

# **Relationship between organizational health and perceived organizational politics in the hospital of Qazvin University of Medical Sciences**

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**The main objective of this study was to determine the relationship between organizational health and perceived organizational politics in the hospital of Qazvin University of Medical Sciences. The study population included medical staff, diagnostic and Office in 2015 estimated that the number of 371 employees, who were ed randomly by stratified simple sampling procedure. This is cross-sectional, descriptive-analytic and survey groups study. For organizational health questionnaires that were applied the pattern adapted Parsons, The first questionnaire by Hoy & Feldman (1987) was prepared. To measure perceived organizational politics questionnaire Kacmar & Carlson (1997), which contains 15 questions are used. The reliability of the questionnaire using Cronbach's alpha, respectively, organizational health (0.88) and perceived organizational politics (0.96) have been tested and approved. To analyze the data in this study, descriptive statistical techniques such as histogram, standard deviation and the mean and inferential statistics such as Pearson correlation coefficient and multiple regression and analysis of variance was used. The results show a significant inverse relationship between organizational politics and organizational health there. The hospital's organizational health in 76.8% cases is high and very high. Also, according to study findings, organizational policy in hospitals in 8.9% cases has been at a high level. And to reduce organizational policy, organizational health in hospitals increased by using the Chi-square test were significantly different.(  $\chi^2=8.703$ ,  $p=0.069$ ) Regarding the relationship between organizational health and employee perceptions of organizational policies and desired outcomes of effective visuals of organizational policies, it is suggested the organization's rules and procedures to be developed in such a way that for clear decision-making and implementation of policies and**

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**guidelines for all employees show interest in the hospital. So as to create a healthy atmosphere based on organizational justice that leads to promote a healthy organization is a complex organization like a hospital outcomes.**

**Keywords : organizational politics, organizational health, hospital**

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