

Observation of socio-moral climate in the hospital – A study with hospital physicians¹

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ABSTRACT

The socio-moral climate (SMC) is part of the work climate in an organization. It contains five dimensions, which can promote moral behavior and (mental) health of employees. Based on a previous quantitative self-report questionnaire study on SMC with hospital physicians, the following research questions emerged: Can SMC be observed? How does an observation tool have to look like? Does it correspond with quantitative findings? The developed observation tool was applied in three medical disciplines in a hospital in Austria. Two observers carried out 21 observations at medical meetings and ward rounds. Additionally, eight interviews were conducted. Analyses showed that 45 % of the observed interactions contained SMC-relevant aspects. The observer agreement was satisfying ($r = .67-.69$) and SMC total values per discipline corresponded with the survey results. This study found that SMC can be observed based on an innovative observation tool developed in this study, which corresponded well with quantitative data.

Keywords

Organizational climate – moral behavior – medical residents – observation methods – qualitative methods

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