

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL  
CULTURE AND EMPLOYEE'S PERFORMANCE AT  
IBU PEJABAT POLIS KONTINJEN KEDAH  
(IPK KEDAH)**

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**ABSTRACT**

**Purpose** – The purpose of this paper is to investigate the relationship between Organizational Culture and Employee's Performance.

**Methodology** – A questionnaires instrument was used to collect data from staff of three department including Management, Narcotics and Criminal Department. There are 104 questionnaires has been collected among the staff of IPK Kedah using probability sampling techniques which "stratified sampling".

**Finding** – The result of the findings was obtained by using SPSS (22.0) version which to identify the frequency analysis, reliability analysis, descriptive analysis correlation analysis and hypothesis testing. However, overall results show that organizational culture (Uncertainty Avoidance, Masculinity, Power Distance and Individualism) related with employee performance for an organization.

**Recommendations** – Based on the findings of this study which to investigate the relationship between organizational culture (Uncertainty Avoidance, Masculinity, Power Distance and Individualism) and employee's performance has found that there are relationships between variables. Thus, there are several recommendations that will be useful for future improvement and future research that will improve the research that similar with this study for future.

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## **CHAPTER 1**

### **INTRODUCTION**

This research focused to the relationship between Organizational Culture and Employee's Performance at Ibu Pejabat Polis Kontinjen Kedah. (IPK Kedah). This Chapter consisted background of study, statement of the problem, research objectives, research questions, significance of study, limitation of the study and definition of terms.

#### **Background of the Study**

Nowadays, there are so many research on how Organizational Culture can influenced Employee's Performance of work. From what we know, culture is important in organisation. It can influenced personal achievement and professional, duties and management of resources to achieve. Besides that, organisation 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 the 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 the organization through the strength of Organization Culture. (Kotter & Heskett, 1992). Employees should always