ORGANIZATIONAL VALUES & EMPLOYEE PERFORMANCE

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ABSTRACT
Organizational cultural driven capabilities are usually inimitable due to their social complexity; thus it is considered a valuable source of sustainable competitive advantage (Barney, 1986; Hall, 1993; Peteraf, 1993). And, though organizational researchers have debated the meaning and consequences of organizational culture but still do not fully understand the relationship between culture and organizational performance (Chatman.et.al, 2013).
Drawing on these principles this research is an attempt to study the effect of Organizational values; like Openness & Confrontation on Employee performance. For this purpose, scale measuring openness and confrontation values was taken from the Organizational cultural profile by Udai Pareek (1997), and was administered on a sample of 208 employees. As a measure of their performance, their last appraisal scores were obtained. The obtained data was analyzed using inferential statistical procedures. The results indicate a significant relation between the variables under study; also, the results of the study leave strong implication for the organizations.

KEY WORDS: Organizational Culture, Employee Performance, ethos.