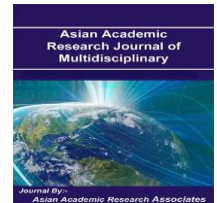




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IMPACT OF ORGANIZATIONAL CULTURE ON EMPLOYEE'S JOB SATISFACTION: AN EMPIRICAL STUDY OF SMHS HOSPITAL

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Abstract

At present, organizations have become dynamic. Environment is constantly changing and is highly uncertain and volatile. With world becoming a global village, people are becoming smarter, more intelligent and hard-working. Apart from personal growth in terms of money employees of any organization want to have flourishing relationships at work. To make an organization more productive and successful, they must have flourished and enriched Culture that encourages their employees to perform their fullest and contribute for the long term growth of an organization. Satisfied employees tend to be more productive, creative, and committed to their employers. Job satisfaction leads to productivity through bringing high quality motivation and through enhancing working capabilities of employees. Culture creates both stability and adaptability for organizations. Organization culture has an increasing importance because of its impact on employee satisfaction. Understanding organizational culture helps to increase the organizational effectiveness and development. It helps to develop strong corporate personality.

This study aims to critically evaluate the impact of organizational culture on employee's satisfaction. It concludes the dimensions of organizational culture as openness, confrontation, trust, authenticity, proactivity, autonomy, collaboration and experimentation and their effects on employee's satisfaction.

Keywords: organizational culture, job satisfaction, organizational effectiveness and development, openness, authenticity, trust, confrontation, autonomy, collaboration, proactivity, experimentation.

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