

عنوان مقاله:

The Relationship between Organizational Commitment, Organizational Culture and the Employee Performance of the Courts of the East Golestan Province

محل انتشار:

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خلاصه مقاله:

The present research sets out to answer the question if there is any significant relationship between organizational commitment, organizational culture and employee performance in the courts of the east Golestan Province. The method of research was descriptive, i.e. survey kind, and there was a correlation with the statistical population of the employees of the east Golestan Courts with 200 personnel. The method of the sampling of this research is simple random. The data were collected through library and field method and the instruments used were a standard questionnaire on organizational commitment (Allen and Meyer), a questionnaire about organizational culture (Hofstede) and a questionnaire on employee performance (Hersigold Smith). The reliability of the questionnaire was obtained by Cronbach's Alpha as 0.949, 0.945 and 0.946 respectively for organizational commitment, organizational culture and employee performance. The establishment and validity of the instrument were confirmed by content method. Moreover, as for analyzing the data of the courts of the east Golestan province, there was a significant relationship. The research method involved the correlation test of Spearman and Kolmogorov-Smirnov (Ks) was used for examining the normal distribution of the data using SPSS software. The results show that there is a significant relationship between organizational commitment, organizational culture and the employee performance of the courts of the east Golestan Province.

کلمات کلیدی:

organizational commitment, Organizational Culture, employee performance, Beliefs And Values, Employee's Beliefs

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