A SCALE DEVELOPMENT OF NURSES PERCEIVED ORGANIZATIONAL CLIMATE

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Abstract

Background: Enhancing the nursing workforce is essential, and the organizational climate of healthcare facilities has a role in how well retaining them by enhancing their overall well-being and working conditions.

Objective: This study aimed to develop and test the Perceived Organizational Climate Scale (POCS) to demonstrate its psychometric properties.

Methodology: The methodologic research design adhered to DeVellis's tactics (2017) on scale development. This study involved five steps of scale building (determine clearly what it is to be measured, generate an item pool, determine the format for the scale, have initial pool reviewed by experts, and consider inclusion of validation items) and three steps of psychometric testing (administer items to a development sample, evaluate the items, and optimize the scale length) to validate the scale's content, structure, and internal consistency. The conceptual framework was developed by integrating a concept analysis, thorough literature review (1939-2018), and inductive qualitative data collecting with the broader Competing Value Framework (Quinn et al., 2015). Proportionate stratified random sampling was used for step six, while purposive sampling was used for other steps. The expert panels validated the four-point scale with 81 items out of the 120 initial item pool. Exploratory factor analysis, the contrasting groups, and the split group analyses were done. A total of 1161 Myanmar nurses from eight general hospitals participated during August 2019 and September 2020.

Result(s): The final POCS has 35 items that can explain nearly 50% of the variation. Four dimensions illustrated factor loadings higher than .40 were transformational climate, bureaucratic climate, team climate, and strategic climate. The Cronbach's alpha for the final scale was .93, and those of dimensions varied from .82 to .85. The contrast-group validity analysis showed that novice nurses had a significantly lower mean score than experienced nurses. The acceptable values of internal consistency reliabilities across the split groups demonstrated the scale's stability.

Discussion: The scale illustrated robust psychometric properties to measure holistic organizational climate through its crucial components that help foster a global view of this concept. POCS can be used to assess organizational climate objectively as nurses perceive it in hospital settings to enhance working conditions.

Keywords: healthcare settings, nurses, organizational climate, scale development