Table 1 - Mean scores of moral courage and organizational commitment of participants according to their demographic characteristics

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable | | Number (%) | Average score ± standard deviation of moral courage | Average score ± standard deviation of organizational commitment |
| Years of service | Less than 5 years | 52 (38.2) | 62.28 ± 6.30 | 105.05 ± 9.41 |
| 8-14 years | 61 (44.9) | 62.14 ± 6.72 | 100.21 ± 14.70 |
| 15-22 years | 14 (10.3) | 63.71 ± 6.78 | 96.29 ± 11.38 |
| 23-30 years | 9 (6.6) | 63.66 ± 6.83 | 103.33 ± 25.73 |
| total | 136 (100) | 62.47 ± 6.52 | 101.87 ± 13.78 |
| Statistics | | | ANOVA | ANOVA |
| P - value | | | 0.81 | 0.11 |
| marital status | Married | 93 (68.4) | 62.11 ± 6.76 | 102.27 ± 14.11 |
| Single | 43 (31.6) | 63.20 ± 6 | 100.97 ± 13.12 |
| Statistics | | | T - test | T - test |
| P - value | | | 0.37 | 0.61 |
| Education | Diploma | 1 (0.7) | 59 ± 0 | 112 ± 0 |
| Associate | 40 (29.4) | 61.36 ± 7.02 | 102.15 ± 14.22 |
| Bachelor | 91 (66.9) | 63.14 ± 6.30 | 101.76 ± 13.24 |
| Master | 4 (2.9) | 59 ± 5.71 | 99 ± 24.5 |
| Total | 136 (100) | 62.47 ± 6.52 | 101.87 ± 13.78 |
| Statistics | | | ANOVA | ANOVA |
| P - value | | | 0.32 | 0.87 |
| Age | 20 – 30 | 55 (40.4) | 62.66 ± 6 | 104.43 ± 9.30 |
| 31 – 40 | 62 (45.6) | 62.12 ± 7.10 | 100 ± 14.83 |
| 41 – 50 | 13 (9.6) | 63.92 ± 6.67 | 98.53 ± 16.84 |
| 51 years and up | 6 (4.4) | 61 ± 5.32 | 104.83 ± 25.90 |
| Total | 136 (100) | 62.47 ± 6.52 | 101.87 ± 13.78 |
| Statistics | | | ANOVA | ANOVA |
| P - value | | | 0.76 | 0.25 |
| Gender | Female | 119 (87.5) | 62.87 ± 6.48 | 101.74 ± 14 |
| Male | 17 (12.5) | 59.64 ± 6.39 | 102.70 ± 12.39 |
| Statistics | | | T - test | T - test |
| P - value | | | 0.057 | 0.79 |
| type of employment | Official | 62 (45.6) | 64.04 ± 6.37 | 98.82 ± 16.73 |
| Treaty | 6 (4.4) | 55.67 ± 5.69 | 107.83 ± 15.11 |
| Contractual | 22 (16.2) | 60.13 ± 6.24 | 104.04 ± 10.26 |
| Plan employee | 46 (33.8) | 62.3 ± 6.22 | 104.15 ± 9.47 |
| Total | 136 (100) | 62.47 ± 6.52 | 101.87 ± 13.78 |
| Statistics | | | ANOVA TUKEY HSD | ANOVA TUKEY HSD |
| P - value | | | 0.04 | 0.11 |

Table 2 - Mean score of aspects and total score of moral courage and organizational commitment of operating room nurses

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Dimensions | frequency | Lowest score | Highest score | Mean | standard deviation |
| Moral courage | Moral agency | 136 | 4 | 15 | 13.76 | 1.63 |
| Multiple values | 136 | 7 | 15 | 12.54 | 1.9 |
| Enduresthreat | 136 | 5 | 15 | 11.32 | 1.89 |
| Goes be yond compliance | 136 | 6 | 15 | 11.96 | 2.03 |
| Moral goal | 136 | 6 | 15 | 12.88 | 1.78 |
| Total moral courage | 136 | 46 | 75 | 62.46 | 6.53 |
| Organizational Commitment | Affective | 136 | 12 | 44 | 31.5 | 5.35 |
| Continuance | 136 | 11 | 56 | 36.21 | 8.02 |
| Normative | 136 | 12 | 53 | 34.1544 | 5.97139 |
| Total organizational commitment | 136 | 36 | 145 | 101.8676 | 13.77481 |

Table 3 - Correlation coefficient of the relationship between the aspects of moral courage and those of organizational commitment in operating room nurses

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Dimensions of moral courage  Dimensions of Organizational Commitment | Moral agency | Multiple values | Enduresthreat | Goes be yond compliance | Moral goal | Total moral courage |
| Affective | R=-0.06  p=0.47 | R=-0.05  p=0.58 | R=-0.15  p=0.08 | R=-0.06  p=0.508 | R=-0.12  p=0.18 | R=-0.12  p=0.16 |
| Continuance | R=-0.05  p=0.53 | R=0.04  p=0.66 | R=-0.06  p=0.5 | R=-0.08  p=0.35 | R=-0.07  p=0.41 | R=-0.06  p=0.46 |
| Normative | R=-0.01  p=0.88 | R=0.04  p=0.62 | R=0.08  p=0.38 | R=-0.06  p=0.52 | R=0.09  p=0.29 | R=0.04  p=0.66 |
| Total organizational commitment | R=-0.06  p=0.48 | R=0.02  p=0.79 | R=-0.06  p=0.49 | R=-0.09  p=0.28 | R=-0.05  p=0.59 | R=-0.07  p=0.43 |

R = Pearson’s coefficient of correlation P = significance level