



SCOPING REVIEW: DEVELOPING PROFESSIONAL COMMITMENT OF NURSES IN HOSPITAL ORGANIZATIONS

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ABSTRACT

Professional commitment of nurses has become important discussion For answer demands public moment This . Strategic management is needed as step optimize professional commitment of nurses and maximizing quality as well as quality care nursing care provided so that achieved satisfaction patient . Research this is very important done Because related a number of reason namely those related with quality service health , satisfaction patients , and efficiency operational House sick . Besides it is also related about increase quality maintenance Patients , reduce nurse turnover rate , encouraging innovation and development competence , strengthening satisfaction and well-being nurse , improve efficiency and productivity House sick , and form culture strong organization. Limited database search with using CINAHL is done For identify Relevant Medical Subject Headings (MeSH) and keywords contained in title , abstract , and descriptors subject from appropriate literature , PUBMED and SCOPUS with time limit limitation 2018-2023. Development from in self nurse done use reach level satisfaction more work big . In terms of external leadership , role management House hospital and department especially manager nurse own share For support optimization professional commitment of nurses . Important For do development of permanent professional training programs like supervision jobs in the department House sick and workshop empowerment professional self. Important for manager side for strategize or more steps effective For maintain and improve resilience nurse and health status physical and psychological as well as their professional commitment . It is important For make policy service strategic in development program efforts , on-site training Work For increase capacity psychology and skills resilience nurse.

Keywords: leadership; nurses; professional commitment

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INTRODUCTION

Competent nurse considered as source Power rare many countries in the world. (Jafaraghaee *et al.* , 2017) Nurse is profession giver care the biggest one that has role important in increase safety patients and provide quality service. (Al-Hamdan, Dalky and Al-Ramadneh, 2017) Involvement nurse with high professional commitment will impact to loyalty to profession , satisfaction work , efficacy self , safety patient , decline intention move, improve image public to profession , as well as improve giving service competent nursing . (Jafaraghaee *et al.* , 2017; Mitchell, Boyle and Von Stieglitz, 2019; Güven and Ünsal, 2022) There is three factor affecting professional commitment of nurses : belief to mark chosen profession, efforts For understand mark mentioned , as well as determination For maintain membership in profession. (Duran *et al.*, 2021) When professional commitment is low will result in low quality service , progress low career until great desire For leave his profession. (Jasemi *et al.*, 2020).

In 2012 the World Health Organization (WHO) stated that the Southeast Asia region shows data of 55% of patients state No satisfied to service care nursing care provided . Results of the

survey of the Association of Indonesian National Nurses Association (PPNI) 2006 four provinces in Indonesia that show underperformance quality there are 50.9%. (Chiuman Linda, WahyuniArlinda Sari, 2019) Commitment organization nurses at Wates Regional Hospital in category currently as much as 76%. (Ardiyani , Sumarni and Sarwadhamana, 2021) Not quite enough answer nurse on optimal performance and satisfaction service nursing will increase when nurse own good professional commitment . (Jafaragae *et al.* , 2012; Al-Hamdan, Dalky and Al-Ramadneh, 2017; Jafaraghaee *et al.* , 2017; Mitchell, Boyle and Von Stieglitz, 2019) Nurses who have good commitment will show determination For do the best , where they intend look after its membership , persists and does not will give up in face obstacle as well as obstacle . (Ali *et al.* , 2020; Ardiyani, Sumarni and Sarwadhamana, 2021; Lyons and Bandura, 2021) Commitment professional covers commitment to quality , integrity , ethics and responsibility answer in carry out duties and obligations as nurse . A person's professional commitment can beyond commitment to organization place work . This is allow that professional commitment has influence more strong to attitudes and behavior related related activities with profession . (Job-fit and Yulianti, 2022).

The decline professional commitment gives rise to impact bad like employees who leave his job , level Education and professional commitment are two factors that influence intention For leave profession nursing , so that increasing level education and professional commitment . (Hoseini , Rahmani and Tatari, no date; Bratton, 2006; Joker *et al.* , 2022) studies show nurse enter profession This without sufficient knowledge and will , and they own intention For leave his job at least several times during years year work. (Kelarijani *et al.* , 2014; Jafaraghaee *et al.* , 2017) inability operate plan this , resulting in nurse limit self with maintain minimum professional standards aimed at For secure work they. More professional commitment tall increase image public about profession nursing for patients and society broad . Develop a strategy that can guide nurse going to achievement professional goals of nursing and providers service competent nursing is priority in nursing moment this . Then the need for strategic management for organization service nursing as step optimize professional commitment of nurses in maximize quality and quality care nursing care provided so that achieved satisfaction patient.

Commitment professional nurse is one of important aspects in guard quality service health care provided by nurses . When nurses own commitment highly professional , they will in a way active try increase quality self , continue learn , and follow development knowledge knowledge and technology in the field health . Optimization commitment professional nurse can increase quality service health and safety patient . Nurses who have commitment high professional will more tend follow standard established practice , implementing task with integrity , and prioritizing interest patient impact positive on satisfaction Work nurses and achievement more work good . Challenge in optimization commitment professional nurses also don't Can ignored . High workload , conditions suboptimal work , lack of support organizations , and various factor other can influence commitment professional nurse . Therefore that 's important For do the right effort in improve and maintain commitment professional nurse in organization House Sick.

In this article, will done search literature related optimization commitment professional nurse . *Scoping review* will done For understand and describe research that has been done in connection this. With Thus, we will get comprehensive understanding about developing strategies commitment professional nurse . Information This will give strong foundation For development policy , practice and research more carry on in field this , which in the end will support improvement quality service health and safety patients produced by nurses . Research

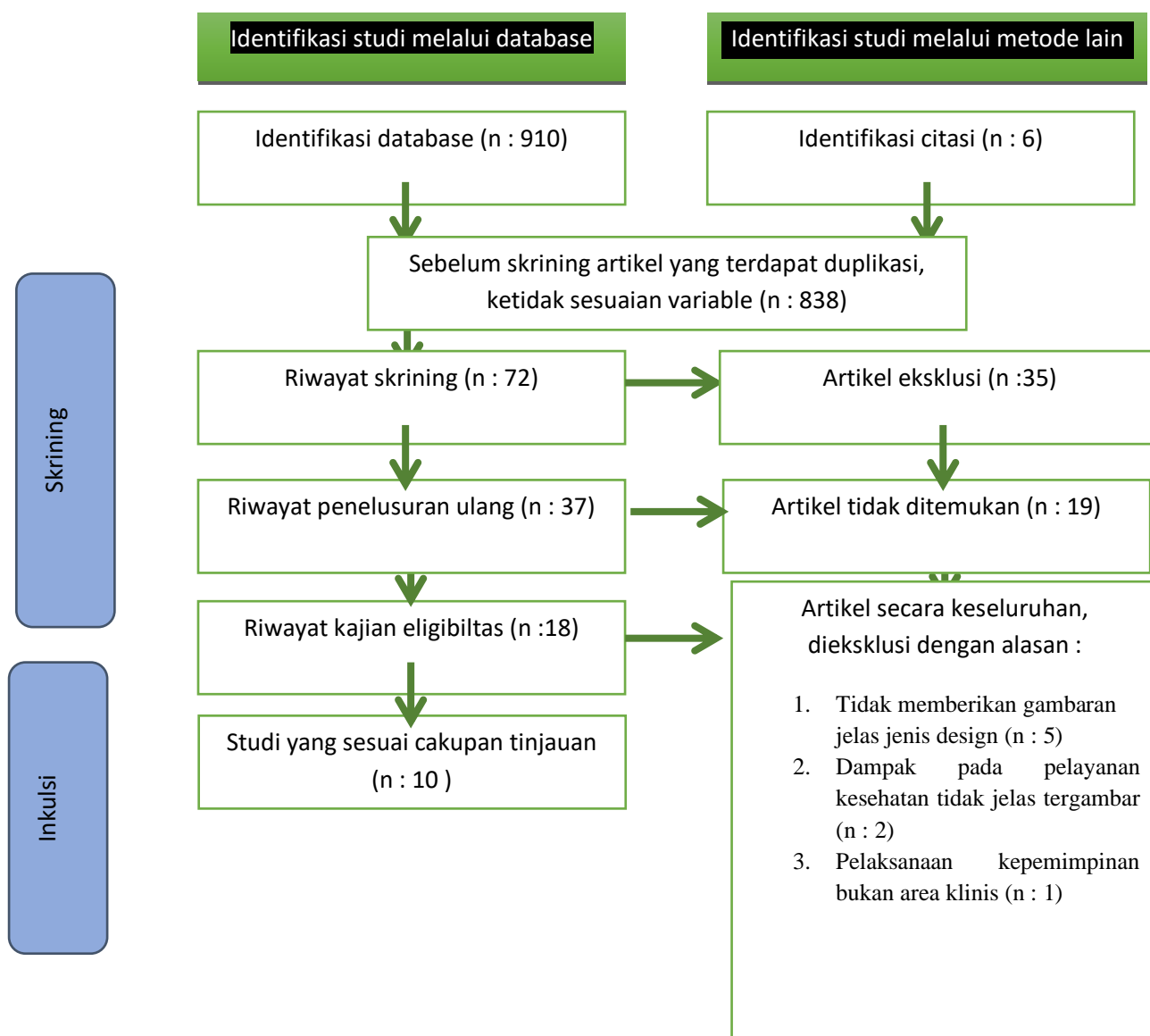
This aiming For Identifying research that has been done previously , as well as areas that are still not enough explored besides it's also for dig factors that influence professional commitment seen from aspect in understanding factors that can increase or hinder commitment nurse in context House sick . And produce insights that can used by managers House sick and maker policy For to design effective intervention in increase commitment professional nurse .

METHOD

Review with criteria limited coverage , used For synthesize various type proof including review colleagues , in various discipline science , on topics , where there is need For map or map existing literature . Protocol review coverage developed with refers to the stage First from framework Work methodology with question study identified “ How optimization professional commitment of nurses?”. Limited database search with using CINAHL is done For identify Relevant *Medical Subject Headings* (MeSH) and keywords contained in title , abstract , and descriptors subject from appropriate literature , PUBMED and SCOPUS. This also includes review to index terms used For describe articles , which lead to the identification three draft main For search that is professional commitment , nursing , keyword optimization professional commitment also becomes center search . Database search is one of the the method used .

Criteria inclusion requires that selected studies For review article own discussion related How optimization commitment nurse moment this is in Indonesia. good started from side academic prepared For tough in facing the world of work in service health . Have results review with direction positive to service health in a way general or service health in a way special . The selected journal articles also have publication range in 2018-2023 . Criteria exclusion For selected articles is related nurses article journal with language used besides Language English with reason Language English as Language international. Stage First with enter keywords commitment professional theme first searched , next enter theme search first in the article data historyat stage second enter theme service nursing, next combining two themes big commitment professional and service nursing with the AND menu. Stage furthermore search with use merging on theme one and two. Stage furthermore is enter keywords with optimization commitment professional who then enter the history. The history in the database will found theme 1, theme 2 and theme 3. Theme 1 AND theme 2 AND theme 3. At the stage First with theme One professional commitment in service nursing 910 articles appeared , then done limitations on journals *professional commitment* appears 37 articles on the theme second service health article Then combined on the theme one and two with 2018-2023 time limit limitation there are 18 articles that refer to the second theme . Selected journal articles in a way overall with use Language English . In total 18 articles Then range time given 2018-2023 restrictions then there are 10 articles entering the area. Journal articles consisting from 10 articles the filtered through criteria inclusion and exclusion that have determined , there were 8 articles that were excluded . The results of the selection studies can depicted in the PRISMA diagram below this . Then articles that have been got will be reviewed by the author , the review process article includes research design , sample , measurement description, analysis and major findings and level of evidence. The results of the study article attached in table 1.

Diagram 1. Extraction and diagrams



In the article review This 10 suitable articles were taken with theme . As for the results review article poured out in the table below This .

Table 1.

Review analysis article						
No.	Citation	Design Method	Sample / Settings	Measurement Description (Major variable and definition) Instrument	Analysis & major findings	level of evidence
1	Kubra Selcuker , Mehtap Uzun Aksoy. (2023) . Determination of nurses' emotional labor behaviors and professional commitment: A Cross Sectional Study	Report studies This follow guidelines strengthening observational study reporting and statements epidemiology . Data collection was carried out online with using information formular Descriptive , using the Behavioral Scale Emotional Workforce Nurses (SELBN) with 24 items, and a scale nursing professional commitment (NPCS) with 26 items	This research was conducted against 287 active nurses work from home University of Sickness november 2020 to January 2021. Turkey .	Nurse have a moderate level of professional commitment mark they lies in consciousness they For strive and maintain professional membership , and belief in goals and subdimensions value . Nursing professional commitment scale be on top average number in literature , research that examines professional commitment of nurses report different results . In study Derin et al 18 professional commitments of nurses reported at low levels . Study Pekeran mention is at a moderate level .	Research result show that Female nurses have behavior emotional distance more deep compared to with nurse male ($p<0.5$). There is significant difference between professional commitment in gender and perception of income level ($P<0.05$) besides That there is significant correlation moderate and positive between professional commitment and behavior Work emotional nurses ($P<0.001$). Nurses have a level of behavior Work high emotional and moderate level of commitment . Higher professional commitment high in nurses will increase behavior Work emotional nurse	Level 6
2	Sefika dilek Guven , Ayla Unsal . (2022). Determining the Relationship Between Professional Self-Self and Professional Commitment in Nurses	Method study This nature descriptive correlational with search connection between price professional self of nurse with professional commitment of nurses , with static descriptive , independent sample t-test , one-way ANOVA direction and Pearson correlation test . Professional Self-Esteem Scale (PSES) and Nursing Professional	With sample as many as 257 nurses . Turkey .	The results show that will choose a profession and satisfaction to profession the is influencing factors positive to price professional self . Those who choose profession with Like willing own price a more professional self tall compared those who don't choose profession Those who are satisfied with their units Work own price a more professional self tall	Total average score of PSES nurses was 89.01 ± 11.97 and the total mean score of NPCS was 63.98 ± 10.11 . The professional self-esteem of nurses is in the category currently as well as professional commitment of nurses is above the moderate level . The existence of connection positive enough significant between price professional self and commitment of	Level 6

No.	Citation	Design Method	Sample / Settings	Measurement Description (Major variable and definition) Instrument	Analysis & major findings	level of evidence
		Commitment Scale (NPCS)			nurses professionalism .	
3	Praptini Yulianti , Noorlaily Fitdiarini . 2022. Increasing Nurses Affective Professional Commitment through person job-fit.	Study This using the SmartPLS data processing program survey 3.0 .	Study This done at home Sick private in Surabaya to 187 nurses	Nurse must own affective professional commitment For do work they with competent and have response more emotional big in nurse patient	Person job-fit (DA-fit) has connection positive and significant with efficacy self . Person job-fit (SV-fit) has influence positive and significant to satisfaction work . Efficacy self and satisfaction Work own influence positive and significant to affective professional commitment .	Level 6
4	Rahim Baghaei , M Yousefi Asl, Rozita Cheraghi , et al . 2022. The Relationship between Professional Commitment, Spiritual Well-Being, and Medication Errors among Iranian Nurses.	This is a cross-sectional study conducted in 2018 Data collected using 4 questionnaires : demographic data , questionnaire report independent artificial researcher about ME nurses , Questionnaire Palutzian and Ellison's spiritual well-being (SWQ), and the scale nurses' professional commitment (NPCS). Coefficient correlation Pearson , Sample T Test independent, analysis variance , and analysis regression used .	against 326 nurses working at the University of Science Teaching Hospital Urmia Medicine , Iran.	Professional commitment is variable important to convince somebody For Keep going devoted to his profession . Professional commitment results in greater spiritual well-being good in service nursing which is No direct reduce ME incident .	Average ME in 3 months final is 1.1 ± 1.64 . The average professional commitment and spiritual well-being of each of $30.67 \pm 7.6b$ and 56.99 ± 13.8 . Correlation significant another spiritual well-being with ME ($r=0.32$, $P<0.001$), no found correlation significant between professional commitment and UM ($r=0.035$, $P=0.52$). However correlation significant between professional commitment and spiritual well-being ($r=0.3$, $P<0.001$). Higher professional commitment high in nurses will increase spiritual well-being .	Level 6

No.	Citation	Design Method	Sample / Settings	Measurement Description (Major variable and definition) Instrument	Analysis & major findings	level of evidence
5	Ivana Barac, Nada Prilic , Jadranka Pluzaric et al. 2018. The Mediating Role of Nurses Professional Commitment in the Relationship Between Core Self-Evaluation and Job Satisfaction .	Study This use cross sectional design using scale Evaluation Core Self (CSES) 12 items (price self , efficacy self , locus of control, and neuroticism), survey Satisfaction Work (JSS) 34 items, and scale Nursing Professional Commitment (NPCS) 26 items. Modeling Structural equations are used For test prediction professional commitment of nurses and evaluation core self satisfaction work . Professional commitment of nurses is a mediator variable that explains What its influence , and correlation all variables are significant	Samples used as many as 584 nurses House Osijek University Hospital between April to November 2016.	Evaluation self can associated with a number of professional dimensions , such as compliance and professional engagement . Self - esteem and efficacy a better self tall with a more external <i>locus of control</i> high and higher neuroticism low make nurse more stable , more safe in professional compliance , and more believe self about involvement they in profession nursing . High ECS score will own professional efficacy and price a better self height that can produce compliance nursing , engagement and retention professionalism more nursing tall .	Analysis correlation show correlation significant positive between satisfaction work and evaluation core self (r0.44, P>0.001) as well between satisfaction and professional commitment of nurses (r=0.464, P>0.001). Furthermore evaluation core self correlated significant and positive with professional commitment of nurses (r=0.402, p>0.001). The results show that professional commitment of nurses mediate connection between evaluation core self and satisfaction work . Bootstrap analysis shows that evaluation core self in partial mediate connection between nurses' professional commitment and satisfaction work (y=0.78, P<0.001) effect No direct evaluation core self towards satisfaction Work through professional commitment of nurses is also significant (y=0.17, p<0.001). Nurses who are more committed to his work , or structure his personality , has more satisfaction big in his job .	Level 6

No.	Citation	Design Method	Sample / Settings	Measurement Description (Major variable and definition) Instrument	Analysis & major findings	level of evidence
6	Farzaneh Hoseini , Hosseyn Rahmani, Mahin Tatari , et al. 2020. Relationship between Professional Commitment and Intention to Leave the job among Nurses Working in Intensive Care Units	Study This using cross sectional with analysis using Nurses Professional Commitment Scale (NCPS) and Anticipated Turnover Scale (ATS). The data were analyzed in SPSS (version 16) using coefficient correlation Spearman's rank , Mann-Whitney test , and Kruskal-Wallis test.	Done against 202 nurses working in the hospital's ICU affiliated illness with the University of Science Medical Golestan , eastern Iran sea .	Average score professional commitment no own significant relationship with age , marital status , education level, income , and shift work . However , there are significant relationship between professional commitment with gender and experience work in the ICU. There are connection compared to significant reverse between total score of professional commitment and its dimensions with trend leave work in ICU nurses .	The average score of nurses' professional commitment (90.40 ± 16.69) and its dimensions own connection compared to significant reverse with intention leave work (36.87 ± 4.87) ($p < 0.05$). There is connection significant between professional and age , experience clinical , and experience work in ICU ($0 < 0.05$). However intention For leave work own connection significant reverse only with experience Work clinical ($p < 0.05$).	Level 6
7	Merve Peker , Ozgur Basdas . 2022. Professional Commitment and work Life Quality level of Nurses.	Method descriptive statistical tests , independent, Mann-Whitney, One Way ANOVA, Kruskal-Wallis Test and analysis were used . Pearson correlation is used For data analysis .	Done to 270 nurses working at Home University Sickness September to December 2017. in Turkey	Data collection was carried out with using the introductory formula Characteristics , Quality Work Life Scale (QNWLS) 26 questions about characteristics descriptive and professional, PC , Unit, and QNWL Nurses . Consisting of of 5 subscales (environment) work , relationship with manager , condition work , perception profession , service support) and the Nursing Professional Commitment scale (NPCS).	obtained the total average score of the scale commitment Profession Nursing is 66.94 ± 12.54 and the average total score of the scale quality life Work Nursing is 104.53 ± 17.38 . Determined that There is correlation positive between subscale commitment profession nursing and scores total scale ($p < 96$)	Level 6

No.	Citation	Design Method	Sample / Settings	Measurement Description (Major variable and definition) Instrument	Analysis & major findings	level of evidence
8	Medina Jasemi , Hossein Habibzadeh , Rasool Gharaaghaji . 2020. The Predictive Power of Moral Intelligence on Professional Commitment in nurses. Vol 20. No.4	Study descriptive-analytical with using stratified random sampling and analyzed use analysis descriptive and regression . Kolmogorov-smirnov test used For know whether the data is normally distributed . And using coefficient Pearson correlation . Inclusion nurse who has experience minimum 1 year clinical , degree Bachelor , working in the ward except intensive care , ER, clinic , children, babies, psychiatrist , surgery , angiography	100 nurses working in Urmia Education center , Iran	Used questionnaire demographics , questionnaire Lenik and Kiel's moral intelligence with 40 questions including 10 competency items morals and Questionnaire Commitment Professional Nurses (NPCS) consist of of 4 items of perception domain nursing (6 items), satisfaction to profession (6 items), Involvement with profession (6 Items) and sacrifice oneself in the profession .	Average score moral intelligence and professional commitment among nurse are respectively * 71.79 ± 8.87 (and 84.50 ± 11.42) . There is connection direct between score overall moral intelligence and professional commitment .	Level 6
9	Admasu Belay Gizaw , Dagmawit Birhanu stupid , stupid Kelbiso et al. 2018. Level of Professional Commitment and Associated Factors among Nurses Working In Jimma Zone Public Hospitals: Jimma South West Ethiopia .	Cross sectional based institution with questionnaire structured . Data is entered and cleaned using Epi-data version 3.1 then exported to IBM SPSS version 20 for analyzed . Descriptive statistics , independent sample tTest, one-way ANOVA direction and linear regression was performed For describe see differences in means and relationships between variables research . The p value is less from 0.05 taken For state statistical significance .	Conducted on 317 nurses in institutions Jimma , Oromia State March 10-April 10, 2014. Ethiopia .	Questionnaire study consists of from characteristics socio-demographic , scale Commitment Professionals and Organizations , scale Satisfaction Work , Communication Scale nurse doctor , stress scale Related Job . Professional commitment scale of nurses adapted from Blau (2003). Commitment scale organization adapted from the instruments developed meyer and Allem (1988, 1990) consisting of from subscale affective , continuity , and normative.	115 (36.3%) nurses have a low level of professional commitment , 88 (27.8%) nurses have a level of commitment moderate and only one third of 114 (36%) nurses who have commitment tall to his profession . Position commitment organization and satisfaction Work identified as a related factor with the level of professional commitment of nurses .	Level 6

No.	Citation	Design Method	Sample / Settings	Measurement Description (Major variable and definition) Instrument	Analysis & major findings	level of evidence
10	Fate Jafaraghae , abbot Ebadi , Shadi Dehghanza deh et al. 2021. Development and Psychometric Testing of Nurse Professional Commitment inventory.	This mixed method research was conducted in the item creation stage and the psychometric test stage. In the first stage, an inventory of 34 items was developed based on the results of the grounded theory and existing literature. The search dates were 2010 to May 2018. In the second stage, we recruited 272 clinical nurses and tested the psychometric properties inventory. Construct validity was tested through exploratory factor analysis. Reliability testing was conducted through test-retest stability testing and internal consistency testing. SPSS version 21.0 (SPSS Corp) was used for statistical analysis. The significance level was set at $p < 0.05$	272 clinical nurses , Iran	In the first stage, a 74-item pull was extracted. After review, the primary version of the Nurses ' Professional Commitment Inventory (NPCI) with 34 items was developed. Eight items were deleted during psychometric testing. In factor analysis, the remaining 26 items loaded on 3 factors: professional engagement, professional performance, and internalization of the profession.	These factors explain 53.92% of the total variance of professional commitment. Intraclass correlation coefficient Cronbach's alpha and mean test-retest for NPCI were 0.92 and 0.88, respectively. The Nurses Professional Commitment Inventory has acceptable validity and reliability. This inventory includes dimensions that indicate the formation of professional commitment. The scale items can reveal nurses' strengths and weaknesses related to professional commitment.	Level 5

RESULT

Identifying dimensions professional commitment of nurses

Bond psychological between a employee with focus his commitment to the organization , profession and team own three different forms . understanding multidimensional professional commitment is also a must explained with three size different components . Understanding multidimensional professional commitment can own implications important For understand bond psychological between a professional with profession they . (Bagraim , 2003; Jafaraghae *et al.* , 2017) dimensions this professional commitment consists of from affective professional commitment (APC), continuing professional commitment (CPC), and normative professional commitment (NPC). Commitment Professional Affective (APC) refers to identification , involvement attachment to his profession . Employees who have strong affective professional commitment still become member his profession , has motivation For develop skills and knowledge nursing , learning , participating in seminars or training with objective development knowledge . (Bagraim , 2003; Jafaraghae *et al.* , 2012; Jafaraghae *et al.* , 2017; In *et al.* , 2019). Continuing professional commitment (CPC) refers to a commitment based on the recognition employee on associated costs with leave his profession . Listen own commitment strong sustainable so himself will make an effort For maintain his

profession , and will involving self in professional activities . Commitment This is form For promote profession nursing . Action feeling proud as a nurse with introduce self as nurse , responsible answer , stay in nursing with desire personal , following membership in organization profession , introducing nursing as a valuable profession as well as loyalty in nursing . (Bagraim, 2003; Jafaragae *et al.* , 2012; Jafaraghaee *et al.* , 2017; In *et al.* , 2019). Commitment (NPC) refers to a commitment based on a sense of obligation. to profession. Employees who have strong normative commitment still will become member his profession . Commitment This can develop Because effective professional socialization or the sacrifices made For become member profession certain. (Jafaraghaee *et al.* , 2017).

Scale of perceived barriers

Moment This the decline professional commitment gives rise to impact bad like employees who leave his job , level Education and professional commitment are two factors that influence intention For leave profession nursing , so that increasing level education and professional commitment can reduce the nurse who left his profession . (Hoseini , Rahmani and Tatari, no date; Bratton, 2006; Joker *et al.* , 2022)

Develop commitment professional nurse

Professional commitment is A the concept that gets attention in a number of year lastly , where involving belief to goals and values organization as well as desire For increase organization . Nurses who have high professional commitment so the more big possibility they For endure in his profession , increasingly big possibility For loyal to his organization and small possibility For leave profession nursing . (Baghaei *et al.* , 2022; PEKEREN and BAŞDAŞ, 2022) Professional commitment can influence loyalty nurse to organization and motivation they do the best . High spiritual well-being will own impact positive to professional identity of nurses and leads to spiritual well-being . (Barac *et al.* , 2018; Baghaei *et al.* , 2022; PEKEREN and BAŞDAŞ, 2022)

Evaluation self can associated with a number of professional dimensions , such as compliance and professional engagement . Self -esteem and efficacy a better self tall with a more external *locus of control* high and higher neuroticism low make nurse more stable , more safe in professional compliance , and more believe self about involvement they in profession nursing . High ECS score will own professional efficacy and price a better self height that can produce compliance nursing , engagement and retention professionalism more nursing tall . (Barac *et al.* , 2018; Gedera, Şendurur and Yıldırım, 2023). Important for manager side for strategize or more steps effective For maintain and improve resilience nurse and health status physical and psychological as well as their professional commitment . It is important For make policy service strategic in development program efforts , on- site training Work For increase capacity psychology and skills resilience nurses . (Joker *et al.* , 2022).

Quality and professional health services is the most important variable that influences climate organization House sick . Nurse report that they will still Work although work the No fulfil hope them . Optimization professional commitment of nurses must developed Good internally or external . Development from in self nurse done use reach level satisfaction more work big . In terms of external leadership , role management House hospital and department especially manager nurse own share For support optimization professional commitment of nurses . Important For do development of permanent professional training programs like supervision jobs in the department House sick and workshop empowerment professional self . Intervention For evaluate care provided can done with development program evaluation self ,

for increase professional efficacy and price a better self high , which can produce compliance nursing , engagement , and retention professionalism more nursing tall .

DISCUSSION

This scoping review give outlook important about optimization commitment professional nurses and their implications to quality service health . Some findings Keys and their implications discussed below this .

Dimensions Commitment Professional Nurse

Study This confirm model three dimensions commitment professionals consisting of from commitment affective , sustainable , and normative. However , our research shows that weight relatively from third dimensions This can varies depends on the context culture and organization . For example , in Asian context , dimensions normative tend more stand out compared to with studies conducted in Western countries. This is Possible reflect difference mark culture that emphasizes obligation and loyalty.Implications practical from findings This is the need approach customized in develop strategies for increase commitment professional . Manager nursing need consider factors culture and organization when designing development programs commitment professional .

Factors that Influence Commitment Professional

Our analysis identified a number of factor key influencing commitment professional nurses , including satisfaction work, environment work , and opportunities development professionals. However , our research also revealed role important from factors contextual like culture organization and style leadership , which is lacking explored in literature previously . In In particular , our study found that style leadership transformational own impact significant positive to commitment professional nurse . This is consistent with findings (Oktaviany *et al.* , 2023) which shows importance role leader in to form behavior Work emotional nurses . Implications from findings This is the need for a development program style - focused leadership leadership transformational among manager nursing .

Our review results show connection strong positive between commitment professional nurses and various indicator quality service health . However , our research is more Far disclose that impact commitment professional to quality service is non-linear, with diminishing marginal effect at a given level very high commitment . Implications important from findings This is that effort For increase commitment professional must accompanied by with attention to other factors that influence quality services , such as burden work and resources available power . Manager House Sick need look for optimal balance between increase commitment professional and manage factors contextual other .

Optimization Strategy Commitment Professional

Based on our analysis, some key strategies For optimize commitment professional nurse includes: 1)Development of a sustainable mentoring program, 2)Repair track clear career, 3)Improvement autonomy in practice nursing, 4)Implementation of recognition and reward programs, 5)Improvement chance development professional sustainable. Our research is more carry on emphasize importance an integrated and sustainable approach in implementation of these strategies . One of them findings important is effectiveness of development programs professionals who combine formal learning with experience practice reflective . This is in line with the concept of " learning " transformative " proposed by (Riska *et al.* , 2024) and can become framework useful work For designing development programs commitment effective professional .

CONCLUSION

Optimization commitment professional nurse is a key strategy in increase quality service health and overcome global challenges in power Work nursing . Approach multifaceted considering individual, organizational, and contextual factors required For develop and maintain commitment professional nurses . Implementation of strategies based on identified evidence in this review, accompanied by with evaluation sustainable and adaptable, potentially For in a way significant increase commitment professional nurses and, ultimately, quality service health .

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