

**THE IMPACT OF ORGANIZATIONAL
CULTURE ON EMPLOYEE
PERFORMANCE AT PHARMACEUTICAL
INDUSTRY KARACHI, PAKISTAN
BY**

**SANA FALAK
39026**

A thesis submitted to the Business Studies Department, Bahria Business School, Bahria University Karachi Campus, in partial fulfillment of the requirements for MBA Degree



FALL, 2021

**BUSINESS STUDIES DEPARTMENT
BAHRIA BUSINESS SCHOOL**

Bahria University Karachi Campus



MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
1	11/3/2021	cubicle	Topic name, Variables, Research paper	<i>Sana Falak</i>
2	30/4/2021	cubicle	Introduction, Literature review, Methodology	<i>Sana Falak</i>
3	24/11/2021	cubicle	Questionnaire, Results, Discussion	<i>Sana Falak</i>

APPROVAL FOR EXAMINATION

Candidate's Name: Sana Falak Registration No.: 39026

Thesis Title: The Impact of Organizational Culture on employee performance

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at ___ that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: _____

Date: _____

08-03-2022

Supervisor's Name: _____

Shair Muhammed

HoD's Signature: _____

Sameerah Raza

Date: _____

Abstract:

Purpose: The purpose and aim of this research is to find out or to investigate the effects or footprints of independent variables (working environment, rewards, values, infrastructures) on to the employee performance in pharmaceutical industry of Karachi, Pakistan.

Methodology & Design: The research model selected is explanatory. Research was done and carried out by using the questionnaires. Which 265 questionnaires were filled online. Data was collected from pharmaceutical industry in Karachi, Pakistan. The data was analyzed through using IBM SPSS software version 22.

Findings: The result shows that working environment, rewards, infrastructures and values are positive impact on the employee performance.

Limitations: This research is based on pharmaceutical industry also Karachi region only also time was the main constraints for this research as we are already suffering from this pandemic.

Recommendations: Organizations need to be focus on health, safety and secure environment of the workplace for all the employees. Organization and should treat equally whether they belongs to upper position or lower position that will leads to increase their performance and loyalty towards the organization. They should involve employees in the decision making process so as to allow effective implementation of the decision and recognize employees' skills and abilities and encourage them to develop efficient ways to do their work.

Keywords: Organizational culture, Employee performance, working environment, Rewards, values, infrastructures.

Table of Contents

CHAPTER 1	11
INTRODUCTION	11
1.1 Introduction:.....	12
1.2 Problem Statement:.....	13
1.3 Research Objectives:.....	13
1.4 Research Questions:.....	14
1.5 Significance of the Study:.....	14
1.6 Scope of the Research:.....	14
1.7 Organization of the Thesis:.....	15
CHAPTER NO# 02.....	16
LITERATURE REVIEW:	16
2.1 Employee Performance (Dependent variable):.....	16
2.1.1 Working Environment and Employee Performance:.....	17
2.1.2 Reward and Employee performance.....	19
2.1.3 Values and Employee performance:.....	19
2.1.4 Infrastructure and Employee Performance:.....	20
2.2 Summary of the Literature Review:.....	21
2.3 Research Hypothesis.....	22
2.4 Conceptual framework.....	23
CHAPTER 3	24
RESEARCH METHADODOLOGY.....	24
3.1 Research Approach & Type.....	24
3.2 Design of Research	24
3.3 Research Population.....	24
3.4 Sample Size & Sampling Technique	24
3.5 Research Instrument.....	25
3.6 Data Collection	25
3.7 Data Analyses Method.....	25
CHAPTER 4	26
Results.....	26
4.1 Respondent Profile.....	26
4.2 Reliability Analyses.....	27

4.3 Multiple Linear regression:.....27

4.4 Hypotheses Testing.....29

4.4.1 H1, Working Environment.....29

4.4.2 H2, Rewards.....29

4.4.3 H3, Values.....30

4.4.4 H4, Infrastructure.....30

4.5 Summary of Hypotheses Testing:.....30

CHAPTER # 05:31

DISCUSSIONS:.....31

5.1 Hypothesis 1 Discussion31

5.2 Hypothesis 2 Discussion32

5.3 Hypothesis 3 Discussion33

5.4 Hypothesis 4 Discussion34

CHAPTER NO# 06:35

RECOMMENDATIONS AND CONCLUSION:35

6.1 Recommendations:.....35

6.2 Limitation of the Research:.....35

6.3 Future research:.....36

6.4 Conclusion:36

References.....37

APPENDIX.....39