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IN HEALTH WORKERS LEADERSHIP AND ORGANIZATIONAL COMMITMENT

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Abstract

The purpose of this study, the confidence of employees and managers of the organization's policies and procedures within the organization as a volunteer in a constructive manner and behavior is to examine the ongoing effort to change. For this purpose, field research and review of the literature was conducted. Confidence in the center of the social exchange to take place, taking into account confidence in the organization as a whole workers' organizations and employee organizations in expressing confidence shows social exchange. Managers rely on the employee's immediate supervisor represents social exchange

Relevant literature and field research performed using SPSS 19.0 software Microsoft Office Word program and directly benefiting from the transfer , interpret and summarize in health organizations with

Keywords : Organization, Leadership ,
Health Worker

leadership and organizational commitment are described

Health care workers at the hospital tasks to a large extent they do with financial concerns and the resulting income was found to affect the organizational commitment.

This research organizations rely on the manager's commitment has been constructed in order to exert their influence on the lens. One of the variables of organizational culture, organizational commitment is affected. Research the organization, management and examining the concept of

organizational commitment; confidence in organizations to manage the impact on employee commitment towards finding a literature study was conducted. Organizations rely on the manager's impact on employee engagement in the organization, in terms of continuity and employee productivity are essential.

This research, the manager of the trust, organizational commitment contributed significantly to the assumption that it is organized.

INTRODUCTION

There have been a variety of definitions of leadership in the literature. In examining the definition made by the leaders of the community are bound to their world view, which is in the field and that leadership is defined by the fact that depending on what mindset. The developments in world leaders who have demonstrated the fastest way to implementation features that are valued community leaders. These people intuition, intelligence, information-based decision-making and the decisions taken are handling characteristics of this society. Power in the hands have the ability to use. Through this power can influence people around them. They get through difficult decisions and decision-making techniques has always defended the confidence of knowing to stand behind their decisions. They argue that people should be regularly trained. Because they know that people received information through behavioral changes provided they appeal to wisdom. In addition to guiding people in order to ensure organizational commitment and they train. They want to gain people's confidence in them. Make the people around constantly sharing ideas and these ideas, they give themselves the final decision, combined with their own thoughts. Hesitation in taking responsibility not suffer.

In this study, leadership and leadership qualities, organizational commitment were treated topics. The leadership in the field of health care workers with work carried out in a hospital and examined how it is perceived in organizational commitment.

LEADERSHIP

Leadership has been an issue for centuries attracted people's attention as it is known. Overall leadership; faith, confidence, dynamism, courage, knowledge,

and intelligence has been used in expressing the meaning. Multidimensional and dynamic concept of interest is attractive and there is the need for leadership with a growing research about it, the mystery of this concept and reserves attributable to the strength in this mystery [12].

Traditional (Classic) Leadership Approaches

Especially in the early part of this century, there have been several studies to determine the characteristics of a leader in this approach. As a leader, age, gender, height, race, physical appearance, knowledge, intelligence, the ability to establish relationships, farsightedness, integrity, sincerity, candor, emotional stability, maturity, self-confidence, determination, initiative, such as motivation, physical and psychological It is examined [11].

Leadership of the Great Man

Leader features that make it the leading event according to this theory, which considered the most important factor in determining; It is different from the followers of the leader in terms of physical and personality traits [15].

Personal Property Source Leadership

LL Barnard, Bingham, Kilbourne, Kirkpatrick & Locke, Kohsar & Irla, Page, according to researchers such as TAED leaders, has superior characteristics and temperament that separates them from other people. The concept of executive leadership with the concept used by these investigators is almost the same meaning. Led by TAED, which is a set of features necessary to convince others in achieving a specific job [10].

Mc Gregor Theory X and Y

The work of the X Theory developed by Douglas McGregor, who fled to manage and responsibility, showing more interest in economic incentives, which requires monitoring and punishment, an unreliable business who described while Theory Y work, taking responsibility and loving to manage, the motivation for prestige, a creative business saw profile It has drawn. McGregor argued that the need for more emphasis on Theory Y managers announced after these two theory. This theory raises an important clue to the generalized trust by different properties attributed to employees. Despite the relative sense of security deficiencies in the classical approach, neo-classical approach to the notion that there is a higher degree of confidence, led to no difference between the two periods of the motivational tools used [1].

Situational Leadership Approaches

Contingency theory of general assumption is that the most appropriate leadership behavior will change according to the situation of the different conditions and different leadership styles. Although the theory of this thesis, under what conditions the number of studies showing what would be the appropriate type of leadership behavior is not much. Best known for his work on this issue, Fred Fiedler is a situational leader effectiveness model [16].

Path-goal theory

Road Purpose Theory, developed by House and Evans. This theory adopts the task and relationship behavior shown leadership and to reach the goal of following the leaders aim is to stimulate them to add the third dimension. Leaders to reach organizational goals, achieve job satisfaction and subordinates in the workplace (the audience) is to motivate action in terms of the basic assumption that the persons who are events [11].

Life Cycle Theory

According to this theory, the most effective leadership style depends on the maturity level of the subordinates. Hersey and Blanchard maturity, not by age or emotional stability, people's desire for success, explain the desire to take responsibility and work-related skills and experience. The relationship between subordinates and managers, subordinates go through four stages of maturation and development in line. Managers must differentiate leadership behaviors at each stage [8].

Astor is now much more experienced increased levels of self-esteem and to find their own way. Managers can reduce supportive and encouraging the behavior at this stage; subordinates are no longer needed to be self-sufficient and guiding behavior [15].

Modern Theories of Leadership

Despite the current contingency approach may not have the same approach envisioning In any case, it is not possible to argue that in the end of the research on leadership. In this context, to mention several theories developed in recent years regarding leadership seems useful. The charismatic leadership of recently developed approach (transactional) and transformational leadership (transformational) leadership, which is indexed with leadership and leader-member exchange quality award will be announced in this section.

Transformational (transformational) leadership

Many transformational leadership in leadership theories, particularly about understanding the rapid change in leadership within the company. When the leadership literature is examined, it is seen to various examples of the leader with foresight in action in the work environment; (In the new industrial sector it has been faced with a similar situation in the same way for profit.) [15].

Emotional Intelligence and Transformational Leadership

110 middle managers who work on Gardner and that the existence of a strong correlation between emotional intelligence and transformational approaches; You never leave the leaders in terms of style, it appears that they do not have high emotional intelligence level

Charismatic Leadership

Authority on the Web is a classic triple typology; charismatic, traditional and legally divided into three. Charismatic authority, attributing superhuman as the audience leader in the emerging instability and chaos are exclusive features. The continuity of this relationship depends on the show these characteristics attributed to the leader [12].

With indexed Behavior Leadership Award

The size of the business in very different ways, create potential sources of awards will be given to the employees. When assessing specific business characteristics, (in certain cases), it may need to have the equivalent of the availability of this character. Giving these characters related work is to determine the individual independent connection. Deployment of the business value of an export point in time may not match the distribution opportunities related to the satisfaction of these values. To understand the diversity of employees' job satisfaction not only to focus on value is also necessary to have individuals working approach. However, the types of prizes are available [12].

Leader-Member Exchange Quality

Leader-Member Exchange Quality, delegating decisions leading to its simplest form refers to the authority and power to provide them with subordinates autonomy. In such a context of

leadership behavior; The leader takes his followers that each can decide on its own as well as her role models by recognizing these opportunities; It can feel like a leader.

THE CONCEPT OF ORGANIZATIONAL COMMITMENT

Commitment to organizational goals, not only in terms of absenteeism, raising the quality and quantity of a certain degree of success and the role of not only contribute to the reduction of labor turnover; at the same time the individual is led many voluntary action necessary for organizational survival and success of the system at the highest level [12].

History of Organizational Commitment

One of the positions on the business process and organizational commitment who, although not particularly on an issue discussed much later in the 1970s, has not yet reached a consensus on the definition of this concept. The most important reason, sociology, psychology, said researchers from different disciplines such as social psychology, organizational behavior and handling are the basis of their expertise. Therefore it is possible to come across many different definitions from each other commitment Considering the organizational commitment literature. For example Morrow literature implies that there are around 30 different definitions related to organizational commitment [4].

Factors Affecting Organizational Commitment

Organizational commitment is affected by two main factors, namely personal and organizational.

Personal Factors

Organizational commitment; age, gender, education level and working time (severance) are affected by factors such as personal. These factors are described below.

Age

The age of the person, their attitudes to work, perceptions may affect their wishes and expectations. Individuals with the beginning of the career, for the first time to experience the problem of job search and job placement, employment and training appropriate to the characteristics of demand will be high. Individuals, businesses and business environments to recognize and connect to work, settle in, see the existence of a positive mood for themselves and must be passed within a period of time it [7].

Sex

Women's traditional household chores, children have been undertaking activities for families to care for and identification with a role in providing livelihood outside working family men, has led to a

social mission distribution of time between men and women [19]

Education Level

Employees' level of education, is an important factor affecting the outlook for the business of life and life expectancy of business. The higher the education level, expectations differ loaded with meaning to work and work. Social and economic conditions have continued to significantly higher training as soon as practicable and trained individuals, educational level than those with low job perspectives are very different. Rather than enter working life at an early age, folded a longer cost of studying, those who sacrifice to achieve more than income, education and working life are located at the end of the qualified workforce.

Run Time (Severance)

Seniority, how long they have been working in a job. Remaining in the same job for a long time, so can be expected to be higher than the cohesion of an individual with high seniority. Can not get used to the job, while providing satisfaction from work, not an individual identified as psychological, if accepted will tend to leave the business, employee commitment to the organization's relationship is clearly visible. However, if another job options here and thought that the economic problems that complicate the employment of the individual, may prove to be an employee of the organization is less important relationship commitment. For this reason, it is considered as a factor affecting organizational commitment seniority alone can be misleading [7].

Organizational Factors

Organizational commitment; The size and structure of the organization, organizational culture, compensation, organizational rewards, management style and participation possibilities, are influenced by organizational factors such as organizational justice and teamwork. These factors are described below.

Size and Structure of the organization

The number of people working in the organization grows, so grows, organizations are increasing bureaucratic practices. The best way to handle a large organization in the management and control mechanisms, a well-defined hierarchical structure, there are certain powers and responsibilities of the position taken by everyone found. There are detailed and concrete guidelines on how to do each step in the job. In interpersonal relationships, it will continue in accordance with the position of principle made [16].

Organizational Culture

Organizational culture, Eliot Joques (1952) by "the general thinking of the organization and the way to do things in an organization." and it has been defined. According to another definition of

organizational culture, norms that guide the behavior of individuals and groups within an organization, behavior patterns, beliefs, attitudes and habits of the system (Turner, 2007).

Org consist of individuals from different cultures. These individuals have met in functional and professional standards and criteria, as a result of creating together a group, but different from other organizations have formed a small, though common beliefs and value systems themselves [9].

The positive aspects of the organizational culture is to create a common sense of identity in people. Besides, it helps to build organizational commitment to organizational goals through participation [2].

Wages

An employee's, select a specific workplace, stay there and work with high motivation, it is closely linked to the wage level and reward employees, especially for those living in economic hardship, pay satisfaction; business, colleagues, may be more important than other factors, such as management satisfaction. The formation of opinions about the fee, although the effective livelihood and standard of living, is an important factor in people's wages. A behavior common in people who work, pay levels are not comparable with other people their own fees. In the research on income distribution, a conviction that they receive the wages they deserve the employees are determined to get their results compare with those similar to their own employees [3].

Organizational Awards

All employees who are recognized in the same way or with the same kind of likes and unimaginable rewards they want them. Such a thought, considered an important error in managing people. But regardless of individual differences, all employers, how they are valuable to the organization, what their work is so important and how great a job they did, they'd like to hear from the manager. The retaining talented employees with the most important tool is only a fact accepted today that there is no money anymore. Money is not enough to secure the retention of talent held. Employers, they do good things to be aware of and want to be appreciated. This can make managers, employees will further increase the chances of keeping their side [3].

Facilities management style and Participation

Loyalty to the organization, work and study to determine the relationship between variables related to the business environment, the perception of employees to managers was found to be very important. Reliable, innovative, open, seen as compatible with the manager, to enhance the performance of employees, these managers have

been found to make a significant contribution to high psychological atmosphere necessary for the development of organizational commitment [7].

Organizational Justice

Employees compare themselves with others in their organization. The rules applied equally to everyone, equal pay for equal work, the have equal rights in permitting, he expects the team to benefit from social opportunities equally with others. However, the focus of the justice perception is not only to compare these outcomes and outputs. Rules of the organization, the interaction between these rules and the application forms are also the focal point of justice perception individuals [11].

Team Work

The team examined the definition highlights three important elements. First, two or more people is required to form the tool. Secondly, the person who creates the team is dependent on each other. So team members are obliged to constantly interact with each other. Third, it is working to achieve a particular purpose of the creator of the team. The advantage of an important team work of different disciplines within the organization; knowledge, skills and experience to bring together. Teams, an organization beyond the strict hierarchical structure and unnecessary restrictions are gathered around a common goal [3].

The Importance of Organizational Commitment

Up to the present from the past, there have been several studies on organizational commitment. These studies; dismissing, work late, the important personal and organizational issues such as performance and absenteeism shows that continued today. Organizational commitment in solving these problems is emerging as a very important factor [6].

Organizational commitment has become a vital issue for organizations because of five reasons. These are [2]:

- Work to leave, absences, withdrawal and job search activities,
- Job satisfaction, work hugging, such as morale and performance attitudinal, emotional and cognitive structures,
- Autonomy, accountability, participation, such as the employee's job duties and role of the characteristics of understanding,
- Age, gender, length of service and employees' personal characteristics such as education,
- Owned by the individual predictor of organizational commitment

Organizational Commitment and Related Concepts

This section is concerned with concepts similar characteristics with organizational commitment. Because these concepts are often being experienced

with ambiguity between organizational commitment, even used one instead of another. Some of these concepts professional dedication, loyalty to colleagues, loyalty and obedience.

Professional Commitment

Professional commitment with the result that the skills and expertise of the individual's life is related to the understanding of the importance of the profession. More clearly, the professional commitment of individuals in a certain field of skills and expertise importance in the life of the profession as a result of his work in order to earn and how central is the perception that it has a place [4].

Commitment to the Business Friends

Loyalty incentive gives too much importance to the friendly relations and friendship ties with high individuals. They are a team with people rather than deal with plans for the future, they share something with them and prefer to work in an environment they help them. For individuals with this type of attachment to friends is a double purpose. In such cases, to leave the organization, commitment of individuals to break away from organizations that also mean to leave his friends heard it is more difficult.

Loyalty

Similarly another definition by Lee. According to this definition, which is only one dimension of organizational loyalty, organizational commitment is related to the desire to maintain membership in the organization. In addition, the pride of being a member of the organization, including the hearing is a pleasure to speak in favor of attitudes defense organization and with other organizations towards the environment. As a result, although a more comprehensive concept compared to an overall organizational commitment and loyalty is a much stronger sense of loyalty than loyalty [13].

Obedience

Individuals outside the field is a sense of duty and obedience is based on a single source supply order issued by an authority. Individuals often demonstrate obedience for fear they will face sanctions and penalties as a result disobeying orders. Yet that was not caused by the external environment, organizational commitment, an inner sense of duty. Because it is internal, it is not possible to establish with external orders.

Relationships Between Organizational Commitment Leadership

Manager behavior and practices, there is evidence that it affects the employees' level of organizational commitment. Who is supported by organizations,

individuals who decide to get involved and limited feedback about the job role and performance in procurement generally show low commitment. The leadership style is applied mainly in the organization can impact positively or negatively on organizational commitment [14].

Effective managers, strong positive beliefs and attitudes with positive behavior on other people in the organization to which they combine in an appropriate manner, and leave a positive impression. These beliefs and actions, embodies the commitment levels [5].

APPLICATION OF A STATE HOSPITAL AFFILIATION AND ORGANIZATIONAL LEADERSHIP INTERACTION

Project Title This research, health care staff of the hospital medical staff leadership style of managers perceive in was conducted as a descriptive commitment to demonstrate their impact on the organization.

Project Problem

The State Hospital health professionals studying leadership and organizational commitment will attempt to interpret perceptions. Of the patients in our study on current practices, ideas and attitudes will investigate what is happening.

Project Purpose

One of the sectors in which it operates is the leadership approaches of managers who adopt health sector. The health sector is one of the fastest growing and progressive industry in the world economy in the last century. Most of the time, the health sector plays a driving force for regional or national development. This is the reason the health sector has a privileged place among other industries. Whether employment, also allowing them to maintain a healthy position in terms of the right of people of the country. The importance of the health sector giants this extent, the presence of a competitive environment in the institutions operating in the health sector are inevitable. This competition is expected to be the leader in the health care market with specific competences. The aim of this study was to evaluate the perceptions of leadership approaches and health care issues in organizational commitment.

One of the main system of health institutions to enable them to differentiate themselves in a highly competitive environment is the leadership approach. The introduction of the business-led approach to life is based on the 1980s. Learning organizations develop leadership approach in the development of consciousness and began to find a place for itself in business. Leadership system, the human resources which aims to evaluate intellectual capital more efficiently. Improving the performance of employees, their personal satisfaction of helping both the company and employees. Leadership, as a

dimension of management, leadership process that can be used within the organization can also be offered as a service that appeals to all segments by consultants. Leadership approach to training and development is the most effective method of technical development between managers. For this reason, the implementation of health management and leadership development approach is extremely important in terms of increasing the organization's effectiveness and efficiency.

Project Importance

In this study, health care institutions that are important for leadership approach, by hospital management to implement without hesitations and thus required to determine the factors that are important in solving the problem of health care workers. In addition to resolving the negative administrative conditions faced by health workers to provide organizational benefits just as increasing employee satisfaction and loyalty by not only the people contributing to the reduction of employee discontent get a little bit to be happier and live a prosperous life in terms of contributing it is important.

The research conducted on the other hand, the leadership approaches are generally tends to focus on the impact of individual factors on leadership, organizational factors, but it is ignored. This work led the trend observed in addition to the personal factors affecting the organizational and leadership literature by examining the situational factors and draw attention to the gap in terms of contributing has a different significance.

Due to a communication process that occurs between health workers and hospital management leadership, this behavior is simply inadequate to explain the patient's individual characteristics. This approach, instead of leadership, a significant portion of which constitutes health professionals and hospitals of various properties of the specified communication process (corporate safety, corporate image, perceived the hospital's compensation policy, the features of the complaints system, etc.) To be the relationship is considered.

Project Research Method

Research, research is the model. State Hospital for the purpose of assessing the perception of literature on leadership and organizational commitment will be made subject of health care workers. As data collection methods in the study, a questionnaire will be used.

The research universe and sample

The total population of the research staff at the hospital (n = 100) constitutes employees. Due to the

small number of employees will be taken as the number of sample universe.

Data Collection Tools

The data collection tools, consisting of 27 phrases and Organizational Commitment Questionnaire consisting of 30 phrases leadership questionnaire will be used. A questionnaire will be applied to healthcare professionals; Afyon Kocatepe University Institute of Social Sciences Department of Business Kızıltay Assist by students of Emine written in 2010. Assoc. Dr. Süleyman Dündar 's he worked as consultant "Investigation of entrepreneurship Features According to Director of Leadership Styles: Tourism Sector Research" on the master's thesis from Gazi University Institute of Social Sciences Business Administration Department of Management and Organization Science students from Renginar Yusei by post in 2013. Prof. Dr. Rasih he worked as consultant forge "Motivation Relationship Between Organizational Commitment: An enterprise application" it is cited on the Master's thesis.

Ethical Aspects of Research

For the implementation of the study, the Ethics Committee of the State Hospital 'na, submitted in writing to the relevant procedures ensuring compliance and ethical decision will be taken. After obtaining written consent for the study, a questionnaire will be distributed to health workers who agreed to participate in the study.

Limitations

1. Research the hospital is limited to health workers.
2. The emergence of the hospital's ethics committee late response can delay the start of the study.
3. Reduce the universe of the study to allow partial research at the hospital.
4. birth to the hospital, health workers, etc. allowed. It may be impossible to achieve because of such circumstances. This will lead to shrinkage of the research universe.
5. dealt with the variable in this study is limited by the size of the applied reliability survey.
6. unwillingness to participate in a survey of a portion of health care workers in hospitals will lead to shrinkage of the research sample universe.

Evaluation of data

All survey questions SSPS 19 (Statistical Package for Social Science) statistical data transmitted to the environment will be created. Data on identifying characteristics of health workers; number, percentage, will be evaluated by the average. To examine the relationship between these characteristics and scale dimensions scores; analysis of variance, Pearson correlation, statistical methods will be used. The reliability of the survey

to assess Coefficient Cronbach alpha coefficient, the substance will be used for total score correlation tests. $p < 0.05$ will be considered.

Dependent variables: will form part of their views regarding the determination of health professionals edited questionnaire

Results

Independent variables: socio-demographic characteristics of the health workers involved in the study (age, sex, education, marital status) is the related question.

Table 1: Distribution of Participants Demographic Situation

		n	%
Gender	Woman	65	63,7
	Male	37	36,3
	Total	102	100,0
Age	17-24 years	11	10,8
	25-34 years	39	38,2
	35 age and older	51	50,0
	Total	101	99,0
	Missing	1	1,0
	Total	102	100,0
Marital status	Married	70	68,6
	Single	32	31,4
	Total	102	100,0
Education level	Health Vocational High School	26	25,5
	Associate Degree	34	33,3
	License	28	27,5
	Graduate	7	6,9
	Doctorate	3	2,9
	Total	98	96,1
	Missing	4	3,9
	Total	102	100,0

The distribution of those surveyed in the study of the demographic situation;

63.7% of the proportion of women according to gender ($n = 65$), while the proportion of men and 36.3% $n = 37$,

10.8% of those between 17-24 years of age according to age ($n = 11$), 38.2% of those aged 25-34 ($n = 39$), 50% of those 35 and older ($n = 51$), loss of data% 1 ($n = 1$)

According to the marital status of married 68.6% ($n = 70$), 31.4% of the single ($n = 32$),

According to the Health Professions High School education level of 25.5% ($n = 26$), Associate 33.3% ($n = 34$), Bachelor of 27.5% ($n = 28$), M.Sc. 6.9% ($n = 7$), 2.9% of doctoral ($n = 3$), 3.9% missing data ($n = 4$) is seen that.

The women in the study, and those above 35 years of age, were found to be more than the proportion of married and is a graduate associate (Table 1).

Table 2: Breakdown of Participants and Time of Duty

		n	%
Task	Doctor (Specialist Doctor - GP)	7	6,9
	Dentist	1	1,0
	Pharmacist	1	1,0

	Executives of Health	3	2,9
	Nurse	7	6,9
	Nurse - midwives	36	35,3
	Health officer	9	8,8
	Technician	13	12,7
	Other medical staff (Dieticians, Physiotherapists, Social Ser. Exp.)	20	19,6
	Total	97	95,1
	Missing	5	4,9
	Total	102	100,0
Run time position where	0-5 years between	47	46,1
	6-10 years between	26	25,5
	11-15 years between	12	11,8
	16-20 years between	11	10,8
	21 years and over	6	5,9
	Total	102	100,0
The total length of professional experience	0-5 years between	28	27,5
	6-10 years between	20	19,6
	11-15 years between	20	19,6
	16-20 years between	13	12,7
	21 years and over	21	20,6
	Total	102	100,0

The task of those surveyed, the study period and the total length of professional experience working in the position where;

Duties, Dr. (Specialist Doctor - General Practitioner) 6.9% (n = 7), Dentist 1% (n = 1), Pharmacist 1% (n = 1), Health Administrators 2.9% (n = 3) High Nursing 6.9% (n = 7), Nurse - midwives 35.3% (n = 36), Medical Officer of 8.8% (n = 9), Technician 12.7% (n = 13), Other Health Personnel (Dieticians, Physiotherapists, Social Ser. Exp.) 19.6% (n = 20), 4.9% missing data (n = 5), Working time between 0-5 years in the position where 46.1% (n = 47), 25.5% between 6-10 years

(n = 26), 11.8% between 11-15 years (n = 12), 16 - 20 year from 10.8% (n = 11), 21 years and over 5.9% (n = 6),

The total length of professional experience between 0-5 years 27.5% (n = 28), 19.6% between 6-10 years (n = 20), 19.6% between 11-15 years (n = 20), 16 -20 year from 12.7% (n = 13), 21 years and over 20.6% (n = 21), respectively.

Nurses and midwives in research, working hours in the position where it was found that more than 0-5 years, and the proportion of the total length of professional experience (Table 2).

Table 3: I'm doing my duty in the Hospital Anxiety with Substantial monetary Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Forecast Error
1	,492 ^a	,242	,235	1,07461
a. Predictors: (Constant), I am doing my duty in the hospital with largely financial concerns.				

Model summary of the case the argument of value in the R-square column in the statement, "I am doing my duty in the hospital with largely financial concerns." In the case of the dependent variable "I think I made a mistake but decided to work from

the hospital," the variance of variables explained 24%, in other words, the hospital incorrectly to work 24% of the decided opinion that it is understood that the mission of this hospital largely thought to be due to monetary concerns.

Table 4: I think I made a mistake but decided to work from the hospital Table Expression Anova

ANOVA ^b						
Model		Sum of squares	df	Mean Square	F	Sig.
1	Rotation	36,587	1	36,587	31,682	,000 ^a
	Ruins	114,324	99	1,155		
	Total	150,911	100			
a. Predictors: (Constant), I am doing my duty in the hospital with largely financial concerns.						
b. Dependent Variable: I think I made a mistake but decided to work from the hospital						

The values in the ANOVA table column of the relationship between the variables of significance at $p < 0.01$ level shows that significant. If the relationship were meaningless in this column over

0.05 (random) would do that review. If the relationship in the table to be formulated;
 $F(1,99) = 31.682$; $p < 0.01$ equations can be created.

Table 5: I'm doing my duty in the hospital with monetary concerns Substantial Factor Table

coefficient ^a						
Model		Standard Non-Coefficient		Standard Coefficient	t	Sig.
		B	Std. Error	Beta		
1	(Dependent)	,457	,289		1,580	,117
	I am doing my duty in the hospital with largely financial concerns.	,493	,088	,492	5,629	,000
a. Dependent Variable: I think I made a mistake but decided to work from the hospital						

Coefficient (Coefficient) The table, the regression coefficients used for the regression equation and give their significance. In our example, the coefficient of the variable is done with the hospital's mission largely concerns monetary 0.493, while the fixed value of the equation is 457.

When we encounter these values into the equation $Y = a + bX$; $Y = 0,493X + 0.457$

We will achieve equality. This equation shows us that the mission of the hospital is done largely with the monetary value of that care will be a mistake to consider how it affects you decide to work at the hospital.

Table 6: I'm doing my duty in the Hospital Anxiety with Substantial monetary Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Forecast Error
1	,386 ^a	,149	,141	1,18312
a. Predictors: (Constant), I am doing my duty in the hospital with largely financial concerns.				

Model summary of the case the argument of value in the R-square column in the statement, "I am doing my duty in the hospital with largely financial concerns." In the case of the dependent variable "labor and knowledge prevents me from leaving the

hospital." The variance of variables explained 14%, in other words, the hospital incorrectly to work 14'n% of the decided opinion that their efforts and experience in this hospital are understood to be due to leave this hospital.

Table 7: Labor and knowledge I leave this hospital Hampers Anova Table Expression

ANOVA ^b						
Model		Sum of squares	df	Mean Square	F	Sig.
1	Rotation	24,062	1	24,062	17,190	,000 ^a
	Ruins	137,178	98	1,400		
	Total	161,240	99			

- a. Predictors: (Constant), I am doing my duty in the hospital with largely financial concerns.
 b. Dependent Variable: I think I made a mistake but decided to work from the hospital

The values in the ANOVA table column of the relationship between the variables of significance at $p < 0.01$ level shows that significant. If the relationship were meaningless in this column over

0.05 (random) would do that review. If the relationship in the table to be formulated;
 $F(1,98) = 17.190$; $p < 0.01$ equations can be created.

Table 8: Labor and knowledge I leave this hospital Hampers Factor Table Expressions

coefficient ^a						
Model		Standard Non-Coefficient		Standard Coefficient	t	Sig.
		B	Std. Error	Beta		
1	(Dependent)	1,032	,319		3,238	,002
	I am doing my duty in the hospital with largely financial concerns.	,400	,096	,386	4,146	,000
a. Dependent Variable: I think I made a mistake but decided to work from the hospital						

Coefficient (Coefficient) The table, the regression coefficients used for the regression equation and give their significance. In our example, the coefficient of the variable is done with the hospital's mission largely concerns monetary 0,400, while the steady value of the equation is 1.032.

When we encounter these values into the equation $Y = a + bX$;

$$Y = 0,400X + 1,032$$

We will achieve equality. This equation shows us that the work will be done to a large extent the value of financial concerns at the hospital's mission and how it affects the accumulation of leaving hospital.

CONCLUSIONS AND RECOMMENDATIONS

The duration of their position in the study of the demography of the health workers who participated in the survey and the total duration of 0-5 years of professional experience, has been found to be more involvement of nurses and midwives. Areas of work has been done by the hospital's staff is comprised of employees with less service time, it is thought that in this case the hospital's performance showed an employee profile of the amplifier elements considered appropriate training of human resources. State Hospital in providing services to the health care provision for health services, occupational health services to demanding patients and their relatives is an important factor in the health managers of the leadership characteristics of the carries and also health professionals concluded that usually the desired level of organizational commitment has been reached.

Today, the development of technology and the rapid development of countries in the health sector put into practice one of the most important features of the income they provide to health workers, especially the effect of organizational commitment was investigated in this study. In deciding to work in hospitals they work for health workers is a decisive factor in the amount of income to be obtained. That request usually consists of separation negatives occurring in the workplace. This case raises the particular employee turnover and leads to an increase in hospital costs. Knowledge of which is spent after being hired labor and achieve is a factor preventing the employment of workers. Revenue amounts are low, even if employees choose to depart from this case is circumstantial seeing things. State health agencies are the Ministry of Health hospitals, government health workers are determined to make the normal hours of work in tasks. However, given the continuous shift of health care in the period outside normal working hours are determined by the Constitution operating system is conducted. As a result of this study consists in a certain increase in income it is composed of health professionals and increase their quality of life. The idea of the health service delivery to patients is not limited by the necessity of working hours are not available in all health care workers.

Health care workers who work with beginners applied given a certain period of orientation training are working to ensure compliance with diagnostic and treatment services. Adapt to the challenges of attracting health professionals, and is generally thought to cause inability to adapt to their environment due to the negativity. Hospitals are

areas where patients and caregivers because they are constantly dealing with health care organizations to human health. Patients and their relatives of the disease in question is able to reflect stress situations in which they live every moment because health workers. This situation raises the issue of violence against health workers often on the agenda. Inability to adapt to some of the issues that can be considered as a cause in this way. Income level also one of the factors causing disharmony. In our research, health care workers in this way they think. With a negative impact on organizational commitment in this case leadership qualities that should be solved by health managers.

As in all health care facilities in workplaces there are rules that must be followed. Health care workers are obliged to comply with these rules. The implementation of organizational commitment in a way that caused by health managers should be the main target of these rules. Fees are eligible if they are obtained by ensuring compliance with the rules work. The environment is very stressful working environments, especially in today's violence and the increase in health workers' health study applied psychological pressure is thought to block requests. Employees who choose to take this case they are separated from whatever income jobs.

One of the most important indicators of the health workers of leadership and organizational commitment is to provide health managers. They are working to ensure that the performance of the system started running this commitment into

practice in recent years in this regard. This system allows health workers are increasing their income, organizational commitment and redundancy is provided is prevented. In our research, health workers, increase the enthusiasm of the opinion that it was seen that work proceeds. Arranging the physical structure of the working environment of the employees working will also increase.

People receive power from being a member of a group or a community. Health workers have income if the good is in the group will be always happy and commitment will increase. Be transferred to the employees of the changes occurring in the field of medicine, requirement of showing the highest performance and motivation of employees for this, the creation of a suitable environment in health activities, also to be together often outside working hours is one of the crucial factors that organizational commitment. Health care managers who are leaders property must pay attention to these issues. This issue is triggered by income level again.

As a result of the elimination of monetary concerns of healthcare professionals in the provision of health care workers, or at least the removal of organizational commitment and leadership to the downloading feature it is among the tasks of health managers carrying. Organizational commitment will be achieved through the provision of required performance.

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