


# Chapter 9

## Transformational Leadership Effect on Human Resource Management Through Organizational Culture in the Healthcare Sector of Ethiopia

**Wako Jio**

 <https://orcid.org/0009-0003-6192-459X>

*Bule Hora University, Ethiopia*

**Shashi Kant**

 <https://orcid.org/0000-0003-4722-5736>

*Bule Hora University, Ethiopia*

**Hirut Assegid**

 <https://orcid.org/0009-0003-6192-459X>

*Bule Hora University, Ethiopia*

**Kenenisa Lami**

*Jimma University, Ethiopia*

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## **ABSTRACT**

*The chapter studies how transformational leadership influences Human Resource Management practices within the organizational culture of Ethiopian healthcare. With data from 385 healthcare practitioners the research uses quantitative methods to analyze the connections between transformational leadership methods while studying human resource management and organizational culture. The Kaiser-Meyer-Olkin (KMO) test shows ideal data suitability for factor analysis. The research validates transformational leadership and organizational culture constructs through Confirmatory Factor Analysis to verify they produce reliable and valid results. Our SEM analysis with AMOS measures how transformational leadership affects HRM success paths mediated by organizational culture. Our analysis shows that when leaders embrace transformational behaviors they help HR practices with support cultures which create better employee work results and higher satisfaction. HRM systems in healthcare organizations and provides needed guidance for Ethiopian health care administrators.*

## **INTRODUCTION**

Global businesses now use transformational leadership methods because these methods strongly affect how well organizations perform especially in healthcare settings (Rojak et al., 2024). Global healthcare systems need strong leadership now more than ever because they must enhance their services while boosting workplace productivity and inspiring their employees. In the 1970s James MacGregor Burns founded transformational leadership by showing how leaders stimulate followers past their personal needs for the organization's benefit (Eaton et al., 2024). In healthcare this approach works best because people matter most and cultural values directly shape how teams work.

Research proves transformational leadership produces better organization results such as higher employee happiness rates and keeps staff engaged while improving total performance (Rojak et al., 2024). Research indicates that groups led by transformational leaders create an environment where people trust each other more while working together to develop fresh solutions that help healthcare organizations respond to their fast-changing environment. The healthcare system in Ethiopia faces everyday operational problems including shortages of resources, people leaving their jobs plus few chances to train new people properly. Many research gaps exist between transformational leadership and HRM because scholars have not yet thoroughly studied how these fields work together in Ethiopian medical organizations.

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