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Predicting Performance through the Elements of Organizational Culture

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Abstract

Organizational culture is shaped by the leaders and by the purpose for which an organization exists. There are many cultures and sub-cultures, which may be of different strengths and which may have different levels of influence. The main aim of this paper was to determine what elements of organizational culture predict the performance of an organization. The objectives of the study were to determine if the different elements of organizational culture has significant contribution on the performances of Universities and to reveal which of the different elements of organizational culture has the most significant contribution in predicting the performances of Universities. To determine what elements of organizational culture predict the performance of an organization, a sample of 100 staff (academic and non-academic) each of Covenant University, Ota, Olabisi Onabanjo University, Ago-Iwoye, University of Agriculture, Abeokuta, all in Ogun State were drawn. Data was collected with the use of a 5 point Likert type questionnaire and were analyzed using multiple regressions with the aid of Statistical Package for Social Sciences (SPSS). The findings showed that Quality Consciousness, Role Clarity, Employee Concern, Customer Care and Code of Conduct made the most significant contribution in predicting performances of the Universities. Conclusively, there is no such thing as a 'right' or 'best' culture for all organizations. The most appropriate culture for an organization is the one that best helps it cope with the exigencies of its business environment.