

**THE STUDY ON THE RELATIONSHIP BETWEEN  
ORGANIZATIONAL CULTURE AND STAFF PERFORMANCE  
OF NON ACADEMIC STAFF IN EASTERN UNIVERSITY IN  
SRILANKA**



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## *Abstract*

*Organizational culture expresses to which extent the members of organization are willing to support each other and also the goals and development of their organization. It has been shown by the organizational psychology to influence important aspect of staff behavior. Therefore, this study was carried out to measure the relationship between organizational culture and staff performance of non academic staff Eastern University.*

*In Srilanka, there are 13 universities, which are state – owned. Eastern University was established as Batticaloa College in 1981 and promoted as university in 1986. Eastern University in Sri Lanka was situated at Vantharumoolai, 17km far from Batticaloa. It is accepted fact that the University plays a very significant role in the society and they give impetus in process of nation building. We can accept this to university level too. The role of employees, especially non academic staff is of paramount important in the process of university development and to achieve these goals. The importance of non- academic staff in Eastern University has been realized by all the various strata of society. They are the prominent players in the routine work as well as the development scenario. Therefore these non academic staff was selected for the purpose this study.*

*The research problem formulated for this study was as “whether there is relationship between organizational culture and staff performance. Therefore, the purpose of this study is to evaluate the relationship between organizational culture and staff performance that relevant to Eastern University. For the purpose of measuring relationship between organizational culture and staff performance of Eastern University, five variables of organizational culture are considered, such as Employee participation, Job security, supervision/leadership, Work environment and Employee benefits.*

*The data for the study was got from the selected samples among the population of non academic staff. Through random sampling method, 100 samples were selected and 100 questionnaires were issued to collect the personal and research information relevant to this study. For the purpose of data analysis SPSS package and Microsoft Excel 2003 were used. Analyzed data were presented through using the tables mostly, and some charts.*

Data evaluation made through measuring the organizational culture produced five dimensions of organizational culture. The study found that the discussed in five dimensions mostly indicate moderate level of contribution to organizational culture and positive relationship between organizational culture and staff performance. Therefore it was known from the conclusion, the result shows that managing and improving the organizational culture could contribute to the performance of staff.

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