.(2015) showed

that there is a positive and significant relationship between organizational self-esteem and job satisfaction of nurses(12). The results of the study Mashalahi et al (2015) reported that there is a positive and significant relationship between organizational self-esteem and organizational commitment and job satisfaction of nurses. In this regard, the study of Rahimnia et al.(2017) Also confirmed that nurses 'organizational self-esteem reduces nurses' burnout(9). The results of Yu et al.'s(2019) study also showed that there is a significant positive relationship between self-esteem with organizational support and nurses' mental health(22). In fact, the health of the organization in terms of physical, mental, security, belonging, meritocracy and valuing the knowledge, expertise, and personality of employees, and developing their capabilities and performing the tasks assigned by their subsystems have a significant impact on the effectiveness of behavior. Given that a healthy organization is a place where people come to their workplace with interest and are proud to work in this place(14). All of these findings indirectly confirm the results of the present study. Explaining the findings, it can be said that the proper use of human resources is one of the main problems of organizations and one of the most serious challenges that the current management of medical centers face. Nurses are very important as the largest human resource of health care organizations, so that these organizations cannot be successful without efficient nursing staff(23). Organizational self-esteem affects the dynamics of the workforce within the organization as well as the ultimate destiny of an organization in various ways. Organizational self-esteem in nurses who are always exposed to psychological damage caused by responsibility, if strengthened, their motivation to work will increase.

One of the limitations of the present study is the personal interest in completing the questionnaire and the cross-sectional results in this time and place that

was tried to be controlled to some extent by random sampling.

Conclusion

The results of the present findings indicate a positive and significant relationship between organizational self-esteem and organizational health of nurses. Therefore, nurses' organizational self-esteem has a high position in their success and guidance towards achieving organizational goals that have a positive and direct relationship with their organizational health. Therefore, managers and decision makers of health care organizations 'policies are suggested to create and strengthen nurses' organizational self-esteem and provide a boost to organizational self-esteem so that they can improve their organizational health.

Acknowledgments

We thank the Vice Chancellor for Research of the Islamic Azad University of Shahrekord for supporting and approving this project with the code 13310706961001 and nurses working in hospitals and medical centers affiliated to Yasouj University of Medical Sciences who had a sincere colleague in this study.

Conflicts of interest

The authors declared that there is no conflict of interest.

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