

عنوان مقاله:

Organizational culture in Qazvin University of Medical Sciences: based on the Denison Model

محل انتشار:

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خلاصه مقاله:

Introduction: Existence of appropriate organizational culture can pave the way for achievement of success at universities of medical sciences, which play important roles in health promotion of communities. This study aims to investigate organizational culture status in staff of the Qazvin University of Medical Sciences based on Denison Model. Methods: This cross sectional study was conducted on 276 university staff at the Qazvin University of Medical Sciences in 2016 based on cluster sampling method. Research variables included four organizational culture domains namely involvement, consistency, adaptability, and mission culture. Data was collected by Denison's 60-item organizational culture questionnaire. Cronbach's alpha was used to determine reliability of the questionnaire which was 0.96. Results: In this study, the mean age and job experience of participants were 39.79 ± 7.57 and 15.60 ± 7.59 years respectively. The highest mean score was obtained in adaptability culture, but the lowest mean score was in mission culture. Mean score of organizational culture was 2.93 ± 0.62 , which was medium (normal). There was a significant relationship between organizational culture and staff's educational levels ($p < 0.05$). Conclusion: According to research results, organizational culture was at medium level in staff of the Qazvin University of Medical Sciences, but the mean score for mission culture was low and therefore, needed intervention. Furthermore, holding training workshops with the emphasis on explaining the importance of organizational culture for the staff can help improve their organizational culture.

کلمات کلیدی:

Organizational Culture, Denison Model, university staff

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