

Impact of Organizational Culture on Employee Motivation: A Study on Managerial Nurses in Children's Hospitals of Sri Lanka

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Organizational culture is a common set of values and norms followed by individuals or groups within an organization. A hospital-based cross-sectional study was carried out to identify the impact of organizational culture on employee motivation in two children's hospitals of Sri Lanka. The level of perception of managerial nurses (matrons, sisters, and in-charge nurses) on how organizational culture (values, norms, and leadership styles) influence in motivating employees was investigated. 71 nurses working at the managerial level from the two Hospitals participated in the study. There was a positive correlation between employee motivation and organizational culture. The results of the linear regression model implied that a meaningful impact of organizational culture exists on employee motivation. Further, the responses from the two respective hospitals showed no difference in two means. These findings were consistent with existing literature and a positive correlation between organizational culture and employee motivation was observed in this study. The results will be useful to measure and adjust organizational culture to motivate employees in order to achieve successful pediatric patient care in Sri Lanka.

Keywords: Organizational culture, Motivation, Health care workers, Leadership styles, Values and norms