

AN INVESTIGATION OF THE RELATIONSHIP BETWEEN AUTHENTIC LEADERSHIP AND ORGANIZATIONAL COMMITMENT OF NURSING STAFF IN TAIWAN

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ABSTRACT

This study examined the relationship between nursing faculty members' perceptions of nursing directors' leadership and nurses' organizational commitment in Taiwan. According to the social identity Theory, leadership group prototypicality have an important effect in employee's group identity, and work attitude. Leader prototypes are useful heuristics for judgments about leaders in a complex world. The purpose of this study was to investigate the relationship among authentic leadership and other constructs. This study specifically focused on the hospital industry, involving a study sample of nurses from six hospitals in Southern Taiwan. A purposeful sampling method was adopted, and 342 nurses' data were collected. This study used HLM methods to test the hypotheses. The crucial findings of this study revealed a significant association between authentic leadership and organizational commitment via psychological ownership and leader group prototypicality. Sequential mediation analysis revealed a significant association between authentic leadership and organizational commitment via mediators, psychological ownership leader group prototypicality. The tested model provides empirical evidence about the pattern of authentic leadership in health care workplace, thus confirming the important of authentic leadership and followers' positive cognition of their organizations.

Keywords: Authentic Leadership, Leader Group Prototypicality, Psychological Ownership, Organizational Commitment, Social Identity Theory (SIT).