

عنوان مقاله:

Demographic Determinants of Organizational Commitment of Health Managers in Yazd Province

محل انتشار:

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نویسندگان:

Noora Rafiee - *Shahid Sadoughi University of Medical Sciences, Yazd, Iran*

Mohammad Amin Bahrami - *Shahid Sadoughi University of Medical Sciences, Yazd, Iran*

Samaneh Entezarian - *Shahid Sadoughi University of Medical Sciences, Yazd, Iran*

خلاصه مقاله:

Committed managers are regarded as a vital source for the success of an organization. When organizational rules are observed by managers, there will be a suitable opportunity for increasing organizational commitment. On the other hand, personality characteristics and individualistic differences of people are among the most important factors which predict their organizational commitment and can help organizations reach the goals and productivity. Therefore, this research was conducted to study the correlation between demographic determinants and organizational commitment of health managers in Yazd province. The present research was of descriptive-analytical type. The studied population included all the managers of educational and therapeutic hospitals, managers of health and therapeutic networks, and managers of health vice chancellor in Yazd province. Nineteen health managers of Yazd province were determined using census method. Health managers of the mentioned centers filled out Allen and Meyer's organizational commitment questionnaire and form of demographic characteristics. The data were analyzed in SPSS 20 software and measures of central tendency (mean), standard deviation, Spearman's correlation coefficient, and independent group t-test were analyzed. Organizational commitment had positive correlation with education, age, working years in the present organization, general working record, and managerial record among health managers in the statistical population. Considering age, working and managerial records, and education of people in appointing health managers and strengthening organizational commitment, which is originated from ethics, can be effective in gaining organizational competence and trust for them.

کلمات کلیدی:

Organizational commitment, health managers, demographic determinants

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