

Appendix 2. List of Studies Included in Meta-Analytic Path analysis

2A. Empowerment and nursing performance

1. Choi JY, Kim EK, Kim SY. Effects of empowerment and job satisfaction on nursing performance of clinical nurses. *Journal of Korean Academy of Nursing Administration*. 2014;20(4):426–436. <https://doi.org/10.11111/jkana.2014.20.4.426>
2. Kim MJ, Han JY. Effect of head nurses' authentic leadership on nurses' job satisfaction and nursing performance: Focusing on the mediating effects of empowerment. *Journal of Korean Academy of Nursing Administration*. 2019;25(1):25–34. <https://doi.org/10.11111/jkana.2019.25.1.25>
3. Seo JA, Lee BS. Effect of work environment on nursing performance of nurses in hemodialysis units: Focusing on the effects of job satisfaction and empowerment. *Journal of Korean Academy of Nursing Administration*. 2016;22(2):178–188. <https://doi.org/10.11111/jkana.2016.22.2.178>
4. Ryu SY. The relationship between coaching behaviors of nursing managers, empowerment and job performance of staff nurse [master's thesis]. Seoul: Yonsei University; 2009. p. 1–75.
5. Park SS. Nurses perception of the influence of nurse managers' servant leadership on empowerment, job satisfaction and nursing performance [master's thesis]. Muan: Chodang University; 2015. p. 1–57.
6. Park HK. The structural equation modeling on job performance of clinical nurses [dissertation]. Busan: Kosin University; 2013. p. 1–77.
7. Yang KM. Analysis of the relationship between the empowerment, the job-related individual characteristics and the work performance of nurses. *Journal of Korean Academy of Nursing Administration*. 1999;5(1):39–61.
8. Lee YM. The relationship between nursing performance and organizational effectiveness [master's thesis]. Gwangju: Chonnam National University; 2006. p. 1–73.
9. Hwang SH. The relationship between performance coaching and nursing performance and moderating effect of self-led learning and self-efficacy [master's thesis]. Gimhae: Inje University; 2010. p. 1–48.
10. Han SY. Job performance prediction model for nurses: outpatient nurses in tertiary hospital [dissertation]. Seoul: Yonsei University; 2019. p. 1–149.
11. Han SS, Yang NY, Song SH. The performance, autonomy, empowerment and organizational commitment of the preceptors. *Journal of Korean Academy of Nursing Administration*. 2003;9(4):641–650.

2B. Empowerment and job satisfaction

1. Park YR, Yang S. Nurse managers' facilitative communication and nurses' organizational Commitment, job Satisfaction, and empowerment. *Journal of Korean Psychiatric and Mental Health Nursing Academic Society*. 2008;17(3):342–352.
2. Choi HG, Ahn SH. Influence of nurse managers' authentic leadership on nurses' organizational commitment and job satisfaction: Focused on the mediating effects of empowerment. *Journal of Korean Academy of Nursing*. 2016;46(1):100–108. <http://doi.org/10.4040/jkan.2016.46.1.100>
3. Hwang EJ, Moon SJ. Influence of nursing manager's followership of nurses' perceptions on job satisfaction of nurse: Focus on the control effect of empowerment. *Journal of the Korea Academia-Industrial Cooperation Society*. 2019;20(7):93–101. <http://doi.org/10.5762/KAIS.2019.20.7.93>
4. Park SS. Nurses perception of the influence of nurse managers' servant leadership on empowerment, job satisfaction and nursing performance [master's thesis]. Muan: Chodang University; 2015. p. 1–57.
5. Choi JY, Kim EK, Kim SY. Effects of empowerment and job satisfaction on nursing performance of clinical nurses. *Journal of Korean Academy of Nursing Administration*. 2014;20(4):426–436. <https://doi.org/10.11111/jkana.2014.20.4.426>
6. Kim MJ, Han JY. Effect of head nurses' authentic leadership on nurses' job satisfaction and nursing performance: Focusing on the mediating effects of empowerment. *Journal of Korean Academy of Nursing Administration*. 2019;25(1):25–34. <https://doi.org/10.11111/jkana.2019.25.1.25>
7. Kim H. Nurses' perceptions of job-related empowerment, job satisfaction, organizational commitment and self efficacy [master's thesis]. Daejeon: Chungnam National University; 2005. p. 1–35.
8. Seo JA, Lee BS. Effect of work environment on nursing performance of nurses in hemodialysis units: Focusing on the effects of job satisfaction and empowerment. *Journal of Korean Academy of Nursing Administration*. 2016;22(2):178–188. <https://doi.org/10.11111/jkana.2016.22.2.178>
9. Kim HS. The relationship between the empowerment and the job satisfaction of recovery room nurses [master's thesis]. Seoul: Ha-

nyang University; 2008. p. 1-52.

10. Choi YJ. A study on the related factors of organizational commitment in hospital nurses [dissertation]. Seoul: Hanyang University; 2009. p. 1-113.
11. Choi S. Effects of structural empowerment and professional governance on autonomy and job satisfaction of nurses: a mixed method study [dissertation]. Seoul: Ewha Womans University; 2018. p. 1-120.
12. Nam KH, Park JH. A study on the relationship of empowerment with job satisfaction and organizational commitment perceived by nurses. *Journal of Korean Academy of Nursing Administration*. 2002;8(1):137-150.
13. Lee HK. Nurses' perceptions of job-related empowerment, job satisfaction, and organizational commitment. *Journal of Korean Academy of Nursing Administration*. 2001;7(1):65-84.

2C. Empowerment and organizational commitment

1. Lee SY, Lee MH, Kim HK, Park OL, Sung BJ. Effects of head nurses' servant leadership on organizational commitment among clinical nurses: Focused on the mediating effect of empowerment. *Journal of Korean Academy of Nursing Administration*. 2015;21(5):552-560. <http://doi.org/10.1111/jkana.2015.21.5.552>
2. Choi HG, Ahn SH. Influence of nurse managers' authentic leadership on nurses' organizational commitment and job satisfaction: Focused on the mediating effects of empowerment. *Journal of Korean Academy of Nursing*. 2016;46(1):100-108. <http://doi.org/10.4040/jkan.2016.46.1.100>
3. Lee YM, Kim BM. The mediator effect of empowerment in relationship between transformational leadership and organizational commitment. *Journal of Korean Academy of Nursing*. 2008;38(4):603-611. <https://doi.org/10.4040/jkan.2008.38.4.603>
4. Park MH, Lee JM. The relationships among communication competence, empowerment and organizational commitment of nurses in a general hospital. *Korean Comparative Government Review*. 2013;17(1):125-148.
5. Park YR, Yang S. Nurse managers' facilitative communication and nurses' organizational Commitment, job Satisfaction, and empowerment. *Journal of Korean Psychiatric and Mental Health Nursing Academic Society*. 2008;17(3):342-352.
6. Yang KM. Analysis of the relationship between the empowerment, the job-related individual characteristics and the work performance of nurses. *Journal of Korean Academy of Nursing Administration*. 1999;5(1):39-61.
7. Choi YJ. A study on the related factors of organizational commitment in hospital nurses [dissertation]. Seoul: Hanyang University; 2009. p. 1-113.
8. Park JS. The relationships among professional autonomy, empowerment and organizational commitment of intensive care unit nurses in a general hospital [master's thesis]. Seoul: Yonsei University; 2012. p. 1-75.
9. Kim ES, Lee MH. A study of empowerment related factors of clinical nurses. *Journal of Korean Academy of Nursing Administration*. 2001;7(1):145-163.
10. Lee MS. Relationships of nursing organizational culture to nurses' empowerment, organizational commitment and work happiness in small and medium sized hospitals [master's thesis]. Jinju: Gyeongsang National University; 2015. p. 1-73.
11. Song SY. Effect of emotional labor and psychological empowerment on the organizational commitment of the nurse in the small-medium sized hospital [master's thesis]. Incheon: Gachon University; 2018. p. 1-51.
12. Kim H. Nurses' perceptions of job-related empowerment, job satisfaction, organizational commitment and self efficacy [master's thesis]. Daejeon: Chungnam National University; 2005. p. 1-35.
13. Kim JY. The relationship between leadership and empowerment and organizational commitment [master's thesis]. Suwon: Ajou University; 2001. p. 1-66.
14. Han SS, Yang NY, Song SH. The performance, autonomy, empowerment and organizational commitment of the preceptors. *Journal of Korean Academy of Nursing Administration*. 2003;9(4):641-650.
15. Nam KH, Park JH. A study on the relationship of empowerment with job satisfaction and organizational commitment perceived by nurses. *Journal of Korean Academy of Nursing Administration*. 2002;8(1):137-150.
16. Lee HK. Nurses' perceptions of job-related empowerment, job satisfaction, and organizational commitment. *Journal of Korean Academy of Nursing Administration*. 2001;7(1):65-84.
17. Yom YH. The workplace empowerment on staff nurses' organizational commitment and intent to stay. *Journal of Korean Academy of Nursing Administration*. 2006;12(1):23-31.

2D. Nursing performance and job satisfaction

1. Ha NS, Choi J. An analysis of nursing competency affecting on job satisfaction and nursing performance among clinical nurses. *Journal of Korean Academy of Nursing Administration*. 2010;16(3):286–294. <https://doi.org/10.11111/jkana.2010.16.3.286>
2. Kim MJ, Han JY. Effect of head nurses' authentic leadership on nurses' job satisfaction and nursing performance: Focusing on the mediating effects of empowerment. *Journal of Korean Academy of Nursing Administration*. 2019;25(1):25–34. <http://doi.org/10.11111/jkana.2019.25.1.25>
3. Seo JA, Lee BS. Effect of work environment on nursing performance of nurses in hemodialysis units: focusing on the effects of job satisfaction and empowerment. *Journal of Korean Academy of Nursing Administration*. 2016;22(2):178–188. <https://doi.org/10.11111/jkana.2016.22.2.178>
4. Han SS, Sohn IS, Kim NE. New nurse turnover intention and influencing factors. *Journal of Korean Academy of Nursing*. 2009;39(6):878–887. <https://doi.org/10.4040/jkan.2009.39.6.878>
5. Bae KO. The influence of transformational leadership of nursing unit manager on job satisfaction and job performance of staff nurses [master's thesis]. Seoul: Ewha Womans University; 2007. p. 1–84.
6. Park SS. Nurses perception of the influence of nurse managers' servant leadership on empowerment, job satisfaction and nursing performance. [master's thesis]. Muan: Chodang University; 2015. p. 1–57.
7. Lee SN. Prediction model for nursing work outcome of nurses –focused on positive psychological capital– [dissertation]. Seoul: Hanyang University; 2018. p. 1–149.
8. Choi JY, Kim EK, Kim SY. Effects of empowerment and job satisfaction on nursing performance of clinical nurses. *Journal of Korean Academy of Nursing Administration*. 2014;20(4):426–436. <https://doi.org/10.11111/jkana.2014.20.4.426>
9. Ban YR. The effect of communication satisfaction and job satisfaction on the nursing performance of hospital nurses [master's thesis]. Seoul: Chung-Ang University; 2008. p. 1–59.
10. Hwang Y. Factors influencing nurses' job satisfaction –focused on the leadership and nursing performance– [master's thesis]. Gimhae: Kaya University; 2016. p. 1–63.
11. Lee JM, Gang IS, Yu SJ. The influence of nursing informatics competency on job-satisfaction and nursing performance. *The Korean Journal of Health Service Management*. 2015;9(1):109–122. <https://doi.org/10.12811/kshsm.2015.9.1.109>
12. Na ES. A structural model on nursing performance of geriatric hospital nurses [dissertation]. Busan: Kosin University; 2017. p. 1–94.
13. Shim MY. A study on the correlation among transformational and transactional leadership of head nurse, job satisfaction, organizational commitment, and job performance of nurse [master's thesis]. Gang-neung: Kwandong University; 2005. p. 1–64.
14. Park MO, Park J, Ryu SY, Kang MG, Kim KS, Min S et al. The influence of health promotion life style, perception of head nurse's leadership and job satisfaction on the work performance among nurses of some veterans hospital. *Journal of Korean Academy of Nursing Administration*. 2009;15(1):45–53.
15. Jeong JH. Structural equation modeling on nursing productivity of nurses in a hospital [dissertation]. Seoul: Chung-Ang University; 2008. p. 1–82.
16. Ahn SH. The effect of leadership style on the job satisfaction and nursing performance [master's thesis]. Seoul: Catholic university; 2019. p. 1–66.
17. Han JY, Kim MY. The impact of the followership style on the organizational effectiveness in nursing organization. *Journal of Korean Academy of Nursing Administration*. 2009;15(2):233–243.
18. Shin YJ, Lee BS. The influence of leadership of head nurses on job satisfaction and job performance of staff nurses. *Journal of Korean Academy of Nursing Administration*. 2000;6(3):405–418.
19. Yoon SH. A model for organizational effectiveness in nursing unit. *Journal of Korean Academy of Nursing Administration*. 2002;8(3):457–474.
20. Lee SM. The impact of organizational and individual characteristics on outcome variables. *Journal of Korean Academy of Nursing Administration*. 2007;13(2):156–166.
21. Mun MY, Hwang SY. Impact of DISC behavioral styles on job satisfaction and clinical competencies among newly hired nurses. *Journal of Korean Academy of Nursing Administration*. 2015;21(1):43–52. <https://doi.org/10.11111/jkana.2015.21.1.43>

2E. Nursing performance and organizational commitment

1. Han SS, Sohn IS, Kim NE. New nurse turnover intention and influencing factors. *Journal of Korean Academy of Nursing*. 2009;39(6):878–887. <https://doi.org/10.4040/jkan.2009.39.6.878>
2. Oh HS, Wee H. Self efficacy, organizational commitment, customer orientation and nursing performance of nurses in local public hos-

- pitals. *Journal of Korean Academy of Nursing Administration*. 2016;22(5):507-517. <https://doi.org/10.11111/jkana.2016.22.5.507>
3. Lee YM. The relationship between nursing performance and organizational effectiveness [master's thesis]. Gwangju: Chonnam National University; 2006. p. 1-73.
 4. Yang KM. Analysis of the relationship between the empowerment, the job-related individual characteristics and the work performance of nurses. *Journal of Korean Academy of Nursing Administration*. 1999;5(1):39-61.
 5. Shim MY. A study on the correlation among transformational and transactional leadership of head nurse, job satisfaction, organizational commitment, and job performance of nurse [master's thesis]. Gang-neung: Kwandong University; 2005. p. 1-64.
 6. Jeong JH. Structural equation modeling on nursing productivity of nurses in a hospital [dissertation]. Seoul: Chung-Ang University; 2008. p. 1-82.
 7. Kim JA, Park JS. The impact of leader-member exchange and organizational commitment on nursing work performance in clinical nurses. *Global Health and Nursing*. 2020;10(1):14-22. <https://doi.org/10.35144/ghn.2020.10.1.14>
 8. Shin SC, Lee BS. The relationship between organizational commitment and nursing performance of hospital nurses. *Keimyung Journal of Nursing Science*. 2001;5(1):33-44.
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 10. Yoon SH. A model for organizational effectiveness in nursing unit. *Journal of Korean Academy of Nursing Administration*. 2002;8(3):457-474.
 11. Han SS, Yang NY, Song SH. The performance, autonomy, empowerment and organizational commitment of the preceptors. *Journal of Korean Academy of Nursing Administration*. 2003;9(4):641-650.
- 2F. Job satisfaction and organizational commitment
1. Choi YH, Kim HM. Effect of self-leadership recognized by newly-employed nurses on job satisfaction: Mediating effect of organizational commitment. *Journal of Korean Academy of Psychiatric and Mental Health Nursing*. 2014;23(4):242-249. <https://doi.org/10.12934/jkpmhn.2014.23.4.242>
 2. Choi HG, Ahn SH. Influence of nurse managers' authentic leadership on nurses' organizational commitment and job satisfaction: Focused on the mediating effects of empowerment. *Journal of Korean Academy of Nursing*. 2016;46(1):100-108. <https://doi.org/10.4040/jkan.2016.46.1.100>
 3. Park WY, Yoon SH. The mediating role of organizational citizenship behavior between organizational justice and organizational effectiveness in nursing organizations. *Journal of Korean Academy of Nursing*. 2009;39(2):229-236. <https://doi.org/10.4040/jkan.2009.39.2.229>
 4. Han SS, Sohn IS, Kim NE. New nurse turnover intention and influencing factors. *Journal of Korean Academy of Nursing*. 2009;39(6):878-887. <https://doi.org/10.4040/jkan.2009.39.6.878>
 5. You MA, Son YJ. The relationships of work-family conflict, social support, job satisfaction, and organizational commitment in Korean married hospital nurses. *Journal of Korean Academy of Fundamentals of Nursing*. 2009;16(4):515-523.
 6. Yi J. The structural modeling for nurses' interpersonal competence within an organization. *Journal of Korean Academy of Nursing Administration*. 2015;21(4):366-374. <https://doi.org/10.11111/jkana.2015.21.4.366>
 7. Lee HS. The effect of the nursing organizational socialization promotion program on organizational outcomes [dissertation]. Seoul: Korea University; 2008. p. 1-175.
 8. Park YR, Yang S. Nurse managers' facilitative communication and nurses' organizational Commitment, job Satisfaction, and empowerment. *Journal of Korean Psychiatric and Mental Health Nursing Academic Society*. 2008;17(3):342-352.
 9. Kim MY. Structural equation modeling on nurses' emotional labor including antecedents and consequences [master's thesis]. Chungju: Konkuk University; 2015. p. 1-69.
 10. Chen EY, Park YR. The effect of nursing unit manager's servant leadership on nurses' job satisfaction, organizational commitment, and turnover intention. *Health and Social Science*. 2018;49:117-137.
 11. Cho SH. Study of the head nurse's emotional leadership, the job satisfaction, organizational commitment, turnover intention as perceived by nurses [master's thesis]. Gwangju: Nambu University; 2011. p. 1-59.
 12. Yun HS. Relationship between nurse's emotional intelligence, organizational commitment and job satisfaction [master's thesis]. Seoul: Hanyang University; 2013. p. 1-65.
 13. Choi EJ. The relationship between nurses' self-efficacy, career commitment and organizational performance [master's thesis]. Seoul: Hanyang University; 2012. p. 1-63.

14. Park SE. The effects of emotional dissonance on the employee's job attitudes and the moderating role of job autonomy and social supports. *Korean Management Review*. 2009;38(2):379-405.
15. Wi SC. Comparison of the effect of organizational socialization of the male and female new nurses on job satisfaction and turnover intention [master's thesis]. Incheon: Gachon University; 2016. p. 1-56.
16. Yoo B. Predictive factors of nursing competencies among male nurses [master's thesis]. Gongju: Kongju National University; 2015. p. 1-50.
17. Park JM. Comparison of job satisfaction, commitment to organization, nursing organization culture and turnover intention between university hospital nurses and medium-sized hospital nurses [master's thesis]. Gyeongsan: Yeungnam University; 2016. p. 1-61.
18. Gim H. Effect of mentoring on less experienced nurse's job satisfaction and organizational commitment [master's thesis]. Gimhae: Inje University; 2017. p. 1-64.
19. Choi YJ. A study on the related factors of organizational commitment in hospital nurses [dissertation]. Seoul: Hanyang University; 2009. p. 1-113.
20. Sung MH, Choi WJ, Chun HK. The relationship of negative emotion, emotion suppression, and job satisfaction to organizational commitment in hospital nurses. *Journal of Korean Academy of Fundamentals of Nursing*. 2011;18(2):258-266.
21. Lee H. Related factor of organizational effectiveness in hospital -self-efficacy, faith in supervisor- [dissertation]. Seoul: Yonsei University; 2003. p. 1-139.
22. Jung KI, Oh CS. Clinical nurse's organizational commitment and influencing factors. *The Korean Journal of Health Service Management*. 2011;5(1):101-110.
23. Cho HN. Turnover intention of shift nurses at tertiary hospital: a structural equation modeling [dissertation]. Gwangju: Chonnam National University; 2016. p. 1-159.
24. Kim MH, Jung MS. The effect of head nurse's emotional leadership on nurse's job satisfaction & organizational commitment. *Journal of Korean Academy of Nursing Administration*. 2010;16(3):336-347.
25. Shim MY. A study on the correlation among transformational and transactional leadership of head nurse, job satisfaction, organizational commitment, and job performance of nurse [master's thesis]. Gang-neung: Kwandong University; 2005. p. 1-64.
26. Choi MH. A relationship between fun leadership of head nurses and job satisfaction, organizational commitment and turnover intension of nurses [master's thesis]. Muan: Chodang University; 2015. p. 1-62.
27. Lee HK. Relationship among personality, job satisfaction, organizational commitment and turnover intention of new nurses [master's thesis]. Seoul: Dankook University; 2005. p. 1-59.
28. Cho YK. A structural equation model on new graduate nurses' turnover intention and turnover [dissertation]. Seoul: Ewha Woman's University; 2013. p. 1-128.
29. Yoo SJ, Choi YH. Predictive factors influencing turnover intention of nurses in small and medium-sized hospitals in daegu-city. *Journal of Korean Academy of Nursing Administration*. 2009;15(1):16-25.
30. Choi HJ, Lee SO. Effects of nursing work environment, job satisfaction, and organizational commitment on retention intention of clinical nurses. *The Korean Journal of Health Service Management*. 2018;12(3):27-39. <https://doi.org/10.12811/kshsm.2018.12.3.027>
31. Jeong JH. Structural equation modeling on nursing productivity of nurses in a hospital [dissertation]. Seoul: Chung-Ang University; 2008. p. 1-82.
32. Kim JM. A study of resilience, job satisfaction, and organizational commitment of nurses working in 3 shifts at general hospitals [master's thesis]. Daejeon: Eulji University; 2015. p. 1-71.
33. Kim JK. A study of relationship among conflict, job satisfaction, and organizational commitment on general hospitals. *Journal of Korean Academy of Nursing Administration*. 2007;13(4):421-430.
34. Kim H. Nurses' perceptions of job-related empowerment, job satisfaction, organizational commitment and self efficacy [master's thesis]. Daejeon: Chungnam National University; 2005. p. 1-35.
35. Yang YS, Kang Y. ICU new nurses' job stress, job satisfaction, organizational commitment and turnover intention. *Health & Nursing*. 2013;25(2):47-58.
36. Kim HL. Effects of rational emotive behavior therapy on the nurse's job stress, burnout, job satisfaction, organizational commitment and turnover intention [dissertation]. Gimhae: Inje University; 2015 p. 1-153.
37. Seong YA. Relation between nurse manager's ethical leadership and job satisfaction & organizational commitment of nurses [master's thesis]. Busan: Catholic University; 2015. p. 1-64.
38. Youn SC. A structural equation model of turnover intention of long-term care hospital nurses. [dissertation]. Busan: Kosin University; 2018. p. 1-105.

39. Jang SO. A study on the improvement of head nurse's leadership in general hospital nursing system [master's thesis]. Cheoug-ju: Chunbuk National University; 2006. p. 1-158.
40. Kim M. Effects of job stress, organizational commitment, job satisfaction and leadership style on turnover intention of hospital nurses. *Journal of Military Nursing Research*. 2015;33(1):95-115.
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45. Choi KS. The effect of head nurse's emotional leadership on nurse's job satisfaction, organizational commitment and turnover intention in long-term care hospital [master's thesis]. Yangsan: Yongsan University; 2017. p. 1-70.
46. Lee B. The validation of the emotional intelligence in leadership of nurses in general hospitals [master's thesis]. Seoul: Korea University; 2010. p. 1-81.
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48. Lee HK. Nurses' perceptions of job-related empowerment, job satisfaction, and organizational commitment. *Journal of Korean Academy of Nursing Administration*. 2001;7(1):65-84.
49. Chang KW. A study on structural modeling of organizational citizenship behavior for nurses [dissertation]. Seoul: Kyung Hee University; 2010. p. 1-82.
50. Kim J, Song JE, Lee SK, Heo SK, Sung YH, Lee JE. The effect of emotional intelligence on organizational performance in clinical nurses -a preliminary study for an education program of organizational performance-. *The Journal of Korean Academic Society of Nursing Education*. 2011;17(1):80-89.
51. Lee SK, Park JH. A study on the relationship between autonomy and group cohesiveness perceived by nurses and their job satisfaction, organizational commitment, motivation and intend to stay on jobs. *Journal of Korean Academy of Nursing Administration*. 1996;2(1):5-15.
52. Cho HN, Park AR, Song CE. Mediating effect of organizational commitment in the relationship between job satisfaction and turnover intention for staff nurses working with alternative shift system in the medical-surgical units. *Global Health and Nursing*. 2018;8(1):1-7.
53. Lee J. Staff nurse decisional involvement in South Korea: the concept, measurement, and influence of nurse decisional involvement on nurse job satisfaction, organizational commitment, and turnover intention [dissertation]. Chapel Hill, USA: University of North Carolina; 2016. p. 1-139.
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