

## Organizational culture of nurses in a hospital

Any organizational culture has a deep effect on the outcomes and quality of a professional's perseverance. It refers to a shared value system that plays a role in problem solving, working in accordance with the external environment, and managing professional relationships. A hospital culture, in particular, guides healthcare workers to care appropriately for patients and manage human resources effectively (Wooten and Crane, 2003). This paper focuses on the work culture of an important category of healthcare workers, which is nurses, and how their professional culture affects their work outcomes.

Nursing culture is often considered bureaucratic and is spread out across different institutional settings, including hospitals. The profession of nursing has a hierarchical structure and a complicated division of labor in hospitals. All nurses develop a work pattern based on rules, policies and procedures of their workplace. Pressure in the workplace is often created due to financial issues, restraint of resources, and a modernist environment (Kaminski, 2006).

Nurses are often confined to follow the guidelines laid down by the management and have lesser flexibility in their professional decisions. Nursing culture is often monochronic, meaning that nurses are bound by tasks and schedules, often at the cost of their personal lives. They are mostly seen as busy with repetitive spatial patterns, catching snippets of conversation on the go. Nurses are majorly responsible for creating and commanding the structure of hospital culture through their efficiency and perseverance. They exercise their power in providing the best possible care to their patients and elicit positive and healthy behaviors in them. They prove to be a very important link between patients and the hospital environment and work hard to ensure all patients have a good experience (Kaminski, 2006). Hence, their work is of a holistic nature as they strive to maintain a healthy balance in a hospital.

## References

Kaminski, J. (2006). Nursing through the lens of culture: A multiple gaze. Retrieved from

<http://visiblenurse.com/nurseculture.pdf>

Wooten, L. P., & Crane, P. (2006). Nurses as implementors of organizational culture. Retrieved from

[http://www.medscape.com/viewarticle/465920\\_1](http://www.medscape.com/viewarticle/465920_1)