

Abstract

The purpose of this study, “ Relationships of the perception of organizational culture, the disciplines of learning organization, the organizational justice and job performance of line employees in nursing department of a university hospital ” is to study the relationships between (1) the perception of organizational culture and job performance (2) the perception of the disciplines of learning organization and job performance (3) the perception of the organizational justice and job performance (4) the perception of organizational culture and the organizational justice and (5) the perception of organizational culture and the disciplines of learning organization and to formulate the predictive equation of job performance from the perception of organizational culture, the disciplines of learning organization and the organizational justice.

The group sample included 354 line employees in nursing department of a university hospital and 137 Head Nurses. The questionnaires was divided into 2 parts : 1.For Head Nurse, this part of the questionnaire concerned exclusively on job performance 2. For line employees in nursing department, including Nurses, Practical-Nurses, Administrative Staffs and General workers. This second part concerned mainly on the perception of organizational culture, the organizational justice and the disciplines of learning organization. The following results were obtained :

1. the perception of organizational culture was positively correlated with job performance.
2. the perception of the disciplines of learning organization was positively correlated with job performance.
3. the perception of the organizational justice was positively correlated with job performance.
4. the perception of organizational culture was positively correlated with the organizational justice.

5. the perception of organizational culture was positively correlated with the disciplines of learning organization.

The result obtained from Stepwise Multiple Regression Analysis indicated that, 21.6%, of job performance could be predicted by the perception of the disciplines of learning organization and the perception of the organizational justice .

The outcome of this study revealed that the perception of organizational culture , the disciplines of learning organization, the organizational justice and job performance all were inter-related and had positive correlation among each other.