

Nurses' experience of organizational justice and workplace bullying

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Abstract

Background: Today, the greatest challenge is maintaining highly motivated nurses who are committed to healthcare organizations. One of the essential indicators of successful healthcare organizations is organizational justice. Nurses who are employed in healthcare organizations that are fair in their policies, procedures, and distribution systems provide better reactions in terms of positive behaviors and better quality of patients' outcomes.

Aim: The current study aimed to examine the relationship between organizational justice and workplace bullying among nurses.

Methods: A quantitative descriptive correlational research design was used to examine the relationship between organizational justice and workplace bullying among nurses. A sample of 163 nurses was recruited from different departments at one of the university hospitals in Demiatte Governorate, Egypt constituted the study sample. Colquitt's Organizational Justice Scale was used to measure perception of organizational justice, and Negative Acts Questionnaire-Revised (NAQ-R) to measure workplace bullying among nurses.

Results: Nurses had moderate level of perceived organizational justice and mild level of bullying at workplace during the last six months (61.98, 39.88) respectively. A significant relationship between organizational justice and: gender (.008), marital status (.045), educational level (.002), and years of experience (.008) were found. Only educational level (.054) was significantly correlated to workplace bullying. A statistically significant negative correlation between workplace bullying and organizational justice (-.119, .043) was identified too.

Conclusion: Nurse Managers should create a healthy and cooperative work environment that is characterized by shared decision making and justice in all daily activities.

Keywords: Health care organizations, nurses, organizational justice, workplace bullying



Biography:

Manal Zeinohm Ahmed Higazee is Professor of Nursing Management at the Faculty of Nursing, Menoufia University, Egypt. Prof. Higazee Has got her PhD through a channel program between Faculty of Nursing at Menoufia University, Egypt and the Decker School of Nursing State University of New York (SUNY) at Binghamton in 2002. Prof. Higazee worked as a research assistant at Kresge Center for Nursing Research from 2000-2002.

Speaker Publications:

1. "Nursing Professionalism: A Concept Analysis Menoufia Nursing Journal"
2. "Nurses Experience of Burnout: A Consequence of Workplace Violence in Selected Settings"
3. "The Influence of Time Management Strategies on Acute Care Nurses' Job Stress"
4. "208-213Organizational Justice and Workplace Bullying: The Experience of Nurses"
5. "Impact of Organizational Support on Nursing Job Stressors: A Comparative Study"

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