ABSTRACT

CORRELATION BETWEEN NURSE'S KNOWLEDGE AND ATTITUDE WITH COMMITMENT TO ORGANIZE IN PHC HOSPITAL SURABAYA

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Introduction: Hospitals need nurses' good knowledge, attitude and commitment to organize to achieve organizational goals. Nurses' high commitment to organize may affect the provision of nursing services. This study aimed to describe correlation between nurses' knowledge and attitude with organizational commitment in PHC Hospital, Surabaya. **Methods**: This study used descriptive analytic method with cross sectional design. Sampling using purposive sampling with sample size 110 nurses respondents in PHC Hospital Surabaya. Instrument used for data collection was questionnaire on knowledge, attitudes and commitments that was modified by the author. Data were analyzed using Spearman Rank test between two variables. **Results**: The results showed 9% of the respondents had less knowledge, 1% had less attitude, but 25.5% had high commitment in organization. Spearman's rank test results showed correlation between knowledge and commitment to organize had significance $p=0.554$, indicating strong correlation. Correlation between attitude and commitment to organize had significance $p=0.874$, also indicating strong correlation. **Discussion**: Nurses' knowledge and attitudes towards the organization is related to commitment to organize. Nurses' knowledge and attitudes on organization is the best way to improve the individuals' and organizations' performance as well as to maintain the quality of the organization.

Keywords: knowledge, attitudes, commitment to organize, nurse