Nurses’ perspective of organizational culture and its relationship with job satisfaction in selected hospitals of Tehran University of Medical Sciences, 1389

Abstract

Introduction: The goal of healthcare system is providing physical, mental and social health of people. Besides, creating an atmosphere and culture which employed human resources be prepared for more effective and more efficient services is another one. Obviously the role of nurses and their perspectives toward the organizational culture in achieving this goal is particularly important. The purpose of this study was to determine the organizational culture (OC) in the Selected hospitals related to Tehran University of Medical Sciences regarding the nurses’ perspective and its relationship with job satisfaction.

Methods: A descriptive co-relational study was conducted. The research sample (212 nurses) were selected through stratified sampling method with proportional allocation and of the groups randomly. The instruments of the study were Organizational Culture Questionnaire based on Robbins pattern and Minnesota Job Satisfaction Questionnaire. After data collection, the data were analyzed using statistical SPSS software version 11 then processed by descriptive and inferential statistics included independent sample t-test, one-way ANOVA, Pearson Correlation Coefficient, Kruskal-Wallis and Regression analysis.

Result: The Study findings showed that the mean total score of nurses’ perspective of OC was 44 percent and their job satisfaction was 11 percent. Among the dimensions of OC, the control and conflict tolerance got the highest and lowest score in sequence. There was a significant statistical relationship between organizational culture and job satisfaction (p<0.01).

Conclusion: The results of this study indicated that nurses’ perspective of organizational culture and their job satisfaction were at the intermediate level. Also, the correlation between OC and job satisfaction was significant. Accordingly, optimizing the organizational culture, providing suitable working platform to improve performance and increase the motivation and nurses’ satisfaction would be essential.

Key word: organizational culture, nurses’ perspective, job satisfaction