# Organizational Culture And Employee Commitment A Case Study

Are there common elements found in an organization's culture which can be used to predict the amount of organizational commitment employees have? To address this question, one hundred thirty-eight members of a single organization were surveyed using three organizational commitment scales developed by Meyer, Allen, and Smith (1993) and the Corporate Culture Scale created by Elmer H. Bu (1988). This study supports the general hypothesis that perceived cultural elements (such as a dress code, an organizational motto, co goals, etc.) predict organizational commitment from its members. Such research illustrates how the effects of one's corporate environm (rather than employee personality traits) may be overlooked when determining one's organizational commitment. Such research also provides an indicator as to the level of commitment that an organization might expect to receive from its members based on the emph placed on the cultural elements it possesses.

Formation of company citizenship leads to success for the multinational companies by creating psychological alignments of the employe This, therefore, should be considered as the international strategy of a multinational firm to create unique resources for competitive su Successful multinational firms develop a common pattern of business performance by creating company citizenships, which include a pr focus on such values as organizational innovation, and a goal orientation. These values ultimately create commitment of the employees. book proposes that there are some specific espoused values in every important multinational company, which form their organizational cultures and create values, which in turn may create enhanced performance of the organization. We can call this interrelationship betw culture and performance as the company citizenship. This company citizenship can be transmitted from one part of the globe to anothe through the transmission of its corporate management and operations management system as a strategy of a multinational company.

A high level of employee commitment holds particular value for organizations owing to its impact on organizational effectiveness and employee well-being. This Handbook provides an up-to-date review of theory and research pertaining to employee commitment in the workplace, outlining its value for both employers and employees and identifying key factors in its development, maintenance or decline. Including chapters from leading theorists and researchers from around the world, this Handbook presents cumulated and cutting-edge research exploring what commitment is, the different forms it can take, and how it is distinct from related concepts such as employee engagement, work motivation, embeddedness, the psychological contract, and organizational identification.

The Relationship Between Critical Dimensions of Organizational Culture and Employee Commitment[

Handbook of Research on Organizational Culture and Diversity in the Modern Workforce

The Nature of Organizational Culture and Its Impact on Employee Commitment and Consequent Behaviors

Commitment in the Workplace

Eurasian Business and Economics Perspectives

The Influence of Toxic Leadership on Employee Commitment and the Mediating Role of Organizational Culture

This study examines organizational culture as a factor in retention of qualified employees in the gas and power sector in Egypt. The purpose was to examine the relationship of four dimensions of organizational culture to employee commitment to stay with an organization. Technicians, supervisors, managers and executives in the gas and power sector in Egypt were surveyed using PIES CAT (Smith, 2004) to measure the organizational culture and using OCQ (Mowday et al, 1979) to measure the employees' commitment. Three-hundred and eighty-nine employees received the survey. Three-hundred responses were included in the analysis. There was positive correlation between each of the organizational culture dimensions and employees' commitment. Findings indicated that employees older in age, in experience, and those in managerial positions reported higher scores on both organizational culture and commitment. Companies should consider means to improve employees' perception of the organizational culture as part of efforts to improve their commitment to stay with the organization.

This book presents selected papers from the 32nd Eurasia Business and Economics Society (EBES) Conference - Istanbul. Due to the COVID-19 restrictions, the conference presentation mode has been switched to "online/virtual presentation only". The theoretical and empirical papers gathered here cover diverse areas of business, economics and finance in various geographic regions, including not only topics from HR, management, finance, marketing but also contributions on public economics, political economy and regional studies.

Leadership is an essential component of higher education institutions as it influences the organization's ability to fulfill its mission and achieve its goals. Leadership is vital as it affects employees in various areas that may influence their ability to perform their professional duties. Leadership is aligned with the success of an organization and impacts the motivation of employees on their achievement to successfully accomplish the institution's goal. Transformational leaders encourage individuals to support each other and the organization as a whole and creates an environment of trust, loyalty and respect for the leader by the followers. This leadership style may be applied by leaders in higher education to improve the work experience of their followers. The purpose of this study was to better understand the relationship between transformational leadership and the following variables: employees' job satisfaction, productivity, and affective commitment in such setting. The researcher used a quantitative non-experimental approach. A sample size of 100 participants was recruited to take part in the study. Data collection was done through three instruments: Leadership Practice Inventory (LPI), Three Component Model (TCM), and Index of Job Satisfaction (IJS). Data analysis was conducted through IBM SPSS (Version 27) and hypothesis tested was analyzed using Pearson Product Moment correlations. Increasing values of inspiring a shared vision corresponded with a greater feeling of job satisfaction. Additionally, increased values in inspiring a shared vision correspond to greater levels of affective commitment. Also, increasing scores in the enabling others to act measure corresponded to increased feelings of job satisfaction. Lastly, increased scores in the enabling others to act resulted in increased affective commitment.

Cultural Change Work in Progress

Predicting an Employee's Organizational Commitment Using an Organization's Common Cultural Elements

Organizational Culture, Commitment, Effectiveness and Socio-demographic Profile of Jocker's Foods Industries Employees

Accumulated Wisdom and New Directions

A Case Study

The Influence of Organizational Culture Adaptability in Regard to the Organizational Commitment of the Staff of Universitas Terbuka

Hill wood Medical Centre staffs cooperative problemOrganizational cultures and subcultures will influence Hill wood Medical Centre organizational performance and commitments. The subcultures may take precedence over the organizational culture for individual employees and thus gain their commitment. Hill wood medical centre can therefore focus on the relationships of both organizational culture and subcultures to satisfy staffs need to serve patients in happy work environment. Organizational culture includes leadership style and job satisfactory measurement. Hence, employees' commitment

was examined in relation to the level of consent to and conflict with managerial strategy. Although, managerial strategy is not the same as leadership, the attributes and skills required in leadership could be seen as an essential part of managerial strategy. Organization culture(s) has ( have) a causal modelling approach to examine the determinants of organizational commitment and labour turnover. Organization culture(s) can include a variety of variables, e.g. age, pre-employment expectations, perceived job characteristics and the consideration of leadership style, which all influence organizational commitment indirectly via effects on job satisfaction. I supposed that Hill Wood Medical Centre existed relationship of organizational culture and subcultures to influence staffs feel satisfactory and commitment. Also of interest is the relationship of these variables with leadership style, job satisfaction and subject characteristics, such as age, level of education to its staffs in this hospital. In Hill Wood Medical Centre organization, its organizational culture was the hospital cultures and subcultures which refer to the culture of the wards or work units or operation rooms to every department staff commitments refer to nurses team and medical service chief medical officer team and surgeons team and administrative department etc their different departments' individual staff's commitments. There is a culture relationship between this medical centre organization commitments and it was measured with administration department and operating rooms and wards department etc different departments' subcultures as well as surgeons and nurses and doctors and administration staffs etc different teams' subcultures. More specifically, it is expected that such as Hill Wood Medical Centre organizational culture could be more supportive and innovative to its different departments, such as wards and surgeons operating rooms and administrative office etc different departments subcultures. Thus, I believe there is a strong relationship between this medical centre organizational cultures and subcultures and commitment and characteristics of this organizational overall culture, such as corporate values and beliefs commitments and performance to Hill Wood Medical Centre organization.

What is a committed employee? Are such employees better or worse off than uncommitted employees? What are the organizational advantages and disadvantages of having a committed workforce? This book overviews academic and popular perspectives on commitment in employees. It examines the multiple faces of commitment and the links that have been established between the various forms of commitment and organizational behaviour. In addition, questions concerning individual differences, organizational characteristics, job characteristics and work experiences associated with commitment are explored. The volume concludes with a discussion of what organizations can do to manage commitment effectively, including under difficult circumst Child and family nonprofit organizations are essential for the implementation of United States public policy in their role as service providers. Human service nonprofit organizations held approximately 20,000 government contracts, totaling more than $100 billion in 2009 (Boris, deLeon, Roeger, & Nikolva, 2010). Almost 33,000 human service nonprofit organizations contract with the government to deliver services (Boris, et al., 2010). The services provided by these organizations are critical to the lives of vulnerable American citizens. These organizations depend on committed employees to serve this group, carry out the mission, and reach organizational goals. Employees are nonprofit organizations' greatest resource, investment, and also expense (Rutowski, Guiler, & Schimmel, 2009), thus turnover is considered a critical problem facing the nonprofit sector (Salamon, 2012). Retaining highly committed employees in this important work has been of interest to those studying the nonprofit sector because it is a significant problem particularly in the area of human services (Mor Barak, Levin, Nissly, & Lane, 2006). This study asks if leadership and organizational culture have an impact on nonprofit employees' commitment to their workplace. This quantitative research uses a quota sample of 103 nonprofit employees to understand the relationships between their perceptions of their managers' transformational leadership, their perceptions of their organizations' culture types (clan, adhocracy, hierarchy, market) and two important and distinct employee outcomes, affective commitment and turnover intention. The findings indicate that perceived transformational leadership matters to nonprofit employees as it positively predicts their affective commitment and negatively predicts their turnover intentions. The majority of respondents reported that they perceived their organizations as clan cultures, which are known to be friendly, personal places where belonging and connectedness is high. The findings also reveal that hierarchical cultures play a role in this predictive relationship, having a moderating effect on the relationship between transformational leadership and affective commitment. In contrast, the findings reveal that compared to clan cultures, hierarchical and market cultures may be problematic in that they positively predict employees' turnover intentions. Further, perceived hierarchical cultures negatively predict the employees' affective commitment.

Global and Southern African Perspectives

Competing Values Leadership

Case Study of a Private Television Network in Pakistan

Prevailing Relational Practices in Indian Arena

The Effects of Leadership Organizational Culture on Employee Performance Resulting in High Turnover, Low Morale, and Decreased Productivity

Basis for Organizational Development Intervention Programs

*Basically, fulfilling a commitment means the same as an employee fulfilling a duty, responsibility and promising to complete a job. An organizational culture which is not adaptive to the growth and development within an organization will result in weak commitment to employees. This research aimed to analyze the influence of organizational culture adaptability in regard to the organizational commitment of the staff of Universitas Terbuka. The number of respondents was 90 employees at UT Head office, who were selected by simple random sampling methods. The questionnaire used the Likert scale, and data were analyzed by regression using the SPSS 17.00 for Windows program. The results of the study were (1) organizational culture adaptability has a positive and significant influence on the organizational commitment of the staff of Universitas Terbuka. The result shows that the stronger the organizational culture adaptability, the higher the organizational commitment, (2) the coefficient of determination (Adjusted R Square) was 37.2%. This shows that the variable of organizational culture adaptability influences the variable of organizational commitment by 37.2%. The remaining 62.8% shows that the change in organizational commitment in UT is affected by other factors such as work satisfaction, leadership style, motivation and Organizational Citizenship Behaviour. Commitment is one of the most researched concepts in organizational behavior. This edited book in the SIOP Organizational Frontiers series, with contributions from many scholars, attempts to summarize current research and suggests new directions for studies on commitment in organizations. Commitment is linked to other concepts ie. satisfaction, involvement, motivation, and identification and is studied across cultural lines. Both the individual and group levels of building and maintaining commitment are discussed. This book addresses both theoretical developments in and practical applications of econometric techniques to finance-related problems. It includes selected edited outcomes of the International Econometric Conference of Vietnam (ECONVN2018), held at Banking University, Ho Chi Minh City, Vietnam on January 15-16, 2018. Econometrics is a branch of economics that uses mathematical (especially statistical) methods to analyze economic systems, to forecast economic and financial dynamics, and to develop strategies for achieving desirable economic performance.*

*An extremely important part of economics is finances: a financial crisis can bring the whole economy to a standstill and, vice versa, a smart financial policy can dramatically boost economic development. It is therefore crucial to be able to apply mathematical techniques of econometrics to financial problems. Such applications are a growing field, with many interesting results – and an even larger number of challenges and open problems.*
*Organizational Culture and Employee Commitment at an Independent State Agency*
*From Control to Commitment in the Workplace*
*Relationship Between Organizational Justice and Employee Commitment*
*A Study of Work Organization and Work Attitudes in the United States and Japan*
*The Relationship of Critical Dimensions of Organizational Culture to Employee Commitment*
*The Impact of Organizational Culture on Part Time Employee Performance in Community Services Department*

**Organizational culture is defined as ways in which things are done around here ad as a form of social glue that holds a group of people together, to be the most helpful (Rowland & Higgs, 2008). Organizational culture and Human Resources Management (HRM) are linked together through its programs and strategy. Thus, in setting the mode of growth through maximizing the human capita, it is important to delve into the deeper relationship of organizational effectiveness to achieve the goal of the organization. With this in mind, the study investigates organizational culture, employee's organizational commitment and perceived organizational effectiveness using the quantitative research approach. Respondents were One Hundred Thirty Six (146) regular employees of Jocker's Foods Industries, a manufacturing firm in Pulilan, Bulacan including those offices from the different remote warehouses were surveyed using instruments on organizational culture (Denison), TCM Employee Commitment Survey, and Organizational Self Diagnostic Question (Metrus Group Inc., 2002) following a descriptive correctional design. Test scores yielded results showing that organizational culture has no significant relationship with organizational commitment and organizational effectiveness. The results of this study were used as a basis for a three-phase proposed organizational development intervention programs.**
**This study examines the effect of collectivism and humane orientation, as organizational culture dimensions, upon employees' organizational commitment and job satisfaction. A survey to 649 white collar workers from 78 organizations was run in Greece during the crisis and data were analyzed with partial least squares path modelling. The GLOBE project methodology was applied and our outcomes are discussed both in relation with international/ longitudinal findings and with contingency considerations in relation with the current Greek setting. As predicted, in-group collectivism and humane orientation lead to organizational commitment and job satisfaction. The value of in-group collectivism was also found to partially mediate the causal relationships between the practice of in-group collectivism and affective commitment, on the one hand, and job satisfaction on the other. The findings of this research have important theoretical and practical implications for managing people within turbulent macro environments.**
**This book examines the interplay between IT solutions and specific management methods in organizations. In particular, it assesses the impact of IT reliability on factors like employees' commitment and organizational performance. After developing the necessary theoretical foundation, the book presents a framework for aligning IT solutions with a number of specific management methods in organizations. In addition, it demonstrates the extent to which IT reliability can be an indicator for this alignment, and discusses the impact on employees' commitment and organizational performance under various management methods. Case studies from organizations in Switzerland and Poland help to illustrate the findings. In closing, the book presents roadmaps for improving IT and business alignment so as to achieve higher commitment and better results.**
**In Factory After Factory, There is a Revolution Under Way in the Management of Work**
**Fostering Organizational Performance, Employees' Commitment and Quality of Management Methods**
**Implications for Leaders**
**Organisational Behaviour**

### Changing Organizational Culture

Hospital service patient psychology?How and why can engagement strategy solve medical organizational departments difficult cooperate problem ?Organizational cultures and subcultures will influence Hill wood Medical Centre organizational performance commitments. The subcultures may take precedence over the organizational culture for individual employees and thus gain the commitment. Hill wood medical centre can therefore focus on the relationships of both organizational culture and subcultures staffs need to serve patients in happy work environment. Organizational culture includes leadership style and job satisfactory measurement. Hence, employees' commitment was examined in relation to the level of consent to and conflict with managerial Although, managerial strategy is not the same as leadership, the attributes and skills required in leadership could be seen as essential part of managerial strategy. Organization culture(s) has ( have) a causal modelling approach to examine the determin organizational commitment and labour turnover. Organization culture(s) can include a variety of variables, e.g. age, pre-employ expectations, perceived job characteristics and the consideration of leadership style, which all influence organizational commit indirectly via effects on job satisfaction. I supposed that Hill Wood Medical Centre existed relationship of organizational cultur subcultures to influence staffs feel satisfactory and commitment. Also of interest is the relationship of these variables with l style, job satisfaction and subject characteristics, such as age, level of education to its staffs in this hospital. In Hill Wood Me Centre organization, its organizational culture was the hospital cultures and subcultures which refer to the culture of the wa

work units or operation rooms to every department staff commitments refer to nurses team and medical service chief medica team and surgeons team and administrative department etc their different departments' individual staff's commitments.
Regarded as one of the most influential management books of all time, this fourth edition of Leadership and Organizational Cu transforms the abstract concept of culture into a tool that can be used to better shape the dynamics of organization and ch updated edition focuses on today's business realities. Edgar Schein draws on a wide range of contemporary research to redef and demonstrate the crucial role leaders play in successfully applying the principles of culture to achieve their organizational g The overall purpose of this dissertation was to explore the influence of a market-oriented organizational culture on employee (i.e., job satisfaction, organizational commitment, and workplace sense of community), which in turn, were hypothesized to hav effect on employee organizational citizenship behaviors. Market orientation has been described as the organizational culture th efficiently and effectively leads to superior business performance. A market-oriented organizational culture places an emphasis understanding customers, understanding competitors, and efficient inter-departmental functioning. Being market-oriented is r in such employee activities as the acquisition of market intelligence, the dissemination of market intelligence, and the organiza responsiveness to market intelligence. Although numerous studies have found a positive relationship between a market-oriente organizational culture and organizational performance, very few studies have examined how this type of culture influences em job-related attitudes, such as job satisfaction, organizational commitment, and sense of workplace community. The small numb studies that have examined this relationship have discovered that a market-oriented culture enhances employee job-related at These enhanced job-related attitudes, in turn, were hypothesized to influence employees to exhibit organizational citizenship b Results of the study supported the positive relationship between market orientation and organizational commitment, job satis and workplace sense of community. In addition, a positive relationship was found between market orientation and organizatio citizenship behavior, through the employee attitude variables of organizational commitment and workplace sense of communit Findings also support the relationship between these two variables, being positively related to organizational citizenship behav Managerial implications, contributions to the literature, limitations of the study, and areas of future research are discussed.
Organizational Culture and Employee Commitment
Econometrics for Financial Applications
Theory, Research, and Application
The Effect of Leadership Behaviors on Employee Commitment, Satisfaction, and Strength of Culture
A Path Analysis Approach
Handbook of Employee Commitment
The issue at hand involves the Department of Community Services and its problem with hiring and retaining its employees. The origin of the problem stems from increasing workloads, shortage of staff and the pressure exerted on management and current employees. Due to the extensive nature of this issue within the Community Services Department, a case study surrounding organizational culture is necessary. This study will help explain how a lack of understanding of leadership styles and employee performance can lead to net-negative employee retention and high turnover rates, especially for part-time Millennial employees. The study aims to examine the organizational culture in the Park and Recreation Division of the Community Services Department within the City of Beverly Hills. By exploring the organizational culture within the department, a dynamic relationship can be correlated to the impact on employee commitment. The targeted participants for this case study are former and current part-time entry-level employees. The City of Beverly Hills will be the use-case for this study and the goal is to provide a framework for the manager of the Park and Recreation department to utilize as a strategic tool while trying to retain qualified part-time employees. Future-work can include the expansion of the framework onto other departments or government agencies which have a large number of part-time employees.
How is practical change work carried out in modern organizations? And what kind of challenges, tasks and other difficulties are normally encountered as a part of it? In a turbulent and changing world, organizational culture is often seen as central for sustained competitiveness. Organizations are faced with increased demands for change but these are often so challenging that they meet heavy resistance and fizzle out. Changing Organizational Culture encourages the development of a reflexive approach to organizational change, providing insights as to why it may be difficult to maintain momentum in change processes. Based around an illuminating case study of a cultural change programme, the book provides 15 lessons on the entire change journey; from analysis and design, to implementation and how organizational members should approach change projects. This enhanced edition considers the most recent studies on organizational change practice, with new examples from businesses and the public sector, and includes one empirical study which uses the authors' own framework, enriching their practical recommendations. It also draws on the latest theoretical developments, including ideas of power and storytelling. Accompanying the text is an online pedagogic and research ideas guide available for course instructors and lecturers at Routledge.com. Changing Organizational Culture will be vital reading for students, researchers and practitioners working in organizational studies, change management and HRM.
In the field of human resource management, the study of organizational culture has been given prime attention in relation to the working behavior of employees. The Denison Organizational Model links culture and leadership as factors in organizational effectiveness. Further, there are employees who are committed to their organization's goals and objectives which also contribute to the performance of the organization. In this light, this descriptive-correlational study aims to investigate the relationship of organizational culture (Denison Culture Model), leadership development (Denison Leadership Model), and employee commitment (Allen and Meyer's Three-Component Model) on organizational performance. Results revealed that organizational culture, specifically the adaptability trait predicts organizational performance (p
Proceedings of the 32nd Eurasia Business and Economics Society Conference
Transmission in Multinationals
The Effects of Person-organization Culture Fit on Employee Organizational Commitment and Employee
Internal Work Motivation
Motivation and Commitment of Health Care Employees

Commitment in Organizations

Second Edition

**This book is the first Southern African edition of Stephen P. Robbins's Organizational Behaviour, the best-selling organisational behaviour textbook worldwide.**

**Optimal development of contemporary businesses is dependent on a number of factors. By creating novel frameworks for organizational behavior, effective competitive advantage can be achieved. The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments. Highlighting a range of pertinent topics such as emotional intelligence, human resources, and work-life balance, this publication is ideally designed for managers, professionals, researchers, students, and academics interested in emerging perspectives on organizational development.**

**Behind the Scenes of Health Care presents an extensive review of motivation and commitment among health care workers in support and bedside care roles. The publication includes two research studies: (1) motivation and commitment of support services employees in a health care environment and (2) the correlation between patient experience feedback and nursing motivation and engagement. Additionally, the publication includes two case studies: (1) cultural disruption in a health care system and (2) a service organization review of turnover. Lastly, and most significantly, the publication provides a framework and model, The Tri-Factor Model, to assess and measure workplace dynamics of motivation, commitment, and culture that is also applicable to turnover analyses. Readers of Behind the Scenes of Health Care are provided tools to understand motivation, commitment, and cultural components in the contemporary workplace that may be applied to any organization.**

**Understanding the Impact of Leadership and Organizational Culture on Nonprofit Employees' Commitment and Turnover Intention**

**Culture, Control and Commitment**

**An Examination of Organizational Culture, Employee Attitudes, and Organizational Citizenship Behaviors**

**Effects of Organizational Commitment, Job Involvement, and Organizational Culture on the Employee Voluntary Turnover Process**

**The Critical Role of In-Group Collectivism and Humane Orientation for Employee Commitment and Satisfaction**

**Culture, leadership, and commitment as predictors of organizational performance**

ø It would be unusual for a framework as powerful and predictive as the Competing Values Framework to remain unchallenged and absent of criticism. In addition to updating the examples and references, this second edition provides a new chapter motivated

The concept of organizational justice in the western countries has been extensively explored for over several decades. However in developing countries such as Pakistan, research work in this context is yet to be established. In Pakistan, private television news channels are treated as a force to fight for justice and freedom. In such an environment an employee's perception of justice for their own organization plays a crucial role in developing and maintaining commitment with the organization. The purpose of this book is to analyze the nature of relationship between perceived organizational justice and commitment in terms of its impact and predictability among managers in a private television network of Pakistan. This book should be of interest for all those dealing with employee attitude and organizational culture. Those interested in studying the unique cultural fabric of south Asian region may also find it interesting, as it can provide a distinctive source of information to conduct comparative analysis.

The present book is a result of research conducted in the Indian corporate arena for the presence and effectiveness of Relational practices. Further, It also draws and analyses the relationship between Relational Practices, Organisational Culture and Organisational Commitment. It outlines the significance of Relational Practices through primary and secondary research on the subject.

Introduction To Organization Behavior

An Examination of Employee Satisfaction in Multicultural Nonprofit Organizations

Service Industry Consumer Psychology

Organizational Culture and Commitment

Organizational Culture and Leadership

Aligning IT and Business