

## the introduction

The aim of the study: Strengthening the organisational culture that contributes to developing employees capabilities and raising the level of performance

Study methodology: Extrapolation of relevant phenomena. Objectives of the study. This approach begins from the details and reaches the whole that is through analytical induction of administrative thought

Theoretical contribution: It can be said that at the end of the seventies and the beginning of the eighties of the twentieth century what could be called a cognitive explosion occurred in the field of studying organizational culture where various studies were conducted to identify its impact on the behaviour of individuals and the performance of organisations

## Recommendations

- The study yielded several results as follows:
- 1.Regarding the behavioural aspects :1.Strengthening the behavioural aspects related to employees commitment to implementing systems laws and regulations
  - 2.Continuing to work on activating positive employee behaviours that contribute to creating a good image of Amanat Alul
  - 3.Each manager can divide the change process in light of the term of change which may differ from one organisation to another so that he begins with himself as a good role model starting with discipline openness transparency and honesty
  - 4.The importance of the state role spreading and activating the role of performance-enhancing behaviour

With regard to procedural aspects modifying some work systems and procedures that are characterized by bureaucracy and slow procedures specifically I both the effectiveness of communicating decisions and senior management in the employee secretariat

It is necessary to clarify the qualifications necessary to fill positions and always emphasise placing the right person in the right place avoiding authority leadership systems and following democratic leadership systems

With regard to organisational aspects enhancing the role of creativity rewarding innovators and creators provided that this reward is done immediately and in a manner commensurate with the amount of creativity and always encouraging employees to express their opinions