Organizational Culture and Job Satisfaction: A study Among Academicians at Al-Azhar University-Gaza

MOHANAD S.S. ABUMANDIL

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ORGANIZATIONAL CULTURE AND JOB SATISFACTION: A STUDY AMONG ACADEMICIANS AT AL-AZHAR UNIVERSITY-GAZA

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By

MOHANAD S. S. ABUMANDIL

(807483)

I

ABSTRACT

The culture of organization has been central in business management research over the last few decades (Chow, 2001). Organizational culture can have an impact and potential impact on organization and individual, such as the commitment of faith, and loyalty to an organization which include turnover and satisfaction.

There are numerous studies that had been conducted to examine the relationship between organizational culture and job satisfaction of employees in many countries. However, there is a very small number of literature that contribute to the study of culture in the context of higher-education institution, particularly on how organizational culture affected job satisfaction.

This study presents an attempt to investigate the level of organizational culture on job satisfaction among academicians at Al-Azhar University-Gaza in Palestine. In addition, this study also examined the relationship between organizational culture and job satisfaction. As for organizational culture, there are five dimensions which are: Supportiveness, Emphasis on rewards, Innovation, Performance Oriented and Stability & Communication. A total of 203 academicians participated in the study. Data were collected through questionnaire. The questionnaire consisted of 20 items organizational culture and 25 items on job satisfaction. On the whole, the results of the study suggest that there exist a significant relationship between the five dimensions of organizational culture and job satisfaction.

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Table of Contents

CHAPTER ONE: INTRODUCTION

CHAPTER TWO: LITREATURE REVIEW

CHAPTER THREE: RESEARCH METHODOLOGY

CHAPTER FOUR: FINDING

CHAPTER FIVE: DISCUSSION AND CONCLUSION

LIST OF TABLES

LIST OF FIGURES

CHAPTER ONE

INTRODUCTION

1.0 Introduction

The culture of organization has been central in business management and research over the last few decades (Chow, 2001). Organizational culture can have an impact and potential impact on organization and individual, such as the commitment of faith, and loyalty to an organization which include turnover and satisfaction. This concern has led scholars of management and practitioners to conduct research on the subject. This has resulted in numerous articles, in management journals. In today's business environment, organizational culture plays important role in many aspects of works. Organizational culture can be used to gain additionally commitment from employees and thus can lead to higher performance and lower turnover.

Realizing that the employees or human asset is one of the most significant in order for the organization to achieve its objectives, therefore, it is vital for an organization to create an environment that is suitable, conducive, and harmonious (DiLiello & Houghton, 2008). This condition may have impact on the job satisfaction of particular employees as it has been proved by previous research (Jandaghi et al., 2009).

The contents of the thesis is for internal user only

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