

授与機関名 順天堂大学

学位記番号 甲第 64 号

病院に勤務する看護師の組織阻害行動と情緒的コミットメント,自尊感情,肯定的気分との関連

(Relation between organizational retaliatory behavior and emotional commitment, self-esteem, positive mood of nurses working in hospitals)

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### Abstract

The purpose of this research was to develop a scale for measuring organizational retaliatory behavior, which causes hurting and collision of nurses' relationships among nurses among organizations called hospitals, which has a negative effect on patients. Survey was conducted on 1,439 nurses working at 8 hospitals in prefecture A self-administered questionnaire survey. As a result of the factor analysis, the adaptability to the data of the three-factor quadratic factor model whose primary factors are "lethargic", "skill shortage", "selfish" and "secondary factor" as "nurse organization retaliatory behavior" I studied by modeling. As a result, nine items of observation item 20 items were deleted, and the suitability of nurse organization retaliatory behavior scale of 11 items of 3 factor secondary model was examined, and it was found that  $\chi^2 = 445.270$ ,  $df = 41$ ,  $CFI = 0.922$ ,  $RMSEA = 0.098$ , And the compositional validity of the factor structural model of the nurse organization retaliatory behavior scale was verified empirically.

Next, we set the following hypotheses and aimed to examine compatibility with data. ① Respondents with low emotional commitment are likely to cause organizational retaliatory behavior ② Respondents with high self-esteem are easy to perform organization retaliatory behavior. ③ Respondents who have a low positive feeling are likely to cause organization inhibition behavior.

Nurse organization A causal relationship model that makes factors of primary factor as emotional commitment, self-esteem, positive feeling, with "dependent on lethargy" "skill shortage" "selfishness" which is a factor of organization inhibition behavior is constructed, The fitness of the model to the data was examined using expression modeling. As a result, it was confirmed that the model matched with the data ( $CFI=0.945$ ,  $REMSEA=0.049$ ), suggesting that the factors reducing the organizational retaliatory behaviors should be considered.