

The study examines the role of employees' resilience and organizational culture on the sustainable performance of tertiary hospitals in Oyo State, Nigeria. The specific objectives were to: analyze the nature of relationship that exist among employees resilience level, organizational culture and sustainable performance; examine the influence of employees resilience level on sustainable performance; determine the impact of organizational culture on tertiary hospitals sustainable performance; investigate the moderating role of organizational culture in the relationship between employee resilience level and tertiary hospitals sustainable performance; and assess the impact of medical personnel resilience on patient satisfaction in tertiary hospitals.

This study adopted quantitative design through a survey approach. Questionnaire was made use of to gather data. The population of the study comprises of two (2) sets of respondents which were Medical Personnel and Patients, 338 Medical Personnel and 50 patients were the sample size. The data collected were analyzed using descriptive statistics tools, such as tables, frequency counts, mean and standard deviation and; inferential statistics techniques; such as; correlation and multi-linear regression analysis.

The result indicates that employees' resilience level has a positive significant correlation with organizational culture ($r = 0.32, p = 0.000$) and organizational culture had a positive significant relationship with sustainable performance ($r = 0.36, p = 0.000$). employee resilience have significant influence on tertiary hospitals sustainable performance ($F(3,334) = 19.35^{***}, p = 0.000$). The result revealed that autonomy ($B = 0.182, p = 0.000$) and collaboration ($B = 0.188, p = 0.000$) which were measures of organizational culture are significant predictors of tertiary hospital sustainable performance. The results also revealed that organizational culture does not have moderate relationship with employees' resilience level and sustainable performance ($F(2,335) = 108.801^{***}, p = 0.000$). the result as well revealed that patients are satisfied with the explanation mode of the medical personnel, as well comfortable with the ways by which the medical personnel relates with them and were satisfied with the professionalism displayed by the medical personnel relates with them and were satisfied with the professionalism displayed by the medical personnel.

The study concludes that employees' resilience and organizational culture have relationship with sustainable performance while employees' resilience level has a positive correlation with organizational culture.