Relationship between Perceived Organizational Support and Job Engagement Among Nurses in Private Hospitals in Punjab

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Abstract: Nursing personnel are exposed to situations that are morally difficult. Creating a supportive environment in workplaces may motivate nurses to deal with emotional distress and related issues. The present research analyzes the relationship between perceived organisational support and job engagement based on survey conducted by administrating a questionnaire with 20 items distributed among 150 nurses employed in four private hospital in Punjab.The results suggested a significant and favourable correlation between perceived organisational support and job engagement among employees.This hereby, implies that administration of the hospitals needs to take suitable measures to show support and also develop and promote enthusiasm among employees in order to build up their level of engagement at workplace.

Keywords: Perceived organizational support, Job Engagement, Private Hospitals, Nurses

INTRODUCTION

The ability to compete effectively is crucial for a company to survive in the modern, fiercely competitive world of fast-moving technology. This in turn depends on how dedicated the organization's staff members are to its goals.

From the standpoint of the employee,perceived organisational support (POS) relates to the process by which staff members form opinions on the extent to which the company values cares about their welfare and values their participation (Eisenberger et al.,1986).According to organisational support theory, Employees see a general positive or negative outlook inside their company and includes acknowledging their contributions and showing concern for their welfare. Perceived organisational support (POS) is sometimes is seen as a confirmation that the business will enable its staff to function more productively under difficult or stressful conditions.(George et al., 1993)

It can be said that in order to foster job engagement and emotional well-being of employees, favourable perception of organisational support is crucial(Kaur & Arora, 2022).Employees' confidence in the organisation and their administration might rise if they perceive support from their coworkers, managers, and other stakeholders in acts that directly advance the objectives(Eisenberger et al.,2002).Additionally, Perceived organisational support is crucial for staff members working in demanding circumstances (Viswesvaran, Sanchez & Fisher, 1999).Hospitals is one of the example where if management provides support and justice, it can assist doctors and nurses in overcoming difficult workplace circumstances.

When existing literature is reviewed, it becomes clear that scarce studies have been conducted in the hospital sector related to organisational support and job engagement in Indian context.

It has been proposed that present study research can help in filling this gap.

RESEARCH METHODOLOGY

Study Design
Nurses working in various hierarchical levels in four private hospitals in state of Punjab were selected as respondents in this descriptive research via convenience sampling.Given the number of hospitals being surveyed,questionnaires were given out to 150 qualified nurses working in the morning, evening, and night shifts.

Measures
A thorough review of the literature was conducted to look for relevant scales, then on the basis of that, a survey form was developed. Of these, 10 items dealt with perceived organizational support and 10 with job engagement. The items were measured on a scale of 7 points, with 1 denoting "Strongly disagree" and 7 denoting "Strongly agree."

ANALYSIS OF DATA
The collected data was entered into the SPSS software,version 20, and was then examined employing regression and correlation analysis.The summary of perceived organizational support and job engagement is shown in Table 1.

Findings show a R squared of.314, which indicates 31% variation in job engagement due to perceived organizational support. Accordingly, a difference of one unit in support will lead to changes of.31 units in job engagement.

Table 1: Model Summary

Support and Job engagement						
Model Summarization						
Model	R	R Squared	Adjusted R Squared	Standard Error of the Estimate	F	Sig.
1	.417[a]	.336	.314	18.157	51.028	.000[b]
a. Predictors: (Constant), Support_total						

Table 2:Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	74.412	3.235		14.205	.000
	Support_total	.721	.068	.701	6.810	.000
a. Dependent Variable:Job engagement						

The calculated value of t for support variable is 6.81 as shown in Table 2. The results also reveal a positive value of support in organization (B= .701). This means that increase in perceived support from organization will lead to increase in job engagement among employees and vice versa(positive relationship).

CONCLUSION
The findings of this study demonstrated that nurses' perceptions of organisational support affected the level of job engagement in a positive manner.Significant practical and policy considerations emerge from the present study findings.

The administration of the hospitals should look for strategies to improve the work engagement of the nursing staff. This could entail initiatives to improve supervisory support, foster a more favourable organizational climate, and offer organisational rewards to the nurses as well as initiatives to promote organisational fairness and equity.

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