

Abstract

The study of “Perceptions of Organizational Climate and Acceptance of Hospital Accreditation : A Case Study of Private Hospital” is a survey research aimed at studying the relationship between personnel's perception towards organizational climate and acceptance of hospital accreditation. It is also investigated the impact of personal factors on perceived organizational climate and acceptance of hospital accreditation and predicts the employee's acceptance of hospital accreditation from the dimensions of organizational climate.

The survey samples included 269 employees of a private hospital. They were randomly chosen from the total of 987 employees by the method of Proportional Stratified Random Sampling, according to job type a 49-item questionnaire measuring perception of organizational climate and a 41-item questionnaire measuring acceptance of hospital accreditation were used. The reliability coefficients were .887 and .967, respectively. The analyzing statistic comprised arithmetic mean, frequency, percent, standard deviation, Pearson's correlation, t-test, one-way ANOVA, and stepwise multiple regression analysis. Results of the study were as follow :

1. The personal perceived organizational climate at a middle positive level and had a high level of the acceptance of hospital accreditation.

2. The perception of organizational climate as a whole and of the five dimensions of organizational climate had positive relationships with acceptance of hospital accreditation as a whole.

3. Personal factors, gender, age and length of employment had no impact on perceive organizational climate whilst education and job type responsibility had impact on perceive organizational climate.

4. Personal factors, age, length of employment, and education had no impact on acceptance of hospital accreditation whilst gender and job type responsibility had impact on acceptance of hospital accreditation.

5. The stepwise multiple regression analysis revealed that the perceive aspects of organizational structure and relationships with in work unit were the significant predictors for acceptance of hospital accreditation as a whole with a total predictability of 37.7%