

IMPACTS OF ORGANIZATIONAL CULTURE ON ORGANIZATIONAL COMMITMENT

¹ABBAS ALI RASTEGAR & ²SOMAYE AGHAYAN

Assistant Professor, Faculty of Economics & Management. Semnan University, Semnan, Iran

Master of Business Administration, Faculty of Economics & Management. Semnan University, Semnan, Iran

ABSTRACT

The purpose of this study is to further clarify the relationships between organizational commitment and organizational culture. This study investigates the association between organizational culture on organizational commitment in a sample of Training and Education organization in a city of Iran. The results show that demographic variables including Education, Marriage, and Job experience don't have significant impact on organizational commitment. The main result of this study is that supportive and innovative organizational culture are positively correlated with organizational commitment but the correlation between bureaucratic organizational culture and organizational commitment is low.

KEY WORDS: Organizational Culture, Organizational Commitment, Supportive Culture, Innovative Culture, Bureaucratic Culture