



# The Impact of the Organizational Culture and Leadership Style on Nurses' Job Satisfaction: An Integrative Review



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## Background

Job satisfaction promotes efficiency and productivity among health care professionals including nurses. Organizational culture and leadership style were viewed to affect job satisfaction and staff retention [1].

**Keywords:** Organizational culture; Job satisfaction; Leadership style; Nurse

## Introduction

This integrative literature review aimed to discuss the impact of organizational culture and the leadership style on nurses' job satisfaction and staff retention [2].

## Methods

Electronic searching for EBSCO, CINAHL, Scopus and Ovid SP databases was performed for the period between 1990 and 2015 [3].

## Results

Of 420 retrieved studies, ninety eight studies were included in this review. The discrepancy between nurses' and leaders' perceptions in relation to the leadership behaviours was problematic. Organizational behaviour is a belief of influencing nurses to know what is required from skills, values, and assumptions. The robust organizational structure which combines values and believes in the working place yields the best performance and higher proficiency. The transformational leadership style gained the superiority over transactional leadership style. Job retention was particularly influenced by both professional commitment and job satisfaction.

The effective leadership style improves both job satisfaction and staff retention [4].

## Conclusion

The organizational structure and staff values must be fully understood to reach the target level of satisfaction. In addition, nursing leaders should approximate their beliefs to the nurses' perceptions to meet their job expectations.

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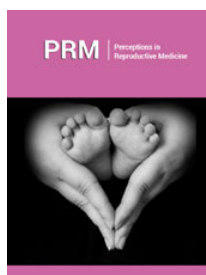
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