Organizational culture and stress at work in the context of empirical research

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Organizational culture has an enormous value for the management of the company, affecting its shape and behavior of the personnel, affects the organizational value. Nowadays stress is considered to be one of the main risks associated with the workplace. The aim of the work is to identify the key stressors that are specific to organizational culture in medical services sector and financial services as well as an indication of their importance for the functioning of the organization. In the survey study 187 respondents participated including 104 medical workers and 83 financial workers, selected at random. In order to analyze the phenomenon of stress in the context of organizational cultures, typology of organizational cultures proposed by Harrison was used. A questionnaire, measuring stress at work, prepared by HSE's Management Standards was also used. A statistical analysis using Mann-Whitney test was conducted together with ANOV single-factor analysis of variance, and Shapiro-Wolf and Brown-Forsythe test. The level of stress that is experienced at work, in the test groups, is similar; among the financial workers there dominated the Goal culture, and the highest level of stress appears in the Control area, and when it comes to medical services workers it appears in the culture of Power, where the highest level of stress is related with: Expectations, support and relations. Organizations should carry out the stress control, which requires exploration, testing and control of the sources of stress in connection with the performance of tasks; stress management is a complex process and requires a large commitment from executives.
Recent Publications

2. Bajurna B (2011) [Factors determining the effectiveness of nurse to lead a team in health care], Praca doktorska, Uniwersytet Medyczny im. Karola Marcinkowskiego, Poznań
3. Cameron S Kim, Quinn RE (2003) [Organizational Culture-diagnosis and change], Oficyna Ekonomiczna, Kraków

Biography

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