

Virtuousness and effectiveness in hospitals: The moderating role of organizational culture

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Abstract

There are reasons to expect that virtuousness in organizations is associated with positive performance, especially within the context of hospital industry. However, there is a lack of empirical research examining the mechanisms that may explain the relationship between virtuousness and nurses' effectiveness in different hospitals' culture in developing countries. Therefore the relationship between two variables; virtuousness and effectiveness; and the role of organizational culture as a moderator in this relationship are the main focus of this study. In this study the unit of analysis was unit. So, of approximately 150 units in the list of public and private hospitals in the city of Mashhad, 100 units were selected based on probability sampling design. 67 valid questionnaires (67 units) remained. Reliability and Validity were assessed by using Chronbach's alpha and confirmatory factor analysis. Parametric methods were used to test the research hypotheses. The results showed that the effectiveness of hospitals was mostly affected by nurses' virtuousness. Moreover, the organizational culture, as the moderator, had a significant effect on the relationship between virtuousness and effectiveness in hospitals.

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