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Driving Healthcare Transformation through Culture Change in the Kingdom of Saudi Arabia (KSA) (*)

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Abstract

Culture is considered important for the success of an organization to initiate and manage change. The literature search of the Kingdom of Saudi Arabia (KSA) studies revealed very limited findings in the field of organizational culture either in healthcare or non-healthcare settings. This study will serve as a starting point with the available studies in a healthcare setting. In addition, this study will establish the organizational culture profile of the Ha'il Health Cluster (HHC), which is a newly formed Accounting Care Organization (ACO), formed as part of the healthcare transformation in KSA (MOH, 2017). It will serve as a reference for the other ACOs to help them move from being part of the Ministry of Health into independent ACOs.

Keywords: Healthcare, Transformation, Organizational culture, Saudi Arabia, Accounting Care Organization (ACO).

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