

ORIGINAL ARTICLE

# Organization culture affecting organizational climate of professional nurses in Siriraj Hospital

**Kunlarat Promthaisong<sup>1</sup>, Bhusita Intaraprasong<sup>2</sup>, Janya Pataraachachai<sup>3</sup>  
and Teerapong Boonraksa<sup>4</sup>**

<sup>1</sup> Master Degree of Science ( Public Health ) major in health administration , Faculty of Public Health, Mahidol University

<sup>2</sup> Associate Professor, Department of Public Health Administration, Faculty of Public Health, Mahidol University

<sup>3</sup> Assistant Professor, Faculty of Medicine, Thammasat University

<sup>4</sup> Doctor of Philosophy, Research Institute for Languages and Cultures of Asia, Mahidol University

Corresponding author: Bhusita Intaraprasong Email: nimonny@hotmail.com

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## Abstract

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This study was explanatory research which aims to explain organizational culture that affects organizational climate according to the opinions of professional nurses at the operations level in Siriraj Hospital. Research tools used were questionnaires : personal characteristics ,organizational climate and organizational culture by the review of 3 expert consisted of the demographic data. The hypothesis was tested by analyzing relationships using Pearson's product moment correlation coefficient and by analyzing the ability to explain the variance of organizational culture and organizational climate by using multiple regression analysis.

The results revealed that organizational culture according to the opinion of professional nurses at the operations level in Siriraj Hospital overall had a positive relationship with organizational climate . When each type of culture was inspected, it found that clan culture (  $r = 0.71$  ) had a high level of relationship with organizational climate at the highest level. Adhocracy culture(  $r = 0.62$  ), hierarchy culture(  $r = 0.61$  ) and market culture(  $r = 0.42$  ) had a relationship with organization climate at moderate level. Organizational culture could adequately explain the variance in organizational climate. However, only 2 culture types could significantly explain the variance in organization climate: clan culture and market culture could predict 51.9% .

This research recommends that management should set policies to support more clan culture and reduce market culture in the organization in order to promote organizational climate at Siriraj Hospital.

**Keywords:** organizational culture, organizational climate, professional nurse