

## Reaching-Unreachable Nurses Service among Organizational Health

Dr. S. M. Makvana<sup>1\*</sup>, Dr. S. S. Rane<sup>2</sup>

### ABSTRACT

Organization is just like structure as well as human body. It has some essential features e.g. structure, process, relationship, authority, responsibility, performance, individuals group behaviour, which is used to man and woman in different status with specific relations. Present study aimed and objective examine the relationship between Nurses services reference to Gender and experience of Organizational health for reaching the unreachable. The Nurses working of organizational health in implies not only his bicultural approach but she's wide approaches of 'tricultural' during service like values of stress, tension, anxiety, conflict etc. of different places with concerned peoples. Fordyce and well, (1971), discussed detailed characteristics of healthy and unhealthy organizations. Schein, (1973). "The researcher has used two Independent variables of present study as well as The variables namely (A) Types of Gender (B) types of experiences as a factors effected of organizational health. The perceived organizational health Inventory Constructed & standardized by Miles M.B (1973), Dr.Makvana (2010) and Samira Khalifa was used in (2017). The scale consisted in total statement was 40, five type key answer as a completely agreed, Agreed to a great extent, some extent, little extent to completely disagree.. A sample of 240 respondent's viz. Male and female was selected from Navasari district different primary health centre and CHC (Chikhali-168 to 170,Gandevi-171,Navasari-172-73,Vasada-174-75, and Jalalpur-176-77) situated at Navasari district. Hence, this gives rise to a variables of Gender and experience for the analysis of the data. Statistical technique like 't' was resorted in order to get the results.

- There is no significant difference between less than 10 years and more than 10 years experience of Navasari district rural area male do not reaching at nurses service of the organizational health.
- There is no significant difference between less than 10 years and more than 10 years experience of Navasari district rural area female do not reaching at nurses service of the organizational health.

<sup>1</sup> (Professor and Head, Department of Psychology, Sardar Patel University, Vallabhviyanagar, Dist: Anand, Gujarat State, India)

<sup>2</sup> (Principal, Dr. A.G.D.Bendale Mahila, Mahavidyalaya, Jalgaon, Jilha Peth Jilha road, Jalgaon, Maharashtra, India)

\*Responding Author

Received: April 30, 2018; Revision Received: May 6, 2018; Accepted: June 15, 2018

## Reaching-Unreachable Nurses Service among Organizational Health

- No significant difference was found between Organizational Health in relationship of less than 10 years and more than 10 years experience of Navasari district urban area male do not reaching at nurses service.
- There is no significant difference found between the organizational Health and experience (less than 10 years and more than 10 years experience) of Navasari district urban area female nurses service.

**Keywords:** *Reaching-Unreachable, Nurses Service, Organizational Health*

Organizational Behavior as an Academic, Social and industrial organizations concerned with human behavior. Also called 'organizational psychology'. That is the study of individuals and their behavior within the context of the organization. Organizational behavior has evolved from early classical management theories into a complex school of thought—and it continues to change in response to the dynamic environment and **proliferating** corporate cultures in which today's businesses operate. "The task of getting organizations to function effectively is a difficult one," wrote David A. Nadler and Michael L. Tushman in Hackman, Lawler, and Porter's. Organization health is just like a Actively participate of any organization of man and woman. It has some essential features e.g. structure, process, relationship, authority and responsibility, performance and behaviour of individuals and group, organization is essential for the continuity of the mission and objective for which it is formed. The organizational health as structure and process guides coordinates and controls the business activities of employees. Organizational health if structured on sound principles will help achieve management objectives. The ill-designed and makeshift organizational level makes the management functions difficult and inefficient of employees.

The individual, or "micro" level, include individual motivation, decision making, interpersonal communication. Influence, small group behavior, individual, dynamic, inter-group conflict and cooperation At the organization, or "macro" level, topics include organizational growth, organizational change, organizational learning, organizations and leadership, power, social networks, and social responsibility. Organizational health is a very fective function regarded to employee know what to look for in terms of structure, process, and culture and how to under-stand what they find. Therefore, employee must develop diagnostic skills; they must be trained to identify conditions **symptomatic** of a problem requiring further attention. The Problem indicators include declining profits, declining quantity or quality of work, increases in **absenteeism** or **tardiness**, and negative employee attitudes. Each of these problems is an issue of organizational behavior." The terms "corporate culture" and "organizational behavior" are sometimes used interchangeably, but in reality, there are differences between the many Corporate culture encompasses the shared values, attitudes, standards, and beliefs area that influence like Organizational health, Personality, Perception, Attitudes, job satisfaction, Group dynamics, Politics and the Role of leadership in the organization, Job design, the impact of stress on work, decision-making processes, the communications chain, and company cultures and climates.

## Reaching-Unreachable Nurses Service among Organizational Health

There are three element of organizations and organizational health. We always follows our health conscious concerned organizations area focus instead on longer term and his capacity and cunduct to compete not only today but tomorrow.

1. Degree of organization alignment: Organizations connection with active working position to gender and who have really know where it's going, organizations mostly aligned in relation to that direction follows of some or not, is not a deep level of alignment around purpose and mandate from the leaders all the way through to the frontline employees that make a difference to the customers.
2. Capacity for execution: Organizations has ability to turn ideas into action who are interference and how much excess complexity slows the corporate, metabolic rate?
3. Renewal for health capacity: Different organization has different function. The measure change comes through past of organizations. The organizations really focusing on changing in at the rate required of organizations. There for the health is the ability to get aligned, to execute at a world-class level and to renew.

### *Objectives:*

In the present research, the role of “Reaching-unreachable Nurses service among Organizational health” of male and female of less than 10years and more than 10 years experience in the following context.

- To examine effect of **organizational health** among less than 10 years and more than 10 years **experience** of Navasari district **rural area male** reaching-unreachable Nurses service
- To study the role of organizational health among less than 10 years and more than 10 years experience of Navasari district **rural area female** reaching-unreachable Nurses service.
- To study the extent of organizational health among less than 10 years and more than 10 years experience of Navasari district **urban area male** reaching-unreachable Nurses service.
- To study the relationship between organizational health among less than 10 years and more than 10 years experience of Navasari district **urban area female** reaching-unreachable Nurses service.

## **METHODS AND MATERIALS**

### *Sample:*

For the purpose of the present (research) study finally 240 sample were selected for this research. The Nurses of Navasari district rural and urban level area's and less than and more than 10<sup>th</sup> years experiences were considered in the group of Gujarat state.

### *Tools: following tools were used*

For the collection of the data, various research tools have, been used in the related studies. Researchers have collected the information regarding organizational health.

## Reaching-Unreachable Nurses Service among Organizational Health

### *Personal data sheet:*

For information (Dependents variables and Independent variables) organizational health regarding Gender, and experience of less than 10 years and more than 10 years in rural and urban area nurses.

### *Used of Scale:*

For the present research paper, the tool used were organizatioanl health inventory (1973). This inventory used by Dr.Suresh Makvana (2010) and Samira Khalifa used form (2017). Test-retest method reported on 0.79 and odd-even was 0.84, and validity is fairly high. The inventory consisted of 40, items in each dimension and answer getting five point scale (completely agreed, agreed to a great extent, agreed to some extent, agreed to little extent and complete disagreed), and score from 5 to 1 each respectively between 4 to 20, total possibility is 40 to 200. In high score indicates high organizational health and low score indicates low organizational health.

### *Hypotheses:*

Following major hypothesis tested in present research.

1. **H1:** There is no significant difference between the mean of the score on organizational health among less than 10 years and more than 10 years experience of Navasari district rural area male reaching-unreachable Nurses service.
2. **H2:** There is no significant difference between the mean of the score on organizational health among less than 10 years and more than 10 years experience of Navasari district rural area female reaching-unreachable Nurses service.
3. **H3:** There is no significant difference between the mean of the score on organizational health among less than 10 years and more than 10 years experience of Navasari district urban area male reaching-unreachable Nurses service.
4. **H4:** The urban area female Nurses would have reaching-unreachable good and excellence service of less than 10 years of organizational health than more than 10 years urban area female Nurses.

### *Variable of the study:*

**Dependent variables:** Scores of organizaional health by respondents.

**Independent variables:** Type of Gender and experience as Independent variables.

### *Research design:*

As per 't' test related variables 2 x 2 research design adopted in the study

### *Major statistical techniques used:*

To analyze the data with related variables of research and the 't' applied in the variables.

**Table No.1:**

*Describe the samples of Area's and Experience of gender in relation to organizational health*

Content		Gender reference to area's				Total samples
Classification of the Samples of types of Experience	Less than 10 years Experience	Rural area's		Urban area's		
		Male	Female	Male	Female	
		More than 10 years Experience	30	30	30	30
		30	30	30	30	120
		60	60	60	60	240

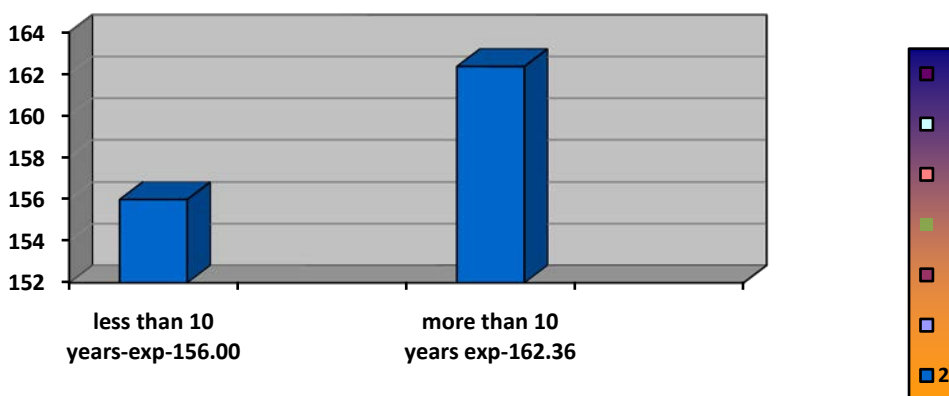
**RESULTS AND DISCUSSION**

The scores on sexual satisfaction was analyzed as stated in three types variables and basic statistics is as per below;

**Table No.2, Rural area Navasari district male experience reference to Organizational health mean and 't' values**

Main variables	Variables	Samples	Mean	S.D	't' value	Level of significance
Types of experience	Less than 10 years	30	156.00	14.79	1.38	N.S
	More than 10 years	30	162.36	13.75		

**Column No.1 Shown by column of rural area Navasari district male experience mean reference to Organizational health**



It is seen that organizations plays a very important role for connection with perceived organizational health of the employees irrespective of level of the respondent liability. There were several organizations which provide stimulation and challenging opportunities for the excellent performance for their employees and they may have good policy for betterment and some may have a quite reverse working condition or climate. Hence the employees serving in any one type of organization may have more or less perceived organizational health with work climate. it is natural to expect that employees of the experience of two types in their

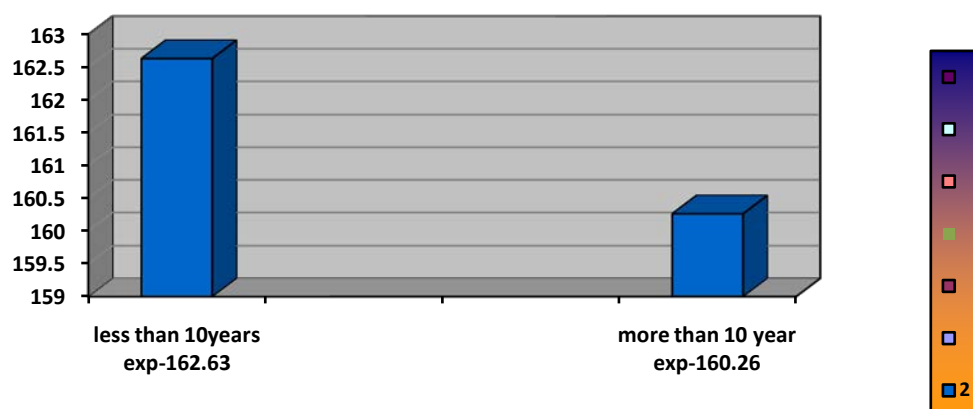
## Reaching-Unreachable Nurses Service among Organizational Health

perceived organizational health. These observation was tested by the null-hypothesis. To the test the hypothesis the table No.2, and column no.1, was formulated and it was found that the organizational health score of less than 10 years and more than10 years experience of Navasari district rural area male reaching-unreachable Nurses service ‘t’-Value and the experience of less than 10 years mean was 156.00, and more than 10 years experience of mean was 162.36. The mean difference was 6.36 and ‘t’ value was = 1.38, which was not significant at any levels . The score pattern was high level score indicates organizational health is high and low level-score indicates organizational health is low of organizations. There for null hypothesis no.1. was accepted and concluded that the variables did not different significantly on organizational health score and also the means is above mentioned table which is fairly negligible. However, the present results was supported the finding of Shanfa, Sparks, Kate, Ooper And Cary.L (1998)

**Table No.3 Rural area Navasari district female experience reference to Organizational health mean and ‘t’ values**

Main variables	Subsidiary Variables	Samples	Mean	S.D	‘t’ value	Level of significance
Types of experience	Less than 10 years	30	162.63	14.79	0.52	N.S
	More than 10 years	30	160.26	20.44		

**Column No.2 Shown by column of rural area Navasari district female experience mean reference to Organizational health**



Looking to the table N0.3 and column No.2, It can be observed that ‘t’ values of the relationship between organizational health and reaching-unreachable nurses service in experience of less than 10 years mean were 162.63, and more than10 years rural area female mean is 160.26, of Navasari district and ‘t’ value of 0.52, which was not significant at any levels .Hence the above **H2**, null hypothesis no.2. was accepted and concluded that both the groups did not different significantly on organizational health score. Some result supported and some also not supported in that mention variables. No significant difference was found as regard to organizational health in relationship to whether both above mention at working position. So for organizational health among less than 10 years and more than 10 years experience that factor is not seen significant. Some other factors may be responsible for the

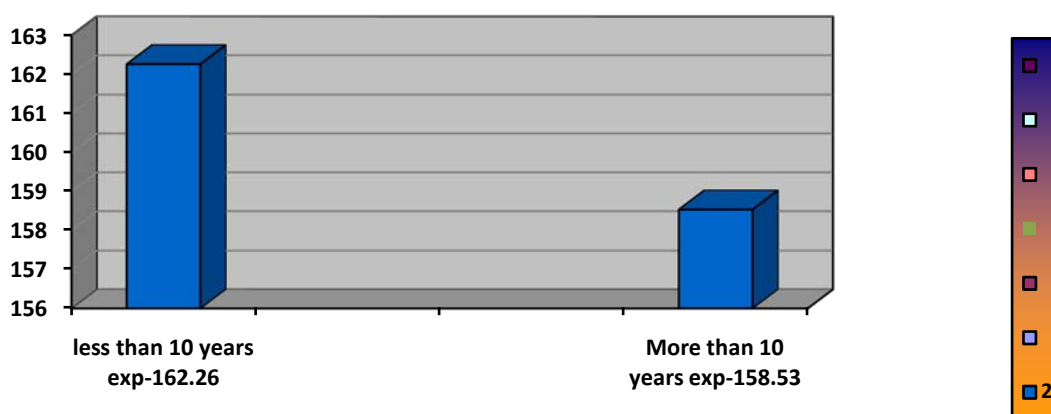
## Reaching-Unreachable Nurses Service among Organizational Health

same and which was fairly negligible. The Betsinger, Alicia and Matee (1998) found the results of experience role ambiguity negative influenced organizational health but impact of leadership is good.

**Table No.4 Urban area Navasari district male experience reference to Organizational health mean and 't' values**

Main variables	Subsidiary Variables	Samples	Mean	S.D	't' value	Level of significance
Types of experience	Less than 10 years	30	162.26	18.47	0.77	N.S
	More than 10 years	30	158.53	18.93		

**Column No.3 Shown by column of urban area Navasari district male experience mean reference to Organizational health**



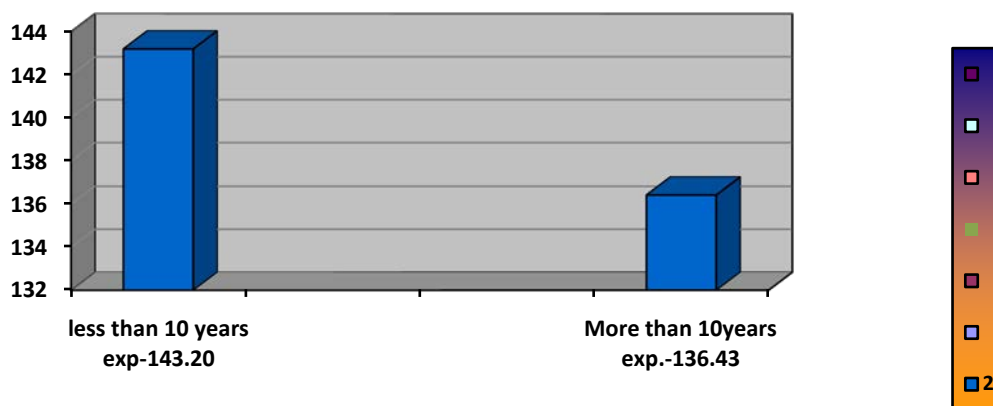
It is observed that individual's perception about the organizational health will (was) have some direct or indirect impact on the experience, age, location, position of leadership, manager, supervisor, worker, and industrialist as a follower of his work in the organizations. Above null hypothesis No.**H3** was tested by above formation form table No.4 and column No.3,was consulted and it was found that the 't' value for level of organizational health and experience of less than 10 years and more than10 years of Navasari district rural urban male reaching-unreachable Nurses service 't'-Value and the experience of less than 10 years mean was 162.26, and more than 10 years experience mean was 158.53. The mean difference was 3.73 and 't' value was = 0.77, which was not significant at any levels . The score pattern was high level score indicates organizational health is high and low level-score indicates organizational health is low of organizations. Hence the above **H3**, null hypothesis no.3. was accepted and it was concluded that experience did not different significantly on organizational health score. Some result supported and some also not supported in that mention variables. No significant difference was found as regard to organizational health in relationship to less than 10 years and more than 10 years experience of Navasari district urban area male reaching-unreachable Nurses service. Some other factors may be responsible for the same and which was fairly negligible.

## Reaching-Unreachable Nurses Service among Organizational Health

**Table No.5 Urban area Navasari district female experience reference to Organizational health mean and 't' values**

Main variables	Subsidiary Variables	Samples	Mean	S.D	't' value	Level of significance
Types of experience	Less than 10 years	30	143.20	19.38	1.31	N.S
	More than 10 years	30	136.43	20.56		

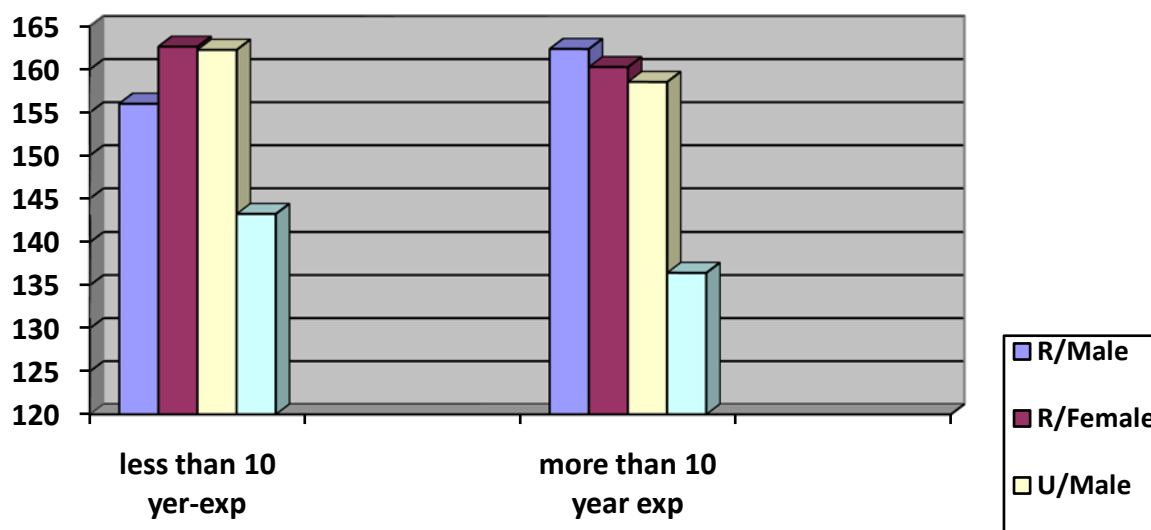
**Column No.4 shown by column of urban area Navasari district female experience mean reference to Organizational health**



The urban are female nurses less than 10 years experience group score as well as mean score was 143.20 (SD-19.36) and more than 10 years experience of urban female nurses mean score found was 136.43,(SD-20.56) both the group mean difference was 6.77 shown above table No.5 and column No.4. It is observed about the organizational health will have some direct or indirect impact on the different variables like experience, age, location etc. in the organizations. Above null hypothesis No.**H4** was tested and it was found that the 't' value for level of organizational health and experience of 1.31, which was not significant at any levels . The score pattern was high level score indicates organizational health is high and low level-score indicates organizational health is low of organizations. Hence the above **H4**, null hypothesis no.4. was accepted and it was concluded that experience did not different significantly on organizational health score. Navasari district urban area female was unreachable Nurses service.



## Reaching-Unreachable Nurses Service among Organizational Health



### SUMMARY

- There is no significant difference between less than 10 years and more than 10 years experience of Navasari district rural area male do not reaching at nurse's service of the organizational health.
- There is no significant difference between less than 10 years and more than 10 years experience of Navasari district rural area female do not reaching at nurse's service of the organizational health.
- No significant difference was found between Organizational Health in relationship of less than 10 years and more than 10 years experience of Navasari district urban area male do not reaching at nurse's service.
- There is no significant difference found between the organizational Health and experience (less than 10 years and more than 10 years experience) of Navasari district urban area female nurses service.

### Limitations

The sample was drawn from Navasari district Less than 10 and more than 10 years urban and rural area nurses serving other duration is not include the study.

- The sample was drawn from Navasari district urban and rural areas PHC and CH Centre there for others medical organizations is not include the study.
- The samples drawn from only who are the serving of nurses in Navasari district of Gujarat State hence, it can be not applicable to whole district, Gujarat state and India..

### Suggestion for further

For the study of gender and working experience may be included in the study so as to remove different factors of organizational health of gender and experience biases.

### Implication of the study:

A profile of the different working as experience of gender may be prepared to solve the problem and can predicted with the help of results, manipulated effectively to get better results with respect to others gender and organizations.

**REFERENCES:**

- Duane. P. Schultz and Sydney Schultz (?) *Psychology and work today*” cha, 8, 10 & 11.
- Fred Luthans (1998): *Organizational behavior*, 8th Ed, Irwin, McGraw-Hill, New York pg 205-552.
- Lodahl and Kejner (2004): *Industrial and organizational Psychology*”
- M.N.Mishra (2003): *Organizational behaviour and corporate development* -HPH Publication
- Makvana S.M. (2010): *To Study The Role In Different Organizations*, Published Thesis By Sardar Patel University Vallabhvidyabgar Anand-Gujarat.
- Miles.M.B. (1973): “*Organizational health and training institution: Bombay.*, Tarapurwala

**Acknowledgments**

The author appreciates all those who participated in the study and helped to facilitate the research process.

**Conflict of Interests:** The author declared no conflict of interests.

**How to cite this article:** Makvana, S M & Rane, S S (2018). Reaching-Unreachable Nurses Service among Organizational Health. *International Journal of Indian Psychology*, Vol. 6, (2), DIP: 18.01.056/20180602, DOI: 10.25215/0602.056