


# Chapter 4

## Mediation of Organizational Culture Among Transformational Leadership and Well- Being of Healthcare Providers in Africa

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## **ABSTRACT**

*The analysis investigations the organizational culture's middle position in the relationship among transformational leadership methods and African healthcare provider well-being. An investigation with 385 healthcare professionals uses a methodological design that includes the KMO measure for sampling adequacy and Confirmatory Factor Analysis and Structural Equation Modeling analyses performed using AMOS software. Based on 5Ss Theory, the investigation demonstrates how organizational culture serves as a fundamental factor to transform leadership conduct into better well-being outcomes for healthcare providers. A positive organizational culture plays a key function in transforming the influences of transformational leadership within healthcare organizations. The final section highlights healthcare administrators and policymakers should focus their funds on developing leadership programs together with cultural augment strategies because these actions result in augmented wellness among healthcare staff thus generating superior patient care outcomes and organizational results.*

## **INTRODUCTION**

The wellness of frontline medical staff is a big deal all across the globe, as they have direct control over how well patient care is maintained and how well the whole health system is running. Knowing what makes doctors, nurses, and other health workers feel better has become super important for countries that want to improve health results. A key factor that contributes to this is transformational leadership (TL), as it motivates individuals by inspiring them to achieve the team's goals (Bagga et al., 2023). There's not much research as to how organizational OL (OC) may mediate this link, especially in African settings (Akpa et al., 2021). James MacGregor Burns was the first to discuss the concept of TLship (TL) at the end of the 20th century and revealed how leaders can blend the purposes of their followers with the purposes of a group (English & Ehrich, 2024). Over time, research has identified TL to be more effective at delivering joyful workers and effective performance (Bagga et al., 2023). Most of the trials examine Western societies so we don't have a favorable idea of how these dynamics play out in Africa, which is culturally diverse (Bagga et al., 2023).

In this field, it is difficult to apply the theories in practice because of financial constraints and the differing levels of employee integration into organizations, which complicate the implementation of these theories in health organizations. Barriers and complications around implementing the practices of TL mess up the creation of supportive OC (Akpa et al., 2021). Current research ignores specific job-site

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