

عنوان مقاله:

Moderating Role of Manager Decisiveness on Policy perception : Case Study : Mashhad's Public Hospitals

محل انتشار:

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خلاصه مقاله:

In recent decades one of the major problems with the gradual turning into modern lifestyle, which society has suffered, is the phenomenon of Policy perception. This phenomenon is of particular importance in the industrialized world and increasingly widespread can affect the health of workers. Many studies have conducted to identify causes of Policy perception, its consequences and how to manage. The Present study with goal of examine the impact of employees' resistance to change and manager's decisiveness on Policy perception and turnover intention. The survey results indicate there is relationship positively between resistance versus change behavior of nurses to Policy perception the results also strongly suggest that manager's decisiveness can moderate effects of resistance to change on Policy perception. Assumptions of the model presented in this paper with responses collected from nurses of Mashhad's Public Hospitals were tested. Totally, of ۲۵۷۸ nurses in Mashhad's Public Hospitals work using the formula of Cochran ۲۵۳ samples were selected in the survey from questionnaire Maliki and colleagues in ۲۰۱۲ used that Cronbach's alpha is ۰.۷۸

کلمات کلیدی:

"Manangement decisiveness, Policy perception"

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