

The purpose of this study ~~is defining~~ was to define factors ~~relating to Affective~~ Commitment ~~related to affective commitment to~~ organization (AC) ~~that depend on~~ years in relation to the duration of ~~nursenursing~~ nursing experience. ~~High scores of affective~~ commitment to the organization is indication A high score for AC is an indicator of low turn-over and high quality ~~of~~ organizational performance. ~~Study~~ The subjects were 957 non-managerial 957 nurses ~~that are~~ working in ~~at~~ three public hospitals ~~whose locations~~ were located in ~~Kantou~~ the Kanto area. ~~Items which were surveyed include~~ The items assessed in this survey included the affective organizational commitment ~~seales~~ scale, superior and coworker support scales, and 12 items ~~made~~ devised by the authors. A total of 624 nurses were responded (65.20 % response rates), rate: 65.2%) and 619 questionnaires were analysed analyzed. Multiple regression analysis ~~shows that~~ showed that AC was correlated with various factors in each category of ~~nursenursing~~ nursing experience (~~shorter~~ less than aone year, one to five years, and longer than five years), ~~AC correlated to various predictors. Shorter~~ Among nurses with less than one year of ~~nurse~~ experience, AC was correlated ~~to [Satisfaction With Job] and [Organizational Justice]~~ One with “job satisfaction” and “organizational justice”. Among nurses with from one to five years of ~~nurse~~ experience, AC was correlated ~~to [Evaluation Of The Hospital], [Chance For Development Of Skill] and [Evaluation Of Work Load]. And nurses with~~

“evaluation of the hospital”, “chance for development of skills”, and “evaluation of work load”. Among nurses with longer than five years of experience, AC was positively correlated to ~~[Superior Support], [Evaluation Towards The Hospital], [Status of Marriage] and [Age]~~. Therefore, with “superior support”, “evaluation of the hospital”, “marriage status”, and “age”. These findings ~~showed~~ indicate the significance of taking care of nurses ~~at~~ with varying ~~years~~ levels of ~~nurse~~ experience in order to strengthen ~~nurse’s affective commitment to the organization~~ their AC.