

**THE IMPACT OF ORGANIZATIONAL CULTURE ON PERCEIVED
EMPLOYEE PERFORMANCE OF BANKS IN
BATTICALOA DISTRICT**



NIVETHIKA THANGAVADIVEL



**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

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ABSTRACT

All organizations, everywhere, function within a specific culture. As Sri Lanka is a developing country, there is wide range of cultural practices are happening in order to match with the world standards in the banking industry. This study aimed at investigating the impact of organizational culture on perceived employee performance: Special reference to banks in Batticaloa District. The objectives of the study are to identify the level, relationship and impact of organizational culture on perceived employee performance. The study had been conducted among 150 employees of banks in Batticaloa District and stratified random sampling was used. Descriptive statistics, correlation and regression analysis were used to analyze the data. A set of hypothesis were developed and tested by correlation analysis.

The study found that organizational culture and perceived employee performance were in highly perceived by the employees in the selected banks in Batticaloa District. Further, there is a strong positive relationship between each underlying dimensions of organization culture which significantly influence perceived employee performance of banks. Specifically, the culture of involvement was given more importance than the other dimensions of organization culture in predicting perceived employee performance. Furthermore, it has been proven that the study contributes to existing theoretical and practical knowledge by providing evidence about the relationship between organizational culture and perceived employee performance. The banking sector is growing rapidly in Sri Lanka. Hence, this research has the potential to contribute to the overall banks in terms of how to maintain an improved performance through practicing well organized culture.

Keywords: Culture of involvement, Consistency, Mission, Organizational culture, Perceived employee performance.

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