Impact of Organisational Climate and Commitment among Nurses Job Satisfaction: A Review of Literature

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Authors' contributions

This work was carried out in collaboration among all authors. All authors read and approved the final manuscript.

ABSTRACT

The study explains the effect of the organizational climate and commitment to the organization influences job satisfaction. Organizational climate is considered the most effective and different strategy with the entanglement of the commitment to the organization suggesting the self-satisfaction among the Healthcare organization working body which includes the nursing practitioner. It was found that a higher level of job satisfaction directs the higher level of organizational commitment and competency development among the nursing practitioner elsewhere, as the higher effective level of organizational climate affects the higher competency level and a commitment to the organization. The study has suggested that the organizational climate is considered the most effective component in the organization, which binds the individual to the commitment level and enhances the job satisfaction among the nursing practitioner.

Keywords: Job satisfaction; nurses; organizational commitment; organizational climate.

1. INTRODUCTION

In this particular subsequent paper of the literature review, the primary aim is to address the methodological operations guarding the current literature availability to answer the research questions of how organizational climate correlates with the nurse's commitment. The

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literature in this regard is sized on the placement of organizational climate dimension and the impact of these organizational environments on the nursing commitment associated with the various challenges and threats. Ultimate emphasis on the research findings and the best attitude development influencers through the adaptation of effective strategy regarding organizational climate assessment.

1.1 Systematic Search Process

Search process of the literature review in suicide on the uses of different electronic search engines, including PubMed, Scopus, nursing and allied health database, British nursing database, and ethos. The full-text article, as well as grey literature, was gathered based on additional literature evidence that is gathered by using the google scholar and SCI-HUB search engines, which were used to get a massive amount of data gathering, as well as the data, is gathered based on a snowballing strategy. Initially, they are based on the operational syntax to connect to the ample amount of information regarding the particular research objective. These Boolean syntax characters of the cuboid included the (organization environment or organizational climate at the workplace climate) and the

organizational commitment (health care providers, healthcare staff, healthcare workers, all the nurses). Therefore, all these research utilize a similar pattern of PICO assessment of their research selected for the particular study.

1.2 Result of Systematic Search Process

Research selection and the literature evidence are refined, scattered, and evaluated based on particular inclusion and exclusion criteria, including the researchers published in English with the publication span of 2017 to 2022. The finding suggested that research articles obtained from the PubMed are 13, the nursing and allied health database included 95, and researchers from the Scopus were 16. The British nursing database includes the 12 articles teacher associate and synonymously explained by the PICO Pattern of question and search was limited to the nursing practices. Similarly, it was observed that organizational climate seems to be the critical element and could be an unrelated independent factor for the nursing commitment and Healthcare practices. Globalized and nationwide literature was gathered to answer the various research evidence and queries related to the nursing health practices and organizational climate.

Table 1. Search history database

| No. | Search history | Database | | | |
		Nursing & Allied Health Database	PubMed	British Nursing Database	Scopus
1	Organizational climate	1,154	10,586	688	595
2	Organizational environment	5,719	27,822	3,344	243
3	Workplace environment	4,836	2,143	2,854	657
4	Workplace climate	461	3,228	296	74
5	Hospital climate	1,814	6,321	1,052	12
6	Hospital environment	19,131	65,419	10,145	4,268
7	1 OR 2 OR 3 OR 4 OR 5	24,495	145,626	14,969	5,813
8	Organizational commitment	2,094	19,515	1,254	998
9	nurs*	587,561	888,261	736,863	994,441
10	Healthcare workers	9,805	24,022	4,918	11,453
11	Healthcare providers	30,154	48,434	9,807	20,968
12	Healthcare staffs	15,149	27,202	11,963	25
13	9 OR 10 OR 11 OR 12	620,913	956,321	742,061	1,017,322
14	7 AND 8 AND 13	320	490	279	21
15	Limit to open access	178	157	90	18
16	Limit to English	174	157	90	16
17	Limit to 2014–2021	95	13	12	16
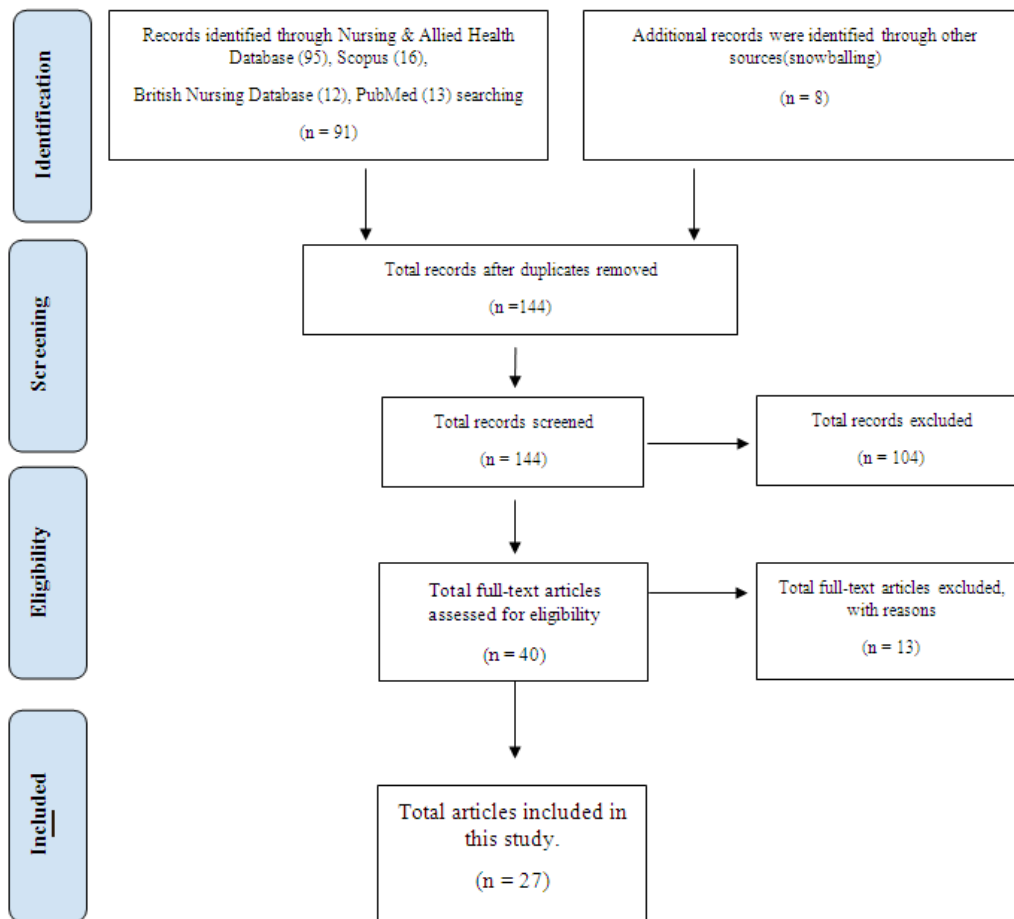
Fig. 1. PRISMA flow diagram for systematic search review
Note. Adapted from 'Preferred Reporting Items for Systematic Reviews and Meta-Analyses: The PRISMA Statement,' by D. Moher, A. Liberati, J. Tetzlaff, D. G. Altman, and The PRISMA Group, 2009, PLoS Medicine 6(7), e1000097 (https://doi.org/10.1371/journal.pmed.1000097). Copyright 2009 by Moher et al

At last, finally, 27 resources were selected which fulfill all the criteria which are considered to be appropriate for the research entrust and literature ideology fulfillment. Every study has been reviewed regarding the systematic process and listed in the table as well as the selection criteria are expressed in Fig. 1.

1.3 Work Environment Factors that Influence Employees' Commitment

According to the previous research, the evidence for the work environment which influences them nursing employee commitment gives ample amount of information based on the present study, which influences the understanding of the perspective that is related to the influential nature of the environment as well as the climate of urbanization on the Saudi as less known sorry nurses regarding their commitment to the organization. Research is also attempting to answer the influential nature of organizational commitment and the influences of climate and environment. Their further research addresses different work-related factors that influence the employee commitment to the organization; the basic six themes were generated regarding the literature review, which is suggested as follows.

1. Organizational climate
2. Employee commitment
3. The relationship between the nurse's professional commitment and the job stress
4. Regression of the leadership style regarding the nursing manager on the commitment faced by the nursing staff in the relevant organization.
5. Relationship between the nurses' commitment to the healthcare organization and their job satisfaction.

6. Well-being and job performance are associated with the nursing commitment to healthcare practices.

Present literature review identifiers, scattered, classify, sort, and associate the various studies related to the nurses' organizational climate and organizational commitment.

1.3.1 Organizational climate

The waiting body of an organization focuses on productive healthcare management and healthcare organizational strategies to develop specific dilemmas that result in productive outcomes and preventive strategies to develop and influence the conservation of health and pride, and economy. Organizational climate is considered the vital component in which the healthcare organizations usually ponder how this perspective leads healthcare services to the glory of conservation of life [1].

The organizational climate theory suggests that the behavior of the employee focus on the conservation of health and perception of the organization's essence of the outcome. The organizational climate embedded in the transitional scenarios explains the productivity, creativity, and construction of new and generative ideology for a productive and fruitful outcome [2].

Yan et al. [*3*] portray that the shift in working and organizational climate suggests more effective strategies and conservation for the nurses' workforce. It is essential to understand task orientation and potential mitigate outcomes for effective nurse care. Organizational climate emphasizes the negative outcome of the shift working and climate impression regarding nurses working. Loh et al. [4] reported organizational design, organizational climate, and burnout among the nurses give ample information for the constrictive, creativity, and complexity of the nurses working in a healthy environment and communicable subjective appropriate organizational environment and productive climate.

Moreover, research on the spiritual climate in the organization regarding the racing healthcare services ponders upon the various spiritual perspective and respective of life, suggesting that the healthy and productive healthcare strategies require an ample amount of climate and structure formation [5]. Similarly another research regarding the antecedents, policies, and horizontal violence among the nurses is caused by the various health care services and the healthcare organization cause amount of the respecting health care concern and community-based health care services [6].

Moreover, from the perspective of patient health care, Deschanel's transformation and the constructive of health organizations regarding the patient health care services are required. They suggest productive employment in the healthcare department and significant healthcare concerns [7]. Similarly, the research on the capitalization of psychological aspects of health can serve the individual characteristics and conjugation in the healthcare department that lead to the conservation of various health-related dilemmas and affect the individual characteristics of identifying and producing various health concerns [8].

Moreover, treatment regarding the older adults suggested the climate and organizational environment productivity to treat these patients concerning the individuals and has his son's friend and order individual-centered care [9]. All these prospective suggest a conservative and constructive environment and instrumentation for productive healthcare concerns [10].

1.3.2 Employee commitment

Employee commitment is defined as the critical concept of understanding and concentrating knowledge on employee satisfaction and commitment to the organization. The employee works for the community services, and projective healthcare management requires proactive strategies and strategies [6].

Employee commitment focuses on the various perspective of ideological interventions that suggest proactive healthcare management and strategic interventions conserve various diameters related to the working and reputation of the organization. According to the employee commitment and motivational theory suggested that employee commitment to the organization usually depends upon the community-based perspective, which hands and elaborates the various beneficial increment and incentives related to the employee, which motivates them to facilitate their working capacities and employee management [11].

Maslow's Hierarchy of needs and motivational theories regarding the employee and

organizational commitment suggested that commitment is associated with the basic need of an individual suggesting the health care concern and associated with the conservation of health and wealth. Similarly, motivational theories suggest that motivation among the employees is associated with the various factors which lead to environmental conservation and community-based interventions [6].

Moreover, the industrial-organizational psychology and the sociologist related to the organization in hands mint related to the employee commitment emphasize the productivity and effective management regarding employee satisfaction, workload engagement, work satisfaction, and employee-employee management regarding the health care services. All these prospective give ample information regarding the conservation of health and community-based employee satisfaction concern [11].

Moreover, several research studies have been conducted on employee commitment regarding the interventions and commission based on the interceptive management in the healthcare organization, especially in the case of nursing commitments. Nothing is a field of commitment that suggests the health outcome related to the organization setting and constructive healthcare management through the constructive and productivity in the conservation of health wealth and employee satisfaction when working in the organization [12].

There number of literature evidence that suggests an ample amount of information regarding the previous evidence based on the healthcare interventions and community-based healthcare services. All these practices give ample information regarding the employee commitment to the organization is pasta in the healthcare sector. Research on work-life balance and the intention to stay a patient at the hospital regarding the moderating role of employee commitment suggests numerous information regarding the health care benefits delays and satisfaction among the conservative healthcare sciences [13].

Moreover, other research regarding the health care communication and intervention regarding the community-based healthcare perspective suggested that the internalization of hospital organization regarding the health care services and healthcare management based on the community-based healthcare conservation works on the commitment of the nothing you why with the productive and proactive management specified ample amount of beneficiary adding the health care services [14].

Similarly, another research regarding the treatment of cancerous patients in the oncology department regarding the commitment of the nursing in the treatment of such patients gives vicarious understanding based on the community healthcare services and employment based on the nursing and understanding of the health care concern [15].

Rawashdeh and Tamimi [16] conducted another research regarding organizational commitment. Among the health care practitioners, there's ample evidence associated with the turnover in the nursing practices in the Jordan hospital. Suggested drastic healthcare conservative events to preserve the health of the patient.

Moreover, another research was conducted in Saudi Arabia regarding the assessment of the nursing commitment to the health care practices, especially in the primary healthcare settings. The finding suggested that healthcare settings are associated with community-based health care conservation and project in healthcare management to improve the quality of life and static sense of productivity in primary healthcare settings [12].

Similarly, another research regarding social explains prospective regard based on the training program of the nursing commitment with the help of reservation and community in has made to the knowledge and competency development; findings in international programs are associated with the health care with the active program to develop solution dilemmas regarding the health sciences [17].

Nursing organizational commitment is associated with the quality of life management and productivity in the healthcare conservation, which will lead to the constructive and destructive healthcare management for the quality enhancement regarding the individual life through the commitment and constraint productivity in nursing practice [18].

A similar factor is associated with health conservation and the sector that elaborates. It elevates the connectivity constructive and productivity in the healthcare services that face

the individual-centered care and community-based health care conservation [11].

Moreover, the individual and physical perspective regarding the nursing practices in giving ample evidence is based on the contentment and community-based enhancements to vigilance and healthcare management [19]. Therefore, it should be noted that commitment based on employee satisfaction gives remarkable evidence for the constructive, creativity, and reality to produce an aesthetic sense of has taken the esthetic sense of productive healthcare management [20].

1.3.3 Job Stress and nurses' professional commitment

Nurses are the critical element in the healthcare services that provide effective afferent and productive healthcare mechanisms and strategies to the patient and healthcare practitioners to provide healthcare services based on the conservation of various chronic and acute health-related issues. According to the researcher's nurse is usually committed to the professionalism of health care practices and provides an adequate and efferent amount of health care concern to the conservation of health [21].

Similarly, the research was conducted by operationalizing the constructive stress management among the health care practitioner, especially the nurses who founded upon the conservation of health and productive healthcare management through the intervention and constructive healthcare interventions [22].

Moreover, another research regarding the conservation of health and healthcare productivity is dilemmas providing an adequate amount of healthcare conservation and preventive healthcare management. Therefore, it is essential to understand that all those perspectives are associated with the construction of health and liver damage, resulting in health care concerns and productive healthcare management [23].

According to the psychological stress and strain, the theory is suggested that nurses work in a pressured environment because of the health problems and declining factors in the patient care services. It is essential for healthcare practitioners, especially nurses who provide conservative healthcare construct and productive healthcare management to the patient and themselves to improve their well-being and healthcare conservation [24].

According to the environmental theory, nightingale suggested that the environmental factors affect the constructive healthcare management based on the conservation of health as well as the environmental fragments that help to reduce the pain and various stress-related issues among the nurses as well as a patient to provide the best healthcare services and protective discrimination [25].

Understanding of all these perspectives associated with the community-based health care conservation and nursing health care practices used to ponder upon the conservation of health as well as productivity in the management and the constructive healthcare system. Therefore, it is essential to understand that commitment to conservation helps you easily incorporate various healthcare factors and animals that result in individualized centered care and community-based health care conservation [26].

1.3.4 The impact of leadership style on nurses' commitment

Working in an organization requires proper leadership and leadership quality-based managerial staff. Therefore, it is vital to understand all these prospective associated with the primary health care concern, and reproductive health care management requires an imperative sentence of healthcare services and comparative healthcare conservation and community-based health care interventions [27].

All these perspectives are associated with leadership quality related to commitment and realistic health care concerns emphasizing commitment competency and productivity to enhance the commitment among the nurses related to the health care conservation and healthcare facilities providing services [28].

According to the health care concern, the critical aspect of healthcare conservation, especially in imperative leadership, results in the discrete and destructive organizational committee and construct to develop particular has care concerns and healthcare perspectives. The leadership strategies and identification of the strategic interventions based on the leadership qualities suggested that the authoritarian leadership style

is the best and most effective managerial strategy to develop healthcare concerns based on the intervention services and leadership rules and regulations [29].

Similarly, the authoritative leadership style in the thesis on the one-person army focuses on the nursing competency based on the signed perspective. Research suggests that the authoritative leadership style in the community health services and nursing commitment officials on the burnout among the nurse is because of the authoritative nature of the organization [30].

Moreover, this perspective is associated with the leadership and the burnout giving implementation to the health care concern and activity-based healthcare services to provide ample amount of conservative as a communicative healthcare dilemma for the community and the prospective healthcare system [31].

1.3.5 Organizational commitment and job satisfaction

Moreover, in other searches regarding the commitment based on the job satisfaction in his eyes on the organizational safety security and other prospective associated with the individual characteristics of committed to purchasing organization [29].

All these perspectives are associated with a commitment to the organization's increased size on the constructive health care concern and productive healthcare management. Usually, job satisfaction is associated with incentives for health care concerns and reproductive healthcare management; therefore, it is essential for the healthcare conservative management and nurses to provide healthcare satisfaction for the productive healthcare management and conservation of life [15].

Hence, understanding the health care concerns usually focuses on community-based conservative healthcare management and productive healthcare strategies. It is vital for healthcare practitioners to provide health care concerns based on job satisfaction, life satisfaction, and instruction to the health care practices [22].

Numerous research provides ample amount of information regarding the constructive, creative, and relationship influences regarding the commitment to the organization, their practices, and community-based satisfaction of job. All these prospective give information regarding the healthcare conservation and community-based settings. Therefore, it is essential to understand that communities are associated with productivity in health management [15].

1.3.6 Job performance and well-being related to nurses' commitment

Understanding the well-being of the healthcare practitioner is a critical aspect of understanding psychological health associated with the various factors that include biological consequences, social interactions, community-based healthcare services, and constructive healthcare management. It is vital for healthcare practitioners to provide the best healthcare services to patients based on their needs and subjective understanding [22].

Psychological assessment of the well-being gives evidence to the practical application and emphasis on the healthcare conservation to provide ample amount of knowledge regarding the health care conservation and community-based setting for the productivity and creativity in the organization to the health-related respectively [29].

2. CONCLUSION

Understanding the perspectives associated with the job climate, organizational commitment, and nursing satisfaction regarding their performance in the healthcare setting usually emphasizes the personnel implementation and construction of the various constituents that enable the constructability and vigilance in the healthcare department. Therefore competency and commitment among the nurses regarding the organization are associated with the job satisfaction, personal satisfaction, climate of the organization, and facilities provided by the organization to the health care services. The study gives an ample amount of information regarding the organizational climate, which has a beneficial effect on job satisfaction, affecting the organization's commitment. Therefore it should be noted that the turnover among the organization in the healthcare setting is usually operationalized to have a better healthcare organizational climate to facilitate the healthcare professionals, particularly the nurses.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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