



Midocean University

Management college

Bachelor degree in project
management

The impact of organizational culture on employee's job performance

Samira Mufleh

Graduation project _1

Supervised Dr.Mona Mustafa

Faculty member ,College of Management,Midocean University

Introduction to the research:

The culture of a society consists of the values and behavioural standards that prevail in it This includes religious beliefs and various values such as and various values such as appreciation of individual freedom appreciation of the group respect for parents and others customs and traditions All of these values are transmitted to the members of society and established in their minds through various social influences such as the family,friends,and cultures differ from one society to another and from time to time in the same society.Rather , differ within one society,between the village and the city , for example.As long as the culture of society has a fundamental influence on the formation of the individual personality and behaviour,it is natural for that culture to influence the ways and means of management It is worth noting It's when it works an individual in an organisation comes it infuenced by the value and beliefs that it used before, and these values and beliefs,of course do not help him at all to succeed in the organisation He must learn to run the organisation Society has a social culture and the place in which individuals work has an organizational culture

Scientific background and previous studies in the field of research :

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 studving organisational culture, where various studies were conducted to identify its impact on the behaviour of individuals of individuals and organizations

In addition, there are reasons that paved the way for the emergence of the school of organization culture ,the most important of which are the following

- 1_The need for a more comprehensive approach that helps explain aspects related to the organization climat
- 2_The difference between some organizations and others in organizations performance does not provide some similarity in organizations structures, environmental reactions, etc
- 3_The impact of national cultures on performance :The success achieved by Japanese companies and their superiority over their Western counterparts had a great impact on the search for the reasons for this success and superiority
- 4_The necessity of having special strategies and policies for Human Resources management in line with the different cultures and societies in which multinational companies practice their activities

Some believe that organizations culture is one of the most powerful coordination methods in work , as it is the social magic that maintains the integrated fabric of the organization Organizational success is linked to the strength of organizational culture and its impact on

achievement and performance, and it the key to implementing strategies .Organizational culture also affects performance through adaptation Appropriate technology :It is noted that whenever Organizational structures are rigid , they will reject innovation and innovation

The importance of research

1. The Organizational culture perspective is a new approach to change management, especially when organizations operate in unstable environments, as one of the strategic issues facing senior management is to create the organization's culture in a way that is consistent with its strategic choice
2. The study of organizational culture is today considered a fertile field of study and research, as the study of Organizational culture directs research attention towards the symbolic aspects in the life of organizations instead of focusing on the tactical aspects
3. There is an urgent need for the results of such field studies for those responsible for the management of organizations so that plans can be developed, policies can be drawn up, systems can be designed, decisions can be made, and procedures can be determined that will strengthen the positive feelings and feelings of employees

Research problem

The organizations culture is one of the most important components of the organizations internal environment and can be inferred through shared beliefs expectations and values Is this prevailing culture consistent with current goals ,policies and strategies,and what is the impact of this culture on the basic factors facing the organization the most important of which are productivity performance and adaptation to variables that occur in the surrounding environment and culture can be a tool of strength or a source of weakness

المراجع

رسالة

الدويلة مهند يوسف (٢٠٠٧) أثر الثقافة التنظيمية على اداء الموظفين في الشركات الصناعية الكويتية

العتيبي بشر محمد (١٩٩٩م) علاقة الثقافة
القيادية بإتخاذ القرارات في الأجهزة الامنيه

مجلة

السيد هناء أحمد (١٩٩٥) ثقافة المنظمة وأثرها على الفعالية التنظيمية نموذج مقترح بالتطبيق على المؤسسات الصحفية القومية مجلة
الدراسات المالية والتجارية (العلوم الإدارية) كلية التجارة العدد الأول يناير السنه الخامسه