Effect of organizational culture on organizational commitment in the employees of the Ministry of Labor and Social Affairs according to the mediating role of innovation

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Abstract

The purpose of the present study was to investigate the effect of organizational culture on the commitment of employees considering the mediating role of innovation. The population was consisted of 342 staff experts of the ministry of labor and social affairs, which a sample size of 182 individuals was chosen out of it using Morgan table and simple random sampling method. The tools used in this study were Denison standard questionnaire for the measurement of organizational culture, Allen and Meyer standard questionnaire for the measurement of organizational commitment and Jimenez et al.’s standard questionnaire for the evaluation of innovation. The data analysis was carried out using Structural Equation Modeling (SEM) with the approach of Partial Least Squares (PLS) and Smart PLS software. The results demonstrated that there is a significant and positive relationship between organizational culture and organizational commitment and innovation. It was also concluded that innovation have a mediating role between organizational culture and organizational commitment.

Keywords organizational culture, organizational commitment, innovation, ministry of labor and social affairs
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