

# EXPLORING PERCEIVED ORGANIZATIONAL SUPPORT IN RESPIRATORY CARE EDUCATION

Arzu Ari, PhD, Tiankai Wang, PhD, Sarah Chowdury, MS, Tatum Lane, MS  
College of Health Professions at Texas State University

## INTRODUCTION

**Background:** Perceived organizational support (POS) is the degree to which employees believe that their organization and superiors value their contributions and care about their well-being.

POS has been linked to employee commitment, and job satisfaction.

Understanding the effects of POS on employees allows leaders to improve employees' performance and the success of their organizations.

**Purpose:** To identify the POS across different respiratory care education programs in the U.S.

**Research Questions:** Upon investigating the literature, we derived the following questions:

1. What is the POS within respiratory care educational institutions in the U.S.?
2. How do age, gender, respiratory care degree programs (BSRC and MSRC), and students' success on the national credentialing exam impact POS?
3. To what extent can the components of program resources predict POS in respiratory care education?

## METHODS

**Sampling:** All chairs and program directors of the bachelor (B.S.) and master's (M.S.) degree respiratory care programs in the U.S. were surveyed in this study (n=97).

## METHODS (Cont.)

**Instrument:** The Survey of Perceived Organizational Support (SPOS) developed by Eisenberger et al. was modified after written approval.

Five educators and two program directors reviewed the survey for clarity and relevance to the research questions before administration.

After the review, redundant items were eliminated, and the final instrument included 31 items with a Likert scale ranging from 1 to 7 (1=Strongly Disagree, 7= Strongly Agree).

The Institutional Review Board at TXST approved this study..

**Data Analysis:** Descriptive statistics, Multiple Regression, and Topic Modeling were used for data analysis using STATA, version 17.  $p < 0.05$  was considered statistically significant.

## RESULTS

A total of 67 participants responded to the SPOS survey with a 69% response rate.

The following includes study findings based on each research question tested in this study.

**Question 1.** The participants feel that their organizations support them and value their contributions, well-being, successes, and job satisfaction at work.

They are satisfied with their job and committed to their institutions. They also reported that faculty salaries are equitable relative to the national average, and their institutions encourage teamwork among faculty.

## RESULTS Cont.

**Question 2.** The participants' titles, their total years of administrative experience, students' scores on the national credentialing exam (TMS), and institutions offering both BS and MS degree programs have a direct relationship with POS in respiratory care education programs in the U.S.

Age and gender were inversely related with the POS scores of the participants.

**Question 3.** Student-, program- and participant-related factors predict POS in respiratory care education using the regression equation below.

The following table shows the regression results.

$$POS = \beta_0 + \beta_1 \text{TMC\_Score} + \beta_2 \text{i.Title} + \beta_3 \text{i.Age} + \beta_4 \text{i.Gender} + \beta_5 \text{i.Adm\_Exp} + \beta_6 \text{i.Program\_offered} + \sum \text{Other\_Factors} + \varepsilon$$

VARIABLES	POS (p-value)
Students' TMC Score	0.040 (0.031)
Title (Chair & Program Director)	2.304 (0.029)
Age (40-49)	-1.940 (0.003)
Age (60-69)	-1.909 (0.004)
Gender (Female)	-0.761 (0.026)
Adm_Exp (6-10 yrs)	2.384 (0.000)
Adm_Exp (11-15 yrs)	2.618 (0.000)
Adm_Exp (16-20 yrs)	2.044 (0.000)
Adm_Exp (>20 yrs)	1.065 (0.033)
Programs Offered (BS & MS)	1.426 (0.020)
Constant	1.208 (0.506)
Adjusted R-squared	0.770

## RESULTS Cont.

A topic modeling analysis was conducted based on the participants' opinions about POS in respiratory care education.

As shown in the word cloud below, the words that were more frequently mentioned by the participants included support, institution, budget, year, nursing, and experience.

While they emphasized the importance of support, institution marketing, their years of experience, and program budget, they also mentioned that nursing programs overshadow respiratory care programs at their institutions.



## CONCLUSION

Age, gender, job title, years of administrative experience, students' TMC scores and the type of programs offered impact POS by respiratory care directors.

Student-, program- and participant-related factors can be used to improve POS in respiratory care education in the U.S.