

## The Effect of Nurse Job Satisfaction on Organizational Inertia

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### Abstract:

Organizational inertia is defined as the persistence of institutions in their existing operational routines, their resistance to change, and their reluctance to embrace innovation. This study aims to examine the relationship between organizational inertia and job satisfaction among nurses. Conducted as a descriptive and correlational study, the research involved 195 nurses working in a public hospital in Türkiye. Data were collected using the “Nurse Job Satisfaction Scale” and the “Organizational Inertia Scale.” Among the participants, 73.8% were women; the mean age was  $33.7 \pm 8.3$  years, and their average length of experience in the institution was  $5.9 \pm 6.3$  years.

While no significant relationship was found between overall job satisfaction and organizational inertia, a moderate positive correlation ( $r = 0.418$ ,  $p < 0.01$ ) was identified between the “positive feelings about work” subdimension of job satisfaction and the “action inertia” subdimension of organizational inertia. A positive relationship was also found between organizational inertia and the perceived importance of the nurse within the workplace.

The findings suggest that organizational inertia and job satisfaction should not be viewed as entirely separate or opposing concepts; rather, they represent different yet occasionally overlapping dimensions of the employee experience. In highly interactive and responsibility-driven professions such as nursing, improving job satisfaction requires more than addressing individual emotional responses—it also necessitates evaluating organizational flexibility, participative structures, and openness to change.

### Keywords:

Organization, Inertia, Job Satisfaction, Nursing.