

# Criteria for research questions

what are the Characteristics that characterise the prevailing organizational culture in the region municipality

What are the cultural factors and variables affecting the level of job performance in the secretariat of the governor of the village of Umm Ghira

What is the relationship between the organizational culture of the municipality of Umm Ghira Governorate and the level of job performance of its employees

## Criteria for Research Objectives

Identifying the nature of organizational culture and its characteristics in the municipality of Umm Ghaira villag

Strengthening the organizational culture that contributes to developing employees capabilities and raising the level of job performance

Determining the impact of organizational culture on the job performance of employees in the governorat

# Criteria for research Hypotheses

There is no statistically significant relationship between the regulations and laws regulating the regions municipality and the level of job performance of its employees

There is no statistically significant relationship between the organizational values prevailing among employees and the level of job performance in the governorate

There is no statistically significant relationship between the organizational beliefs prevailing among employees and the level of job performance in the government

# Criteria for Empirical Study

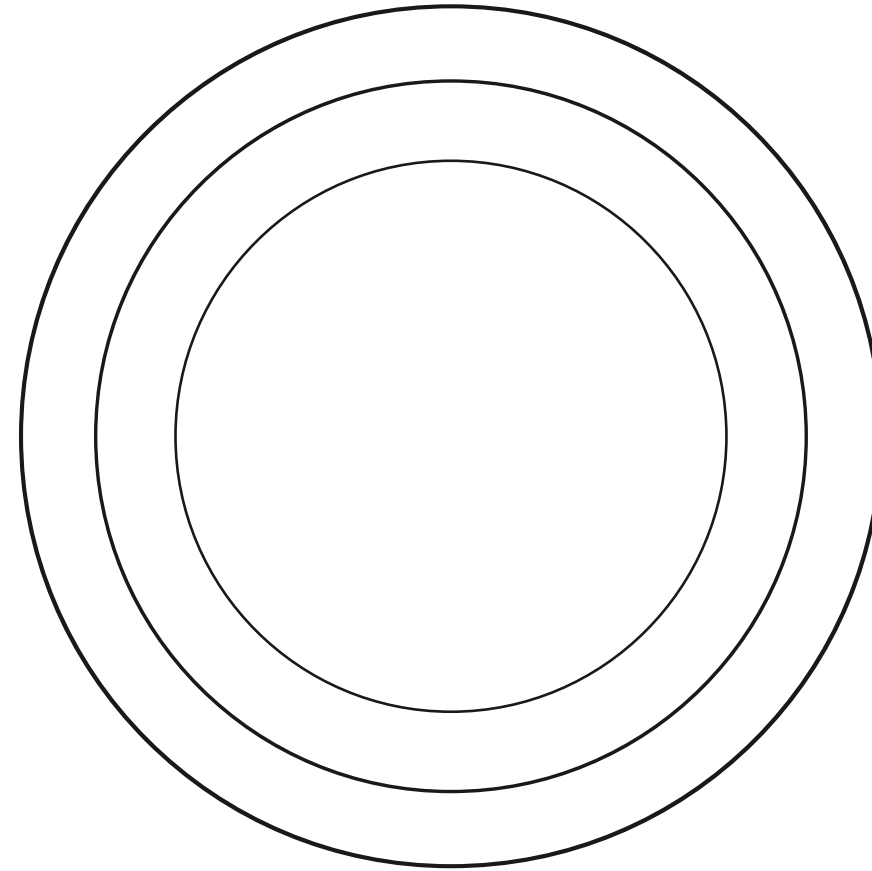
Al -Ula Governorate Municipality

Variables

An independent variable is the organizational culture in its various dimensions including political procedur organizational values and organizational beliefs

Dependent variable,which is the main dependent variable which is the level of job performance of employees

# Research Methodology



In light of the research problem it's importance objectives and hypotheses the inductive and deductive approaches will be followed

The inductive approach: This approach relies on extrapolating various phenomena relat to the different of the stu This appr star from the detai and reaches the wholes that throu analy inducti of administra t  
hio relying on books references and scienti periodicals evading organizational culture it's types sources and levels and how it is manag by the organizational management

The deduction approach: This approach depen on reaching the unknown through the known It begins with the genera rulings and then the research deduces the specifi ruling from them on the bas the what we rule with reg to general also applies to particulars

## Drawn Suggested Project Structure

The culture of society has a fundamental influence on the formation of an individual personality and behaviour. It is natural for that culture to influence the ways and means of management. Culture affects how we perceive and interpret the environment. It is worth noting that when an individual works for an organisation, he comes to it influenced by the values and beliefs that it worked before.

### Introduction

culture is tool of strength or a source of weakness. It is a strength because it facilitates the communication process and facilitates the process of decision making and control within the organisation. This is addition to achieving cooperation and commitment within the organisation. Therefore, the stronger the culture, the greater the efficiency of performance. On the other hand, if it is possible for culture to turn into a source of weakness within the organisation when the shared values and beliefs of individuals differ from the organisation's needs and strategy, thus the problem of the study crystallizes in the following main question: what is the effect of dimensions of organizational culture on the job performance of employees from the point of view of employees in the Al-Ula Governorate Municipality?

### Literature Review

An inductive approach that relies on the extrapolation of various phenomena related to the objectives of the study. This approach starts from the details and reaches the wholes that is through analytical induction of administrative thought relying on books, references and scientific periodicals regarding organizational culture, its types, sources, levels and how it was managed before managing the organisation. This is a deductive approach. This approach depends on reaching the unknown through the known. It begins with the general judgments then the researcher deduces the specific judgment from them on the basis that what we judge in particulars. To achieve this, the deductive approach will be relied upon to try to test the relationship between organizational culture and the level of job performance of employees.

### Research Methodology