



**ORGANIZATION CULTURE: A CASE STUDY OF MYDIN
MOHAMED HOLDINGS BERHAD**

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ABSTRACT

Performance of employees is affected by numerous factors at work place. It is defined as the way to perform the job tasks according to prescribed job description. A good performance of employee can help to create a good organization culture. There are many variables that affect the organization culture at work place. Hence, this study is aimed to examine the major factor that can affect the organizational culture at Mydin Mohamed Holdings Berhad. These variables include variables that will be tested in this study which are organizational culture, teamwork, job factor, physical work condition and salary. In obtaining the employee opinion towards this issue, ninety questionnaires had been distributed to the respondents and only seventy questionnaires were returned. Furthermore, all of these variables are give positive impact on the organizational performance. Therefore, further justification can be explained by applying multiple regression analysis using SPSS software. The survey of Organization Culture: A case study of Mydin Mohamed Holdings Berhad is commonly recommended to identify the effect of organization culture based on four independent variables such as teamwork, job factor, physical work condition and salary.

Key words: Teamwork, Job factor, Physical work condition, Salary, Organizational culture.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

With rapid changes in the business world nowadays, competition also increase and it is important for a company to increase the effectiveness of the management to be able to compete with the other competitors. Organizational culture is one of the most important factors of company's success or failure. The organizational culture may give an impact on the internal success like the success of the members in organization, their values and behavior.

Achieving internal success is dependent on producing and maintaining a positive, healthy organizational culture (OC) that comprised an industrial relationship and successful task that has been completed (Schein, 1992). That is, a good relationship among staff and task given to the employees could help the organization towards success. That is why it is important for the organization to focus on the internal success of the organization.

A culture can bring a positive and negative way that can affect the work style of the workers. For example, some people will take advantage during working hours by doing other task or wasting their time chatting, eating and so on. This happen because the company did not have strict working system as their staffs are free to go anywhere and do anything during office hour, as long as they have punch in their card in the morning right on time, and they do not neglect entering important meetings and work.

Goldston (2007) in her research also added that, a strong organizational culture can help to generate motivation and commitment among the organization employees. A positive work culture could influence the employees to do their best in the organization. Hence, all the