

## Impact of Organization Culture on Employees' Performance

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### Abstract

*This study aims to find the significant link between corporate culture and performance. They are being studied. Studies have confirmed a clear connection between the two by individual researchers. The study's primary goal is to determine and quantify the vital link between organizational culture and performance. Literature reviews are used to approach the "impact of an organization's culture on processes, people, and systems. Certain aspects of culture According to previously identified surveys, the values and norms of an organization are based on its people relationship. The goal of the organization is to raise the bar of performance through the development of strategies."*

**Keywords:** Organizational Culture, Performance, Strategies

### Introduction

The organizational way of life refers to a device of shared norms, values, and ideals that suggests what proper and incorrect conduct to human beings is. These values have a sturdy effect on worker conduct and overall organizational performance. The time organizational way of life became made famous in the Nineteen Eighties. In contrast, Peters and Waterman's bestselling -e-book in Search of Excellence argued that agency fulfillment could be attributed to an organizational way of life that becomes decisive, consumer-oriented, empowering, and concerned. Since then, organizational life has developed to be the test of several studies, books, and articles. Culture is invisible to people simply as the ocean is invisible to the fish swimming in it. Even though it influences all worker behaviors, thinking, and behavioral patterns, people tend to grow to be greater aware of their agency's way of life after they can evaluate it in different companies (Awasthi, 2012).

Cooper (2002) argued that an agency` agency must play an outsized function with inside the increase of its employees as manner returned-workplace features and be intently tied to its middle way of life as some distance returned as 1982 to decorate their productiveness.

The organizing feature entails growing and enforcing organizational layout selections. The way of life of the agency is intently related to organizational layout. For instance, a way of life that empowers personnel to make selections ought to show extraordinarily immune to a centralized organizational layout, hampering the manager's capacity to enact this type of layout. The organizational way of life is a crucial factor in overall organizational performance and a supply of sustainable aggressive advantage (Irwan et al., 2020).

The organizational way of life is essential to uniting diverse company cultures. Managers can also additionally set up a powerful organizational way of life to combine the organizational way of life and enhance overall performance. Successful cultural integration inside is essential to maintaining a conversation and enhancing overall performance (aan, 2018). Establishing a powerful organizational way of life is vital to enhancing overall performance and productiveness (Curseu, 2018).

Long-term performance sustainability may be attributed, in part, to certain features of organizational development. Improving performance results in increased employee commitment since norms, values, and objectives all contribute to the consolidation of an organization's culture. The organizational structure was constructed on the foundation of successfully establishing a culture, which played an essential role in developing a robust educational atmosphere. Building a solid corporate culture is one of the most effective ways to increase staff productivity. Since strong employee performance effectively drives business expansion, it will become recognized as the organization's backbone. A business's behavior may be improved by increasing employee involvement based on cultural awareness and knowledge (Dewi & Wibowo, 2020)

Quarterly Administration Science is credited as being the publication that first described organizational culture (Hanafi, 2016). Identifying leadership that contributes to improvements in employee performance and effectiveness is the basis for employee values and standards. A focus on quality fosters personal and professional development within a company.

An extensive study on the influence of corporate culture on organizational productivity has been undertaken (. Deepa & Kuppusamy, 2011) suggest that organizational culture may gauge an organization's economic success. However, organizational excellence can vary because cultural characteristics vary from organization to organization, and specific cultural characteristics can be a source of competitive advantage due to causal ambiguity. As the world changes, so do our workers' expectations and levels of satisfaction. Over time, the corporate culture organizes to handle such temporal variations and fulfill the diverse needs of employee performance and perceptions. According to Ritchie (2000), supportive culture is a motivating tool that helps employees move quickly and boosts their output (Ritchie, 2000). Research is being conducted on various issues of organizational culture. For example, organizational culture (Ilham, 2017) emphasizes the level of culture throughout the organization, and organizational psychology (Harwiki, 2016) focuses on how culture affects employee psychology and performance. I am. These two organizational culture themes strike a balance that enables a company to attain optimum levels of effectiveness and efficiency and demonstrate the link between work performances (Hanafi, 2016).

People, objectives, and organizational structures make up the three pillars of any firm. The goals of an organization or a collection of people can only be accomplished by the combined efforts of several individuals working together in a system. The organization's values, beliefs, and interactions with the outside world all contribute to what is known as its organizational culture. A culture is created inside an organization by incorporating feelings, beliefs, customs, traditions, and formal and informal restrictions into its rules and policies (Irwan et al., 2020).

Altering the culture of one's firm is famously tricky in comparison to altering the cultures of other organizations. When it comes to figuring out how to assess the organizational culture that is present in a specific or given firm, one may make use of a wide variety of organizational culture categories and types. There are a lot of distinct forms of organizational culture. Within the confines of this inquiry, we will talk about the three primary varieties of organizational cultures present in the great majority of firms today: bureaucratic cultures, creative cultures, and supportive cultures (Awasthi, 2012).

When we talk about an employee's emotional commitment, we refer to their devotion to work, connection, and loyalty to their company. An employee's unshakeable loyalty to his or her company, regardless of the circumstances, is an example of what is meant by the term "emotional, organizational commitment" (Curseu, 2018).

Think about providing a response that is full of self-assurance. Continuing commitment is an indication that an employee prefers to continue in their current organization due to the possibility of statutory or departure costs or because the individual was unable to identify an alternative option. Examples of normative commitments include employee knowledge of the organization, employee loyalty, and dedication to work and the organization. Another example of a normative commitment is a commitment to the organization (Ilham, 2017).

*Work satisfaction* may be defined as an employee's happiness with their current position in their company. It is feasible to conceive of work satisfaction as an emotional state influenced by factors such as salaries, pensions, working conditions, the complete job, and work satisfaction in connection to time. This is the case since work

satisfaction has increased with age. Factors like these may influence one's level of happiness at work. Work satisfaction may refer to employees' feelings about their employment or the many elements that play a part in deciding how happy workers are with their jobs. One of the contributing reasons that lead to unhappiness in one's career may be having a negative attitude toward the work one does. The extent to which workers get pleasure from their work environment is one way to conceptualize employee happiness. There are many other aspects to think over, such as the managers, the perks offered by the company, the amount of work that must be done, and the potential for advancement (Mead & Andrews, 2009).

### **Scope of the Study**

Through a comprehensive analysis of organizational culture and its effect on employee performance toward achieving organizational objectives, this study will cover a wide range of topics about the corporate organization. In addition to this, an examination of the factors that hinder employee performance will be provided in the study.

### **Objectives of the Study**

This study's overarching purpose is to evaluate the influence of structural organizational culture on organizational performance, with the following objectives:

- investigate the impact of corporate culture on performance outcome
- to spot the organizational culture capable of enhancing employee performance in a corporation.

### **Statement of the Problem**

According to Paaïs & Pattiruhu (2020), the secret to successful performance may lie in establishing a robust structural culture. In addition, this theory contends that different organizational cultures explain why two businesses operating in the same sector and geographic area but using the same approach would not get the same outcomes. An influential and encouraging culture has the potential to change an average entertainer into a beautiful performer.

On the other hand, a weak and damaged reputation may demotivate an exceptional performer, leaving you unmatched in the entertainment industry—the "intangible" aspects of working in a company. When companies expand their operations, they often come up against more challenging obstacles. Because of this, the issues that have been generated include the need to alter the culture of the firm in order to assist its personnel. Suppose managers want their organizations to be successful. In that case, it is widely agreed in the current topic of structural performance that for them to understand the cultural contexts in which their companies operate, they need to expand their knowledge of those surroundings. The increased competition, globalization, and alliances have contributed to an increased need for a performance-based culture inside organizations. This must be done since many companies are struggling with many management failures. The connection between an organization's culture and its employees' performance has been the subject of significant research in various fields, such as management, organizational behavior, and industrial organizations, amongst others (Kumari & Singh, 2018).

### **Research Questions**

- What are the results of culture on the worker performance?
- What factors clogging the employee performance in Associate in the Nursing organization?
- What corporate culture categories might enhance employee performance of the company?

### **Significance of the Study**

This study on the impact of organizational culture on employee performance toward organizational goals is significant for the following reasons: it will inform managers and other stakeholders about the importance of a higher organizational culture because the findings will guide them in selecting and implementing a better organizational culture in the organization for improved employee performance; it will inform managers and

other stakeholders about the importance of a higher organizational culture, and it will inform managers and other stakeholders about the importance of a higher organizational culture.

### Literature Review

One of the subjects that gets the most attention from academics and teachers in organizational structure and management is organizational culture. This is because organizational culture is one of the most critical aspects of an organization. There are several plausible explanations for why this is the case; some of them are as follows: The cultural component impacts all day-to-day activities carried out inside a business. Even in companies that just give cultural problems a passing consideration, the processes through which people in a firm think, feel, value, and act are predicated on culturally shared concepts, meanings, and principles. This holds even in workplaces that give cultural concerns a cursory consideration (Hanafi, 2016).

It makes no difference to the significance of a company's culture whether or not managers believe it is worthless to care about culture because it is not either too simple or too challenging nor does it matter whether or not there is a single, unified corporate culture. A perspective one should have while considering the economic environment: companies that engage in extensive "numbers management" may build and foster a corporate culture centered on performance metrics and routines. This culture may be detrimental to the company's overall success. The company's culture may be holding it back from reaching its full potential. It is not uncommon to see a substantial degree of emphasis put on the business culture in today's settings; it is becoming more common (Sharma, 2020).

Even while top managers are well aware of the significance of culture, they often lack a deeper comprehension of how people and organizations engage in cultural exchanges. Even though top management is fully aware of the value of culture, this is how things have turned out. Because of its dynamic nature and the intricacy of the notion, culture may be challenging to grasp and difficult to employ in an educated manner. Associate's Involvement and Participation in the Proceeding There is wide-ranging engagement in nursing culture by managers and corporations. This participation may take many different forms. Achieving what is regarded to be a very high degree of cultural awareness may prove to be a challenging goal to accomplish. The prominence of "quick fix" ideas in management literature and thinking is a barrier to developing long-term goals (Rembet et al., 2020).

Some examples of culture include educational practices primarily centered on the systematic accumulation of knowledge (Sharma, 2020). A set of essential ideas that a specific cluster has imagined, exposed, or developed to understand how to cope with the issues of external variation and the compelling combination is how (Riyadi & Soeling, 2019) describes organizational culture. The term "structural culture" was coined for the very first time by Administrative Science Quarterly (Pettigrew, 1979). An associate nurse's activities once he or she has completed the goals set out by the organization in a particular region are referred to as performance (Cascio, 2006). There are many subsets of culture to be discovered. In the context of organizational segmentation, social groupings have diverse norms, attitudes, and beliefs depending on numerous characteristics of the surrounding environment and individual professional ambitions and objectives (Singhvi et al., 2018).

An employee's comprehension of the company culture, which in turn affects the organization's culture, serves as the rationale for the employee's dedication to the company for which the employee works (Sulastiningtiyas & Nilasari, 2019). Employees must have values, views of view, and points of view that are rock-solid to maintain a solid connection to their work culture (Williams, 2013). The presence of solid structural cultures in an organization favors the amount of output generated by its staff members. The worker must focus a lot of attention and concentration on the structure's foundations. The plans are formed by individuals in positions of high authority, such as policies, activities, and goals, depending on the employee's perspective. In order for the employee's point of view to be considered valuable, the organization must profit from it in order for it to be considered valuable.

One way to think of philosophy is as a collection of ideas, but one way to think about structure culture is as an attitude, sentiments, assumptions, hope, reasoning, and conventions; values are also a component of structure culture. After that period, American writers who concentrated their writing on business management employed

it as a source of inspiration in the works that they had previously written. These authors were in the United States. The academic community was introduced to the idea of organizational culture for the very first time via the reading of an editorial that appeared in the issue of *Body Science Quarterly* that was published in the year 1979. Structure culture continues to be one of the most often discussed topics in business and management. However, there is no general agreement in the academic literature on organization theory on the definition of structure culture or the scope of its influence (Tampubolon, 2016). Because of this, there is a significant dispute over the concept of "structural culture" and its applicability, and this disagreement can be traced back to the following set of factors:

- The value of culture as an analytical tool is diminished when it is treated as a monolithic idea.
- Power, politics, or the environment cannot be linked with culture.
- There is a lack of agreement over whether the company's culture will be altered straightforwardly.

One way to look at cognitive culture is as a form of mental programming shared between individuals who belong to a particular group or category of people and those who do not. This shared form of mental programming distinguishes individuals who belong to a particular group or category of people from those who do not belong to that group or category of people. One further approach to cognitive culture is mental programming common to a group or category of people. It differentiates its members from those not belonging to that group or category (Cooper, 2002).

According to the phenomenological point of view, cultures are entities capable of adopting a wide range of distinct forms and arrangements. The National Associate in Nursing Organization's (Nano's) Organizational Structure, as well as the Cultures Within It At the level of the country, cultural differences present themselves in a diverse array of value systems; however, at the level of the organization, cultural differences manifest themselves in a diverse array of behavior patterns (Curseu, 2018).

Additionally, practices are the physical expressions of culture, while ideals are the more ethereal parts of culture. Culture may be seen as a collection of practices and ideals. Because of this, it is conceivable for practices to be modified to conform to the plans that have been developed, but values, even though they change over time, cannot be modified to conform to the plans that have been established. One definition of culture is "that whole people have, think, and do as members of a society in their capacity as members of that society." Another definition of culture is "that entire people have, think, and do." The concept of structural culture is probably a metaphor for the nature of an organization. Structural culture instructs employees in their interactions while on the job and instructs them on how to behave and communicate with one another inside the firm (Mead & Andrews, 2009).

When we refer to "structural culture," we are referring to exactly what we have discussed over the previous few words. (Kumari & Singh, 2018) argues that the core and the network are two of the most essential and competent structural paradigms and that these two should be considered equivalents to one another. His premise is based on the fact that both the core and the network are capable of doing a great deal. This supports his claim that the core and the network are equally significant in the overall picture (Hanafi, 2016). This is reflected in the many responsibilities that are up for grabs within the organizational structure. She believes that businesses and academic institutions started to specialize in these characteristics due to the nature, conduct, or behavior of markets and the influence of free-market competition. She thinks this happened directly due to the combination of these two factors (Dhanraj & Parumasur, 2014).

She believes the interaction between the two causes brought this about. Her account suggests that this occurred as a direct result of the interaction that took place between the two components. From her point of view, this is why businesses and academic institutions have concentrated a great deal of emphasis on these facets. She holds this view both personally and professionally. Therefore, in the current market, businesses that can meet their fundamental principles and that are also able to acquire the network have a fantastic future ahead of them (Hendri, 2019).

These businesses will be offered the chance to acquire ownership of the network. Given this line of reasoning, it is abundantly clear that the existence of a structural culture founded on core values and the presentation of a theoretical argument establishes a relationship between the organizational culture and its components and the

performance of this company. This relationship is established because this company has a structural culture founded on core values. This is because the organization has a culture ingrained in its essential principles and structures. The findings of recent studies have led researchers to conclude that social groups may be deconstructed into corporations, with the companies themselves serving as the primary focus of the investigation (Awasthi, 2012).

As a direct consequence of this, the cultural competencies and key coherencies, in addition to the firm's performance, will immediately verify the development strategy that the organization has devised for itself. Hofstede draws parallels between the computer code employed by the intellect and the organizational culture of a company in one of his earliest and most well-known writings (Harwiki, 2016). He does this by drawing a comparison between the two. He believes that the two are pretty comparable to one another. Because of this, the company's culture plays a significant role in molding the workers' strategies, behaviors, and performances inside the business they are a part of. When investigating a company, the organizational structure of the company, as well as the company's culture, might continue to act as critical areas for the inquiry.

According to the findings of research conducted by (Hanafi, 2016), structural culture is the more prevalent option, and the findings of (Harwiki, 2016) study are explained and simplified. There is a direct and substantial link between having a positive culture and having much monetary success in every possibility. It has been shown that a person's behaviors in the cultural context repeat the configuration of their taught mind route throughout their life, which may result in disparities in performance.

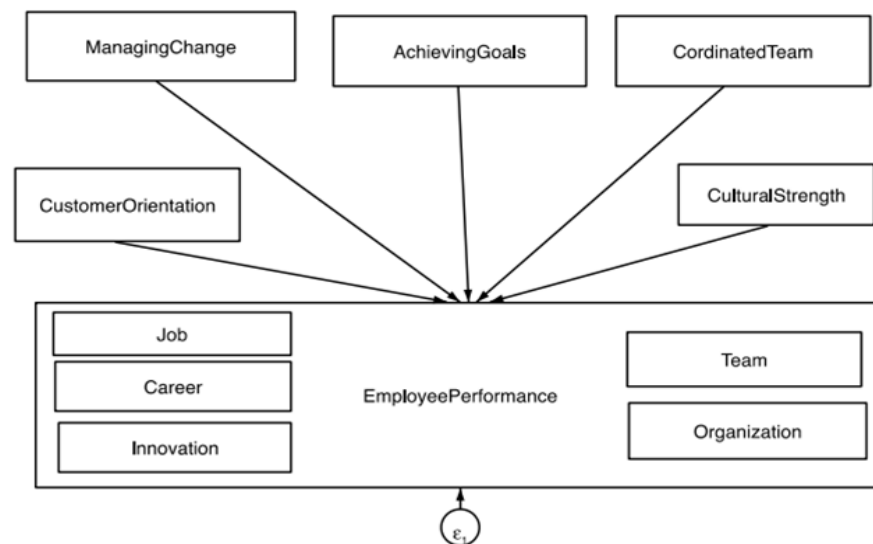
The socioeconomic value of an organization is directly influenced by the structure of the organization, the culture of the organization, and the performance of the organization. Numerous factors contribute to "the company's" ability to overcome challenges, alter social control systems, and efficiently deliver the products; nonetheless, one of the most critical factors is a well-established and properly operating corporate culture. Many students have specific issues relating to these associations (Dewi & Wibowo, 2020). In contrast, it is universally accepted that organizational culture and job performance are interconnected; many students have specific issues relating to these associations.

In order to establish this connection, we have Curseu's work in addition to that. As a direct result of this, the connection is only studied from the perspective of a discourse standpoint, and even then, only about a set of predetermined circumstances. The researchers also claim that the culture seems to boost performance if it is appropriate to the numerous environmental factors of the framework. A recent study indicated that cultural traits could not be simply copied (Curseu, 2018).

Consequently, these traits will be the cornerstone of an organization's intellectual property since they cannot be easily replicated. According to (Cooper, 2002), the morals, ethics, and long-term sustainability of culture substantially influence the culture's capability for sustained expansion. This is because morals and ethics are the foundation upon which a culture is built. The beliefs and values that the employees of a business share are intricately intertwined with the culture of that organization (Singhvi et al., 2018).

The performance of employees is a single variable quantity that is comprised of five subcomponents. For the sake of this investigation, responses to all questions about employee performance have been compiled into a single variable and considered an aggregate. The following explanations are offered for the many factors contributing to employee performance.

- Career: is concerned with building the skills required for advancement within the business.
- Employees, as well as the company, can benefit from creative thinking and innovation.
- Teamwork: working together as a group to achieve success.



Source: Data output

**Figure 1** Conceptual Framework**Hypotheses**

- The following planned hypothesis is going to be thought about for the study:
- There is a vital relationship between the structure culture and worker performance in a company

**Methodology**

In order to get accurate and trustworthy data, this research can use both primary and secondary information sources. In order to collect the first data, it will be necessary to use both quantitative and qualitative research methods. Forms that are self-administered and organized will be used for the gathering of quantitative data. These forms will be carefully created. The use of secondary data was decided upon to accomplish the study's goals. The questionnaire will be made available to the responders who have been targeted. People from various firms will be randomly selected to fill out the questionnaires. This will enable an accurate picture of the kinds of work environments and cultures prevalent in various businesses (paais & pattiruhu, 2020).

The age range of 18 to 45 years old comprised the target demographic. As a result of the fact that many students attend Greenwich University and are involved in a wide variety of some targets came from local clubs and groups affiliated with that university.

Before the data collected from the sources that have been planned are summarized, summarized, and presented in the form of tables, percentage charts, and pie charts, the data will first be edited, coded, and modified again. An applied mathematics analysis that is descriptively simple will be used, along with various supporting tables, a pie chart, and the mean and straightforward percentages.

According to the findings of the literature review, the structure, culture, and work performance of employees are each measured by breaking them down into their respective subcomponents. The researchers followed the pattern established by the earlier research. The form is broken down into two distinct parts. Questions pertaining specifically to the firm, its culture, and the overall performance of its employees Achieving goals, successfully navigating change, working together in a coordinated fashion, putting the needs of customers first, and having solid organizational foundations are the aspects that characterize organizational culture (Tampubolon, 2016) Within each variable, there are a total of six questions.

Nevertheless, aspects of work performance include one's profession and career, innovation, and the structuring of teams. Four questions are associated with each job performance variable (Sulastiningtiyas & Nilasari, 2019). Since the structure culture varies, so does employee performance in their jobs.

## Data Analysis and Result

### Demographic Analysis

The questionnaire topic was "Impact of organizational culture on employees" There were 44 respondents on these questionnaires. Mainly were from the age group of 18-25. However, only 4.5% were from the age group of 36-45. This means that majority of them were working students or freshly graduates and employed in some organization. All of them belonged from Pakistan.

Select your age from below  
44 responses

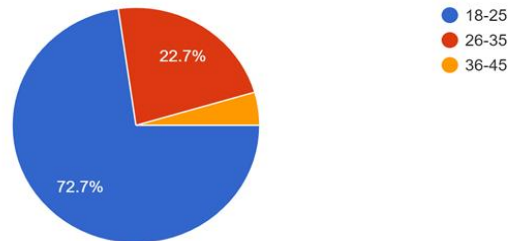


Figure 2

84.1% of the respondents were male, and only 15.9% were female, who responded according to their working experience.

Gender  
44 responses

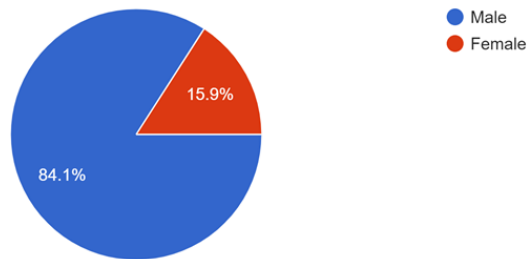


Figure 3

## Graphical Analysis

1. Communication between departments is very open.

44 responses

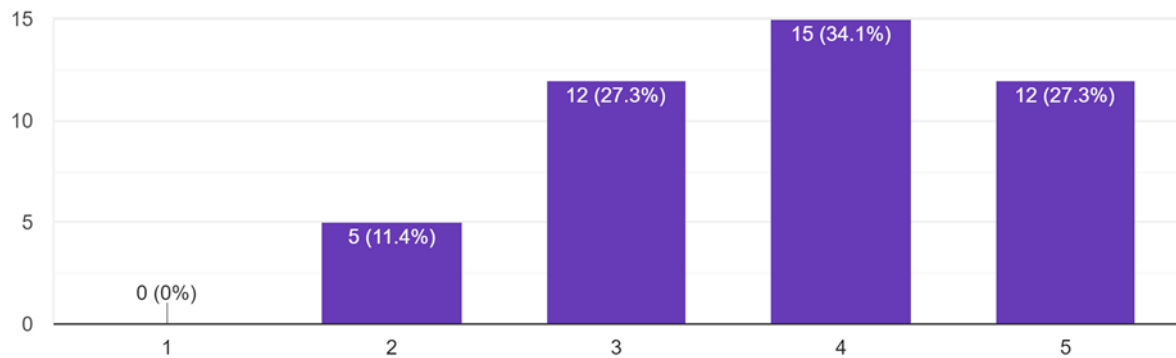


Figure 4

34.1% of the respondents sense that Communication between departments is very open in their organization. Only 11.4% of respondents feel that Communication between departments is not very open, which means that in most the firm, Communication plays a vital part in keeping their employees in contact with other departments so that all the activities go in a flow without any misconceptions in work.

2. Communication channels are very open here among employees.

44 responses

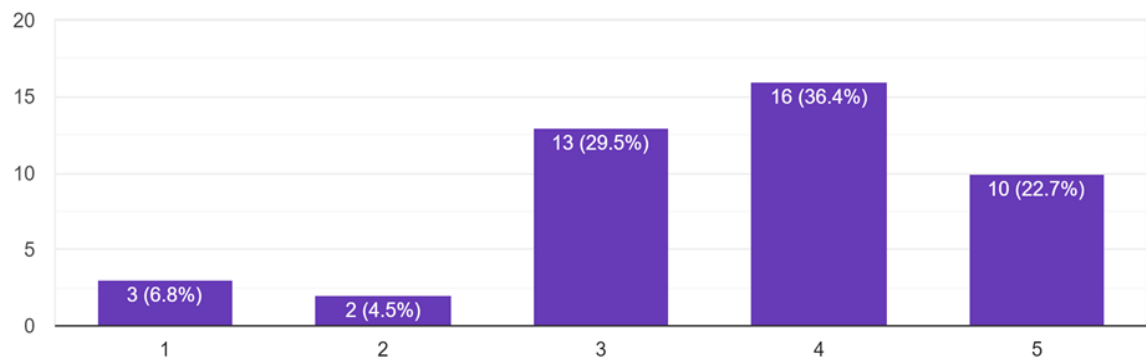


Figure 5

36.4% of the participants agree that the communication channels among the workers are open, which indicates that most individuals connect with their colleagues in their firm and have the chance to discuss their job. On the other hand, a vanishingly small percentage of respondents believe that Communication inside their organization's workforce does not play much of a role.

3. Communication channels are very open here among management and workers.

44 responses

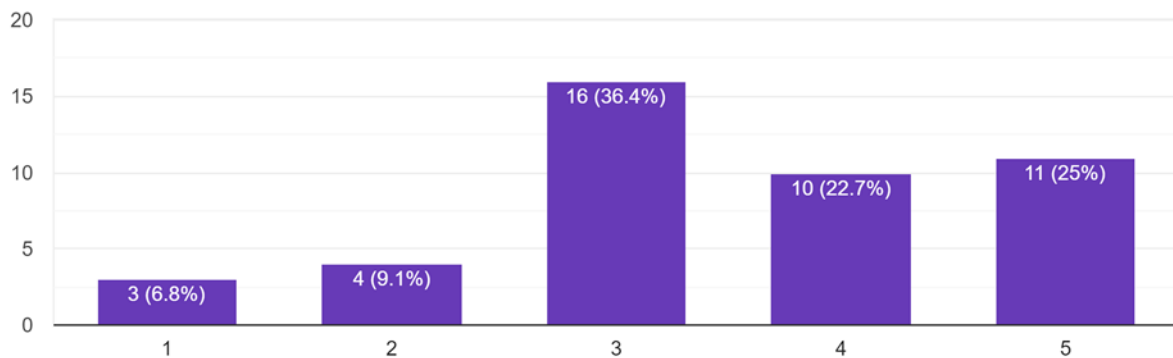


Figure 6

36.4% of those who responded to the survey believe that Communication between management and labor is somewhat open, although they do not entirely agree with this assessment. Only 6.8 percent of the respondents strongly disagree with the statement that there is no communication between management and labor, while 25 percent agree.

4. Management actively solicits input from employees before major decisions are made.

44 responses

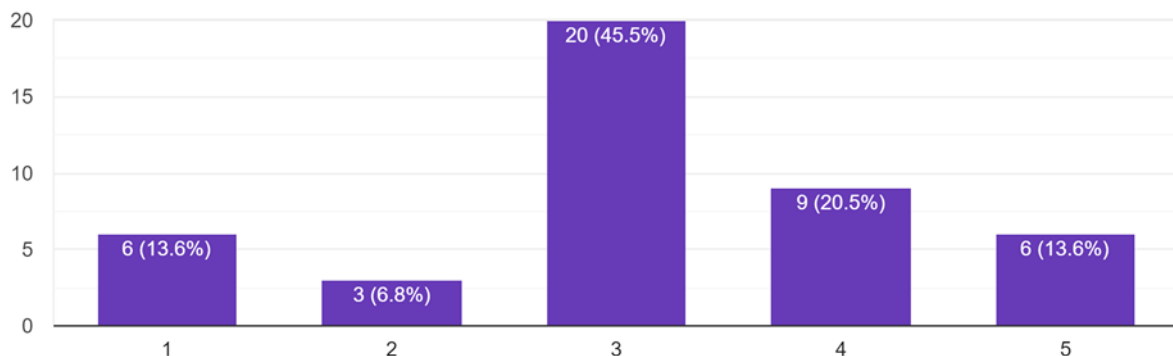


Figure 7

45.5% of the respondents have a neutral sense that the management involves the employees in significant decision-making, which means they do not precisely disagree or strongly agree. However, they think it does happen in many firms but not always. 13.6% strongly disagree, which means that there are firms where employees are never invited to participate in deciding

5. I can trust our management and believe what it says.

44 responses

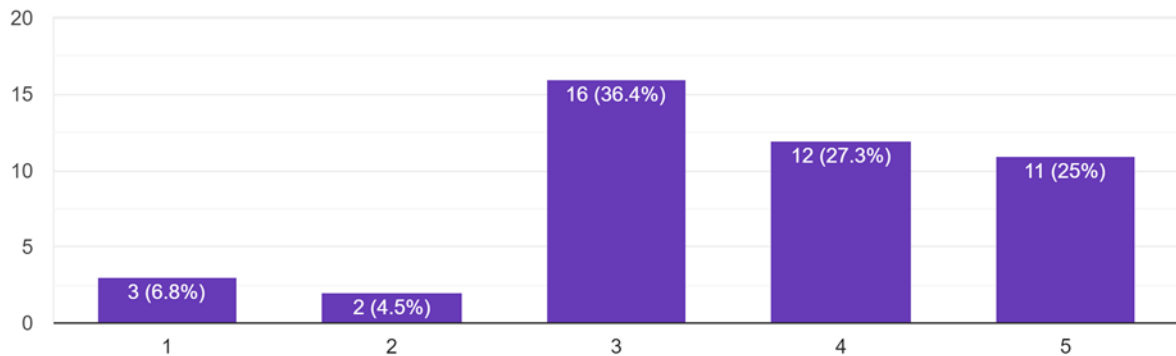


Figure 8

25% of those interviewed strongly agree that they can trust their management and believe what they say, which means that there are people who must trust their management and believe what they want them to believe; however, the majority of 36.4% have a neutral approach to this question.

7. Most projects designed to make things better in this organization have been successful.

44 responses

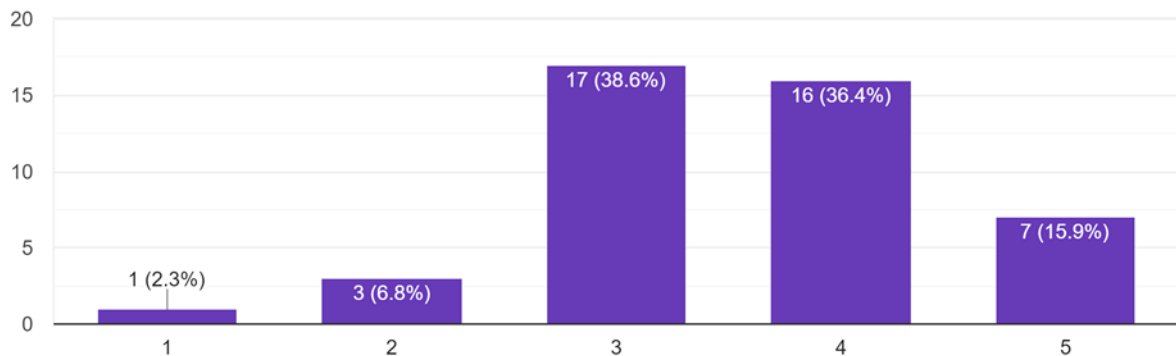


Figure 9

36.4% of the participants agree that most projects designed in an organization to improve things are successful, which means that organizations are mainly able to keep things imperturbable and reasonable in their work environment. Only 2.3% feel that this is not the case.

8. This organization is very supportive of change

44 responses

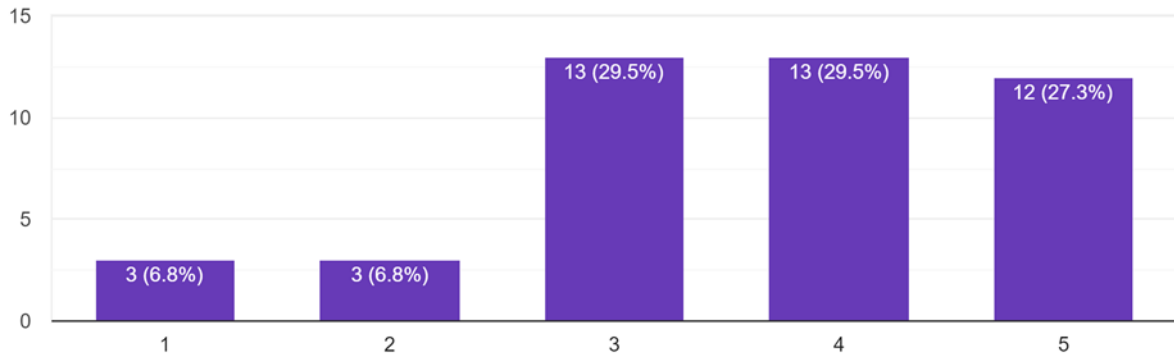


Figure 10

29.5% agree that their organization is very supportive of change, meaning that most organizations are willing to change positively. Significantly few organizations do not support a change and want to maintain the old ways of carrying out tasks.

9. It is "easy" to get things done here.

44 responses

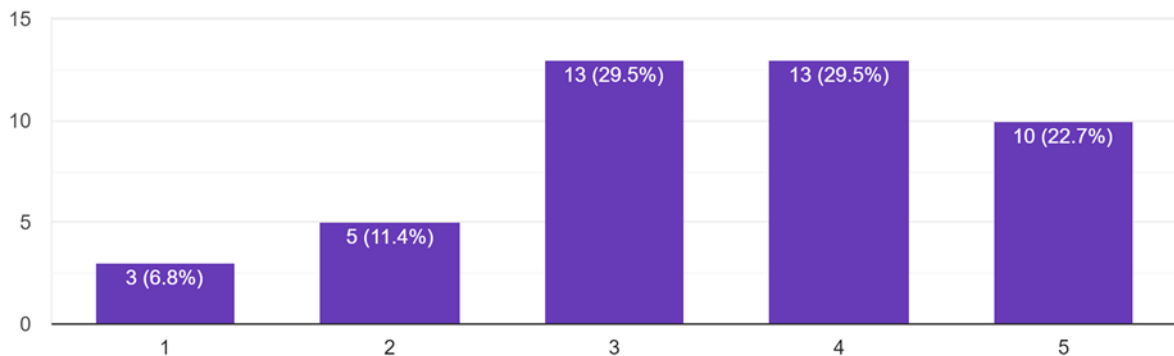
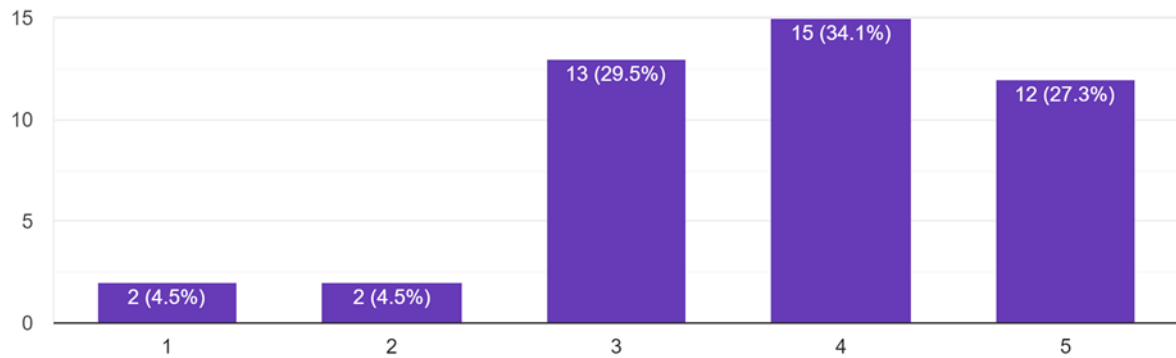


Figure 11

29.5% agree that the things employees are asked to do are easy to do without any hassle, which means the majority of the organizations do not burden their employees with the workload, and employees can conduct their tasks efficiently. However, 6.8% of respondents feel they have difficulty completing organizational tasks.

10. The organization values its people.

44 responses

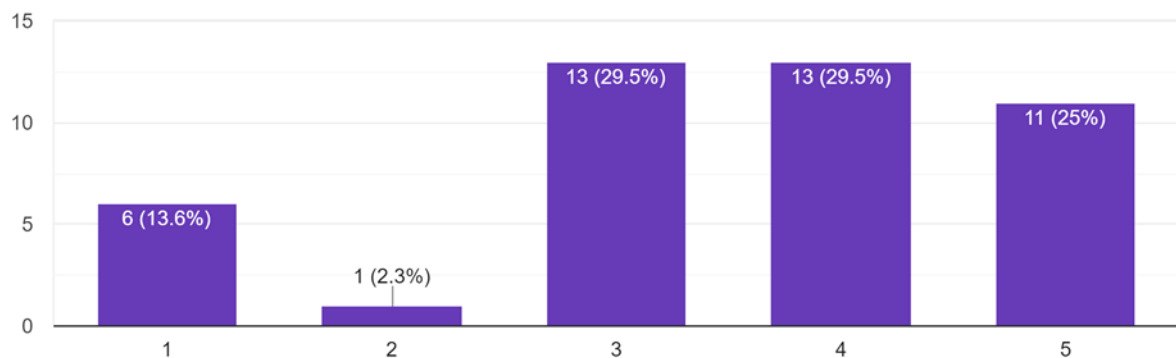


*Figure 12*

34.1% of the participants believe that their organization values them, meaning most organizations value their employees.

11. The organization deals fairly with everyone--it doesn't play favorites.

44 responses



*Figure 13*

Most respondents agree that their organization deals pretty with their employees, and there are very few or no biases in the work environment.

12. Employees are encouraged to take initiative and make decisions on their own.

44 responses

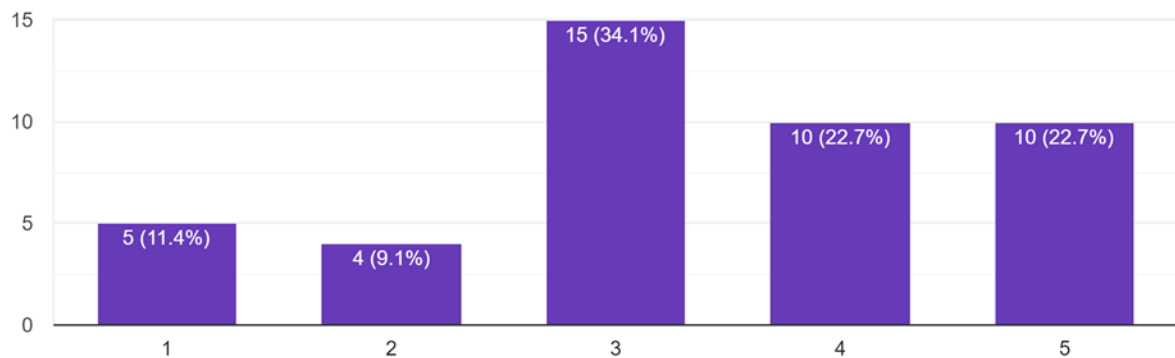


Figure 14

34.1% of the participants feel that the employees are encouraged to take the initiative and make decisions making on their own. However, only 22.7% strongly agree, and some participants disagree entirely with this statement.

### Inferential Analysis

As a result of the data analysis, it is evident that the culture of the business influences the workers' performance. Furthermore, the questionnaires' replies indicate that most firms try to maintain a positive and welcoming atmosphere. The vast majority also place a high value on their workers and are willing to adjust, if necessary, to improve their level of convenience. Most responders have provided favorable feedback, indicating their contentment with their respective organizations. Secondary research has also been included in this paper, suggesting that organizational culture may significantly influence the business's image. If employees are happy, the organization will undoubtedly be successful in achieving its goals, and the secondary research included in this paper supports this hypothesis.

### Hypothesis Assessment Summary

*H1: there is a vital relationship between the structure culture and worker performance in a company*

This hypothesis is entirely faithful to the survey results. The secondary data in this report show that an organization's culture plays a vital role in the employees' performance as the culture motivates or demotivates the employees. If the employees are given their full rights, they are allowed to work without any restrictions; they can easily communicate with their management and their colleagues, they are involved in decisions making, and they will feel that they are essential to their organization and will put it more effort while staying happy and satisfied (Irwan et al., 2020).

### Conclusion

Employees' diversity of views and values, which varies according to their performance, helps align the organization. The culture within an organization may assist in internalizing standard connections, which can lead to more efficient management of organizational operations. Improved performance is a result of both increased productivity and positive corporate culture. More than 60 studies analyzed the performance of 7,600 small business units and corporations between 1999 and 2007. The improvement of organizational achievements that may be attributed to a positive interaction between culture and performance and higher organizational job performance results in increased organizational productivity, which in turn has a substantial effect on the quality of the organizational culture. Conventions and values of organizations that are founded on

different cultures affect workforce management. Strong businesses have cultures that make it easier to manage their personnel successfully and efficiently. The same strategy for making the most of available resources in the same cultural association contributes to the organization's development in a good way. Depending on the situation's specifics, a company's culture may help enhance performance or offer an advantage over the competition. Gains in organizational performance based on sustainability may be contributed to by increased employee engagement and the efficacy of teams. The viability and efficiency of an organization are influenced, to varying degrees, by the characteristics of the organizational culture and the degree to which it is fostered.

### **Limitations**

This survey did not cover much ground and was carried out by workers, not by both parties—staff members and administrative personnel from many organizations. Identifying the culture that is most beneficial to the organization and figuring out how to implement it in a way that is both efficient and productive is one of the most challenging responsibilities for an administrator. In most cases, we begin by analyzing the organizational structure of the firm in order to determine the primary challenges associated with innovation. Nevertheless, organizations are equivalent to increasing awareness of information management opportunities and creating easy access. Once they consider the concepts of knowledge management and the related ideas, they enjoy the practice of knowledge management. One of the most significant shortcomings consisted of the tendency to concentrate only on the positive aspects of workers and disregard the possibility that they might create issues if treated leniently and allowed free rein. They are not focused on their job, and it is evident that the company is providing them with comfort despite this.

### **Recommendations**

The primary objective of this study was to evaluate the effect a company's culture has on the performance of its employees. Basic norms and standards need to be defined by higher authorities for individuals to be able to satisfy these needs. Productivity in a business may be increased by maintaining a good balance between culture and performance. It is possible that having a robust corporate culture will make employee workforce management more effective and efficient. A healthy corporate culture is beneficial to the development and management of a competitive environment. The level of employee involvement in a business is directly correlated to its performance-based sustainability.

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