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Organizational climate, job satisfaction and practice outcome of nurse practitioners in Taiwan

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The purpose of this study is to explore the relationships between organizational climate, job satisfaction and practice outcome of Nurse Practitioners (NP) in Taiwan. The study is a descriptive and correlational design. Certified nurse practitioners who are the member of Taiwan Association of Nurse Practitioner invited to participate in this study. 513 NPs completed the structured questionnaire. The research measure included the basic information form, the Nurse Practitioner Primary Care Organizational Climate Questionnaire (NP-PCOCQ), the Misener Nurse Practitioner Job Satisfaction Scale, (MNPJSS) and the Nurse Practitioner Practice Outcome Scale (NPPOS). SPSS 22.0 Statistical Software used to coding and analyze data. Statistics include descriptive analysis, t-test, Pearson correlation coefficient, analysis of variance (ANOVA) and linear regression analysis. Results showed that the average age of NP was 36-40 years old (66%), married (64.1%), and had a Bachelor's (71.1%) or Master's (23.4%) education. Majority of NPs certified in medical (44.1%) or surgical (44.8%) specialty. NPs practiced in medical centers (50.9%) or regional hospitals (36.6%). The most common practice model in the acute care hospitals is collaboration with attending physicians (59.1%). 54.2% of NPs are routinely on call. The average patients load is 15 (71.1%) daily. Overall, NPs are highly trusted by physicians (94.8%), nurses (94.9%), and patients (92.6%). Study results revealed a significant positive correlation between organizational climate, job satisfaction and practice outcome ($p < 0.01$). Linear regression analysis showed that NPs who had a working contract, additional salary as a promotion, charting bonus, special unit (ED or ICU), patient load, trust of physicians, nurse, and patients explained 15% of variances in the practice outcome, while the organizational climate and job satisfaction explained an additional 5.4% of the variance.

Biography

Shiow Luan Tsay has completed her PhD from University of Maryland, USA. She is the Dean of College of Nursing & Health Sciences, DaYeh University, Chunghua, Taiwan. She is the President of Taiwan Nurse Practitioner Association. She has published more than 100 papers in reputed journals and serving as a Chief Editor for the *Journal of Nursing Research* (SCI).

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