

**Table 1** Trust, commitment and job satisfaction mean scores for each hospital

Variable	Hospital	No.	Mean (SD)	F	P-value
Trust	Hospital I	43	3.85 (0.99)	0.901	0.441
	Hospital II	162	3.91 (0.64)		
	Hospital III	48	3.73 (0.95)		
	Hospital IV	51	3.76 (0.73)		
	<b>Total</b>	<b>304</b>	<b>3.85 (0.77)</b>		
Affective commitment	Hospital I	43	3.90 (0.68)	3.84	0.01
	Hospital II	162	3.98 (0.58)		
	Hospital III	48	3.61 (0.85)		
	Hospital IV	51	3.81 (0.74)		
	<b>Total</b>	<b>304</b>	<b>3.88 (0.68)</b>		
Continuance commitment	Hospital I	43	3.95 (0.68)	6.74	0.001
	Hospital II	162	4.03 (0.58)		
	Hospital III	48	3.51 (0.85)		
	Hospital IV	51	3.93 (0.74)		
	<b>Total</b>	<b>304</b>	<b>3.92 (0.73)</b>		
Normative commitment	Hospital I	43	3.85 (0.79)	6.66	0.001
	Hospital II	162	3.86 (0.61)		
	Hospital III	48	3.36 (0.83)		
	Hospital IV	51	3.92 (0.92)		
	<b>Total</b>	<b>304</b>	<b>3.79 (0.75)</b>		
Overall employee commitment	Hospital I	43	3.90 (0.50)	10.85	0.001
	Hospital II	162	3.96 (0.42)		
	Hospital III	48	3.49 (0.62)		
	Hospital IV	51	3.89 (0.58)		
	<b>Total</b>	<b>304</b>	<b>3.87 (0.52)</b>		
Job satisfaction	Hospital I	43	4.15 (0.48)	1.55	0.200
	Hospital II	162	4.09 (0.28)		
	Hospital III	48	4.07 (0.48)		
	Hospital IV	51	3.99 (0.37)		
	<b>Total</b>	<b>304</b>	<b>4.08 (0.37)</b>		

SD = standard deviation.