

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL
CULTURE WITH EMPLOYEE'S PERFORMANCE AT
UNIVERSITI SULTAN ZAINAL ABIDIN,
TEMBILA CAMPUS**

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ABSTRACT

This study was focused to investigate the relationship between Organizational Cultural and Employee's Performance at Universiti Sultan Zainal Abidin Tembila Campus, Terengganu Darul Iman. Background of the study, statement of the problem, research objective, research questions, significant of the study, and limitations of the study were identified by the researcher to ensure the study is effectively.

Research methodology is the way in which the data are collected for the research project. The researcher used sampling data and data collection method, the researcher used questionnaire distributed to the respondent at the UniSZA Tembila Campus. Questionnaires were distributed to the different department at the UniSZA Tembila Campus in order to get different responses from different employee's backgrounds. The primary research data is gathered from the questionnaire answered by the respondent at UniSZA Tembila Campus.

The findings of the study have been identified by the researcher and the respondent of this study is 135 respondents from different departments at UniSZA Tembila Campus. For the reliability result, cronbach's alpha for the organizational cultural is .701 and cronbach's alpha for the employee's performance is .713. The result for the correlation between uncertainty avoidance with employee's performance is weak

positive relationship, for the correlation between masculinity with employee's performance is moderate positive relationship, for the correlation between power distance with employee's performance is very weak positive relationship and last correlation is between individualism with employee's performance is weak positive relationship. The correlations are still accepted if the result of correlation is weak or very weak relationship.

In conclusion, there are four dimensions that influence employee's performance which are uncertainty avoidance, masculinity, power distance and individualism. The performance of the employee very important to the organization to increased organization productivity and to ensure the organization can achieve goals with the supportive employee.

For the recommendation, the upper level management of Universiti Sultan Zainal Abidin, Tembila Campus should communicate more clear goals and expectations to the employee at UniSZA Tembila Campus. Other than that, UniSZA Tembila Campus also needs to share information about the organization. UniSZA Tembila Campus should let the employee knows what is going on within the organization as well as they know how their work or jobs contribute to the big picture of the organization. Apart from that, UniSZA Tembila Campus also needs to organized training and the employee should attend the training to ensure the performance and the productivity improved. Upper level of management at UniSZA Tembila Campus also needs to accept the idea from the employees. Lastly, UniSZA Tembila Campus also needs to celebrate the achievement with the employees and give an opportunity for the employee to give a respond of that achievement in order to ensure the employee feels they are needed in that organization.

CHAPTER 1

INTRODUCTION

This study was focused to investigate the relationship between Organizational Culture and Employee's Performance at Universiti Sultan Zainal Abidin Tembila Campus at Terengganu Darul Iman. This chapter consisted of the background of study, statement of the problem, research objectives, research questions, limitations of the study, significant of the study, and definition of terms.

Background of the Study

Nowadays, there are so many researches in how organization culture can influence the employee's performance at work. From what we know, culture is important in organisation. It can influence personal achievement and professional, duties and management of resources to achieve it. Besides that, organization culture also influence the way people thinking, make the decision, and how they see, feel and take an action. Organizational culture also refers to a set of shared values, belief, assumptions, and practices that shape and guide members' attitudes and behaviour in the organization (Davis, 1984; Denison, 1990; Kotter and Heskett, 1992; et. al.).

Employees that have good attitudes will increase the level of performance in any organization or industry either in government sector or private sector. At the same time, the positive attitudes to change were found to be vital in achieving organizational goals and increasing the performance of organization through the