

ABSTRACT

This dissertation focuses on the interaction between the prevailing institutional culture of Czech hospitals and the process of implementing palliative care. The purpose of this study was to determine the extent and manner in which the current institutional culture of Czech hospitals interacts with the process of implementing palliative care. The study is based on theoretical assumptions that palliative care differs from the traditional biomedical model of care by its holistic approach, which focuses on the physical, psychological, social, and spiritual needs of patients. It also focuses on the role of psychological safety and reflexivity in the process of changing organizational culture. The empirical part of the work was conducted using mixed-methods research. The results show that the implementation of palliative care in hospitals faces numerous challenges that are partly rooted in the prevailing organizational culture of Czech hospitals. The work provides recommendations for more successful implementation of palliative care, including the need to change organizational culture, increase awareness of palliative care among medical staff, and support the development of psychological safety.