

Abstract

This research ; a causal model of nursing professional commitment :a case of professional nurses in Bangkok , has three objectives :

1. To examine the level of nursing professional commitment.
2. To construct an exploratory causal model of nursing professional commitment.
3. To test the causal model employing in path analysis technique.

The causal model is composed of 8 variable: 1) nursing professional commitment ; 2) organizational commitment ; 3) work satisfaction ; 4) role strain ; 5) role conflict ; 6) role overload ; 7) practical skill in nursing practice ; 8) ideology of professional nurse

A sample of 304 nurse was drawn from nurse population from 4 public hospitals and 3 private hospitals in Bangkok.

The study shows the flowing result:

1. In general the sample has considerably lower moderate level of professional commitment.

2. Ideology of professional nurse , role overload, role strain and organizational commitment have direct effects upon nursing professional commitment . Considering relative contribution of the independent; role strain is the strongest, organizational commitment the second and role overload the least. The four variables can explain about 52 percent of the variance in nursing professional commitment. However these effects are partly due to the indirect effect of practical in nursing practice, role conflict and work satisfaction.