

ABSTRACT

Diploma thesis on: Perception of health professional role and organizational culture of health care facilities.

This diploma thesis deals with the role of health professionals and the organizational culture in health care facilities. It is particularly focused on the perception of these two phenomena by nurses, who are working in ward blocks of a health care facility.

In the theoretical part there are defined the terms organization, organizational culture, organizational climate and the role of nurse. There are described various views of these terms together with clarifications, how they are approached in this diploma thesis. More detailed are also described possible relations between organizational culture and the management of these facilities including the possibilities of its investigation and influence by leading interventions. The role of nurse is described in the context of nursing courses. There are mentioned also negative impacts, which can influence the perception of the nurse role, filling of her duties, her performance and so perhaps have an effect on reaching the goals and mission of the organization.

In the practical part there are in detail described single steps, which were made before the research itself, including creating of hypotheses. For the research method was used the questionnaire survey. The perception of the organizational culture was determined with the help of six working life areas in the AWLS questionnaire, where some newly created questions about nurse role were added. In this part of the diploma thesis there are also stated results, which were determined by the research. The results show, that there exist relations between the perception of the role by nurses and the perception of their working life (in our conception of the organizational culture).

Key words: organization, organizational culture, management, AWLS, role of nurse