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PERCEPTION OF NEPOTISM IN HEALTH CARE WORKERS

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Introduction: The concept of nepotism is much unknown but, many health care workers are directly or indirectly exposed to nepotism in everyday life. Being a health care worker is hard because of long education process and back breaking work conditions. Over time, every individual who works wants to climb their career steps in line with their goals. However, exposing to nepotism makes achieving the desired targets difficult.

Materials & Methods: In this article, the concept of nepotism is explained and literature and research findings about the existence of nepotism in health workers are examined.

Findings: The nepotism is defined as comparing and contrasting a particular individual, cluster, thought or practice with another and making a choice between them without being objective in Turkish language society's dictionary. Also, nepotism in public service is protection and support by illegal and unfair acts to someone whom the management feels them close to themselves. There are no direct investigations to determine the presence of nepotism within the health care system but it is seen that the researches are conducted to determine the relationship between organizational commitment and nepotism. As the applications of nepotism increased, it was realized that institutional commitment decreased. One of the most common manifestations of nepotism is injustice. The unfair attitude of institution to assignment, promotion, and appointment causes increase work stress, decrease performance, decrease job satisfaction of workers, and make them leave their work. In this scope, nepotism has many negative consequences such as many sociological, psychological and economic consequences. The application of nepotism should not be included in institutions.

Conclusion & Discussion: Avoiding from nepotism in an institution affects health care, workers career develop positively and this situation causes to increase in number of happier, successful, motivated, professional and organizationally committed health care workers, faction and total care behaviors of the nurses with special domain authorization certificates.

Biography

Nurten Kaya has completed her PhD from Istanbul University. She worked at Florence Nightingale Faculty of Nursing, Department of Fundamentals of Nursing from 1993 to 2013 and she has worked at the Health Sciences Faculty since 2013. She has published more than 75 papers in reputed journals and has been serving as an Editorial Board Member of reputed. Her areas of interest are intramuscular injection, complementary therapy, nursing informatics, nursing theories and models, nursing process and nursing care. She has book chapters and other publications on Fundamentals of Nursing and she is Leader of statutory research projects. She is Member of Turkish Nurses Society, Nursing Education Society, and Graduates Florence Nightingale School of Nursing Society

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