Organizational Culture, Individual Innovation and their relation to Nursing Staff 's Work Engagement

Summary

Support organizational culture can lead to positive work outcomes, such as stimulate individual innovation, increase nursing staff retention, improve organizational commitment and work engagement. Nursing staff put their energy into interaction with patients and become more engaged in the work when the organization culture support them and allow for them to create **(Aslani et al., 2016).**

The present study aimed to investigate the organizational culture, individual innovation and their relation to nursing staff's work engagement at Kafr El Sheikh University Hospital.

Design

The research design utilized a quantitative, descriptive correlational design.

Setting and Subject:

The study was conducted in all departments at Kafr El Sheikh University Hospital. The participants of present study was include all nursing staff who are available during the time of data collection and who have experience at least one year and willing to participate in this study. Their total numbers were (185) nursing staff.

Tools of data collection:-

Data for the present study was collected by using three tools:

The 1st tool is Organizational Culture Assessment Instrument (OCAI). This tool adopted from **(Polit, Beck, & Hungler, 2001)** aimed to assess nursing staff's perception about organizational culture. It consisted of two parts:-

Part (1): Demographic characteristics of nursing staff included (age- gender- marital status-

Organizational Culture, Individual Innovation and their relation to Nursing Staff 's Work Engagement

level of education- job title – experience years and work department).

Part (2): It consisted of (24) items covered six domain namely (dominant characteristics- organizational leadership - management of employees -organization glue - strategic emphases and criteria of success). Each domain has four statements. Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree).

The 2ⁿᵈone is Individual Innovation Scale. This tool adopted from **(Hurt, et al, 2013)** and aimed to assess individual innovation in the organization. It consist of 20 statement covered Four dimensions namely (openness to experience (5 items) -prime mover originator (5 items) - readiness to change (8 items) and taking risks (2 items). Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree).

The 3ʳᵈ one is Utrecht Work Engagement Scale (UWES). This tool adopted from **(Schaufeli, et al., 2006)** and aimed to assess nursing staff's work engagement Scale (UWES), It consisted of (17) items covers three dimensions namely (vigor (6 items) – dedication (5 items) and absorption (6 items). Responses will be measured with five- points likert scale ranging from 0 (never) to 4 (always).

The main finding of this study include:

- Majority of nursing staff have high level of perception about organizational culture.
- The study results indicated that more than half of them had highly innovative level regarding individual innovation.
- More than two third of nursing staff have high level of work engagement.
- There was highly statistically significant positive correlation between organizational culture and work engagement. (p-value= < 0.000**)

Organizational Culture, Individual Innovation and their relation to Nursing Staff 's Work Engagement

- Also there was highly statistically significant positive correlation between individual innovation and work engagement. (p-value= < 0.000**)

- Finally, there was highly statistically significant positive correlations were found between organizational culture and individual innovation with work engagement. (p-value= < 0.000**).

Based on the findings of the study it was recommended to:

➢ Nursing manager should incorporate culture in the hospital policy and sustain a culture of communication and utilization of shared decision making which empower nursing staff to participate in decisions that affect their work processes.

➢ Continuous assess of organizational culture and innovative behavior to prevent nursing staff from going back.

➢ Provide training programs about the importance of creativity for enhancing hospital ability and efficiency, and how mangers can use their problem solving styles effectively.

➢ Respond positively to the innovative efforts by provide nursing staff the time and resources as rewords for innovative job to carry out innovative efforts.

➢ Increase nursing staff readiness to change through communicating the objectives, methods and process of introducing new changes and technologies.

➢ Develop a mentorship program where more experienced nursing staff act as models and mentors to the new nursing staff in the profession to empower and motivate them to engage in their work.

➢ Building a trust relationship between nursing administration and staff nurses and

provide them with needed support so they may be more engaged with their organization.

Further Research

Conduct further research to enhance or assess the innovator factor in the organizational culture.