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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.

	Employees of the financial services sector			Employees of the medical services sector		
	average	Min	Max	average	min	max
Demands	4.02	4.76	2.84	3.96	4.01	3.83
Control	3.73	4.77	2.89	4.40	4.01	3.30
Manager's support	3.54	3.84	3.24	3.91	3.90	3.80
Peer support	3.64	3.90	3.29	3.42	3.80	3.00
Relationships	3.66	4.28	3.21	3.71	3.94	3.39
Role	3.87	4.34	3.40	3.71	4.07	3.40
Changes	3.81	4.82	3.66	3.36	3.69	3.07

Tab. 1. Stress factors at a workplace in test group

Culture of	employees of the financial services sector		employees of the medical services sector	
	n	%	n	%
power	26	24.13%	30	28.81%
role	18	16.67%	20	23.60%
goal	43	49.80%	22	21.31%
individual	2	2.40%	2	1.92%
mixed	2	2.40%	24	23.08%

Tab. 2. Type of a culture in test group

Stress factor	Level of significance	Dependent factor	Level of significance	Dependent factor
	employees of the financial services sector	employees of the medical services sector	employees of the financial services sector	employees of the medical services sector
Demands	0.075	No	0.010	No
Control	0.005	Yes	0.280	No
Manager's support	0.003	No	0.1470	No
Peer support	0.060	No	0.4420	No
Relationships	0.260	No	0.030	Yes
Role	0.020	No	0.1820	No
Changes	0.2020	No	0.0170	No

Tab. 3. The relationship between stress factors at work, and the culture of the organization for the test groups

Recent Publications

1. Bajurna B (2006) [Work effectiveness carried out under conditions of stress]. In: Głowacka MD: Zmiany w ochronie zdrowia. Promocja. Edukacja. Terapia. Zarządzanie. Poznań
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
4. Czajka P, Frankowska A (2012) [A critical review of approaches to work stress prevention at workplace in a European perspective], Pielęg. Pol 3(45)
5. Czerska M (2003) [Cultural change of an organization, the challenge for a modern Manager], Wydawnictwo Difin, Warszawa.

Biography

Beata Bajurna is a PhD in Health Sciences and also a Specialist in Nursing Anesthesia, Intensive Care, Surgical Nursing and Nursing Epidemiological. She is doing her private nursing and training practice in Leszno/Poznań, Poland.

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