

## A Study of Organizational Health among Nurses Employees Reference to Navsari District

Samira A. Khalifa<sup>1</sup>, Prof. (Dr.) Suresh M. Makvana<sup>2\*</sup>

### ABSTRACT

Aim of the research is to find out the organizational health among nursing employees of Navasari district. So investigator selected three groups one is area second is level of gender and last one is experience. All groups have 240 nursing employees selected. Data were collected from Navasari districts. Scale was use for data collection is personal datasheet and organizational health scale developed by M.B. Miles (1973), 2x2x2 factorial design was used and data were analysis by 'F' test. Result show, area had significant impact on organizational health of rural and urban people of nursing employees, gender had significant impact on organizational health of male and female of nursing employees, there was no significant difference of organizational health between less than ten years and more than ten years' experience of nursing employees, area and gender had significant interaction impact on organizational health of nursing employees, There was not significant interaction effect of types of area and experience on organizational health, There was not significant interaction effect of types of gender and experience on organizational health, and there was not significant interaction effect of area, gender and experience of nursing employees of Navasari district.

**Keywords:** *Organizational, Health, Nurses, Employees*

**O**rganizational Health is wide concept of organization. The organizational Health is Employees ability of an organization to be effective and productive. But also to its ability to grow and develop by promoting and adequate level of Physical and Psychological wellbeing in health worker's, fostering and constructively developing their social interaction and the way they live their life together at work.

<sup>1</sup>MPhil Research Scholar, Department of Psychology, S P University, V.V.Nagar, Gujarat, India

<sup>2</sup>Professor and Head, Department of Psychology, Sardar Patel University, VallabhVidyaNagar, Gujarat, India

\*Responding Author

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*“Organizational Health (OH) is a term that currently exists in the literature to describe aspects of the working environment related to the employees’ health.”* Miller et al., (1999)

Today the year of concept Tension and some other of different problems. Researcher change to all factors during the research in this area. The organizational Health is contextually correlated to the specific setting and in this study is linked to intensive care units and accident & Emergency department where this concept has an important effect on health professional satisfaction or on their perception of being treated in on equitable manner and with respect.

The different organization as a like primary health center and private health center who join & under the work of Nurses. His interest and Involvement is a parameter of his organizational Health.

### ***Aims Of The Study***

1. To study of organizational Health reference to different area's Nurses of Navsari District.
2. To examine effect of organizational Health among Nurses of Male and Female .
3. To study of organizational Health with reference to Navsari district Nurses experience on less than ten years and more than ten years.
4. To examine interactive effect of organizational health among Type of area and Gender, Type of area and Experience, Type of Gender and Experience and Type of Area, Gender, Experience to Navsari district Nurses.

### ***Hypothesis:***

1. There is no significant effect of Organizational Health among rural and urban area’s nurses of Navsari district.
2. There is no significant effect of Organizational Health among male & female reference to Navsari District Nurses.
3. There is no significant effect of Organizational Health reference to less than ten year and more than ten year experience of Navsari District Nurses.
4. There is no significant interaction effect of Organizational Health among types of area Gender with reference to Navsari District Nurses.
5. There is no significant interactional effect of organizational Health among type of area’s and experience of Navsari District Nurses.
6. There is no significant interactional effect of the Organizational Health among Gender and types of Experience in the Nurses of Navsari District
7. There is no significant interactional effect of organizational health among types of Area’s, Gender and type’s of Experience in the Nurses of Navsari District.

## **METHODOLOGY**

### ***Research design***

This research was adopted 2X2X2 factorial designs with 2 types of areas (rural and urban), 2 types of gender (male and female) and 2 types of experience (more than 10 years and less than 10 years).

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### *Sample*

In the present research the researcher 300 units by sample random technique. Finally 240 subjects were selected for this study, subtracting the subject with incomplete information in 120 more than ten years and 120 less than ten years experience nurses are selected. In every group 60 were selected from urban area and 60 from rural area. In this group of 60 from rural area, thirty are male nurses and thirty are female nurses.

### *Tools used*

The following tools were used in the present study:

#### **1. Personal data sheet**

To obtain the personal details of the respondents, researcher had prepared personal data sheet. The data sheet container the information about name of subject, educational qualification, the area of residence, the place of study and whether the subject in science and arts students and more than collect information at that time of putting of questioner for the present researcher were under the tools.

In this research following tools are used:

#### **2. Organizational Health Inventory**

Organizational Health Inventory is constructed (OHI) by Miles, M.B (1973). In the present investigation Gujarati version of Miles' inventory, adapted and standardized by Department of psychology, Sardar Patel University, vallabhvidhyanager has been used. There are 40 sentence in this inventory All at the sentence had a five option. Option can choose one option and marked by symbol (√).The range of responses from completely agreed to completely disagree are score 5 to 1 each respectively. The possible range of score in each dimension is between 4to20. The total possible range of scores is Between 40 to 200.

The test – retest reliability coefficient is it reported to 0.79. Odd-even item reliability was 0.84. The author has reported satisfactory validity of the questionnaire.

### *Statistical Analysis*

In this study 'F' test was used for statistical analysis.

## **RESULT AND DISCUSSION**

### ***Organizational Health With Reference To Area, Gender And Experience:***

The main objective was to study whether nurses of male and female of rural and urban areas differ in overall organizational health. In this context, 7 null hypotheses (no.1 to 7) were constructed. For this purpose 2x2x2 factorial design was framed. To examine these null hypotheses statistical techniques of two ways ANOVA was used. The results obtained are presented in table 4.1, 4.2, and 4.3.

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**Table No. 4.1 Means and SDs of overall organizational health with reference to area, gender and experience (N=120)**

Types of Area	Types of Gender	Mean, SD and N	Types of Experience	
			Less than 10 years	More than 10 years
Rural	Male	Mean	156.0	162.36
		SD	14.79	13.75
		N	30	30
	Female	Mean	162.63	160.26
		SD	14.79	20.44
		N	30	30
Urban	Male	Mean	162.26	158.53
		SD	18.47	18.93
		N	30	30
	Female	Mean	143.20	136.43
		SD	19.38	20.56
		N	30	30

**Table No. 4.2 ANOVA summary of overall organizational health with reference to area, gender and experience.**

Source of Variance	Sum of Squares	df	Mean Sum of Squares	F	Sig. Level
AREA	6252.604	1	6252.604	19.665	0.01**
GENDER	5032.504	1	5032.504	15.827	0.01**
EXP	158.437	1	158.437	.498	NS
AREA * GENDER	7831.838	1	7831.838	24.631	0.01**
AREA * EXP	788.438	1	788.438	2.480	NS
GENDER * EXP	519.204	1	519.204	1.633	NS
AREA * GENDER * EXP	121.838	1	121.838	.383	NS
SSW (Error)	73767.300	232	317.963		
SST	94472.162	239			

**Table No.4.3 Difference between mean score of overall organizational health with reference to area, gender and experience.(N =120)**

Independent Variable	N	Mean	Difference between mean
Rural	120	160.31	10.21
Urban	120	150.10	
Male	120	159.79	9.16
Female	120	150.63	
Less than ten years	120	156.02	1.62
More than ten years	120	154.40	

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### ***Organizational health with reference to area:***

When F test was applied to check the impact of area on organizational health of to tack rural and urban was significant F value was found. The F value (Table No.4.2) is 19.665 which are statistically significant on level 0.01. Table no. 4.3 reveals that the mean scores of organizational health rural and urban nurses are 160.31 and 150.10 respectively and the difference between two is 10.21 are remarkable yet they wear not statistically significant. Hence the null hypothesis 1 was maintained and it was concluded that there was not any significant impact of are of rural and urban nurses.

### ***Organizational health with reference to gender:***

When F test was applied to check the impact of gender on organizational health nurses of male and female was significant F value was found. The F value (Table no. 4.2) is 15.827 which are statistically significant on level 0.01. Table 4.3 reveals that the mean score of organizational health to nurses are 159.79 and 150.63 respectively and the difference of means (9.16) which is very high and not negligible. Hence the null hypothesis 2 was accepted and it was conclude that there was significant impact of gender of nurses on their organizational health.

### ***Organizational health with reference to experience:***

When F test was applied to check the impact of experience on organizational heath nurses of less than 10 year and more than 10 year was significant F value was found. The f value (table no. 4.2) is 0.498 which are statistically not significant. Table no. 4.3 reveals that the mean score of organizational health of nurses experience are 156.02 and 154.40 respectively and the difference of means (1.62) which is very negligible. Hence the null hypothesis 3 was maintained and it was concluded that there was not any significant of experience of less than ten year and more than ten year on their organizational health.

### ***Organizational health with reference to interaction effect of area and gender:***

When F test was applied to check the effect of area and gender on organizational health no significant impact was found. The F value (table no. 4.2) is 24.631 which is statistically significant on level 0.01. Hence the null hypothesis 4 was maintained and it was conclude that there was not significant interaction effect of area and gender on organizational health.

### ***Organizational health with reference to interaction effect of area and experience:***

When F test was applied to check the effect of area and experience on organizational health no significant impact was found. The F value (table no.4.2) is 2.480 which is statistically not significant. Hence the null hypothesis 5 was maintained and it was conclude that there was not significant interaction effect of area and experience on organizational health.

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### ***Organizational health with reference to interaction effect of gender and experience:***

When F test was applied to check the effect of gender and experience on organizational health no significant impact was found. The F value (table no.4.2) is 1.633 which is statistically not significant. Hence the null hypothesis 6 was maintained and it was concluded that there was no significant interaction effect of gender and experience.

### ***Organizational health with reference to interaction effect of area, gender and experience:***

When F test was applied to check the effect of area, gender and experience on organizational health no significant impact was found. The F value (table no.4.2) is 121.838 which are statistically not significant. Hence the null hypothesis 7 was maintained was concluding that there was no significant interaction effect of area, gender and experience.

## **CONCLUSION**

1. There is significant difference between the organizational health of the types of area. The rural area organizational health is better than the urban.
2. There is significant difference between the organizational health of the types of gender. The male nursing employees better than organizational health than the male nursing employees.
3. There is no significant difference between the organizational health of less than ten years and more than ten years experience of reference to Navsari district nurses.
4. There is significant interaction effect between the area and gender of reference to Navsari district nurses.
5. There is no significant interaction effect between the area and experience of reference to Navsari district nurses.
6. There is no significant interaction effect between the gender and experience of reference to Navsari district nurses.
7. There is no significant interaction effect between the types of area, gender and experience to references to Navsari district nurses.

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### ***Conflict of Interests***

The author declared no conflict of interests.

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