

# **IMPACT OF ORGANIZATIONAL CULTURE ON EMPLOYEE JOB SATISFATION AT SIEMIENS ENGINEERING COMPANY, KARACHI**

**By**

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## MBA Thesis

2<sup>nd</sup> Half-semester Progress Report and Thesis approval statement

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S No	Date	Place of Meet up	Topic conversed	Signature of Student
1	15.6.17	Supervisor's Office	Chapter-4 discussed, (Analysis)	
2	16.7.17	"	Chp-5 (Discussion) reviewed.	
3	28.7.17	"	Whole thesis reviewed.	

APPROVAL FOR EXAMINATION

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It is certified that the thesis of above student has been completed to my entire satisfaction and, to my belief; its standard is suitable for submission for examination. I have also conducted plagiarism test of the thesis under consideration using HEC prescribed software and found similarity index at 13% ----- 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.

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## Abstract

**Purpose:** This thesis aims to discover the impact of organizational culture (4 types) on the job satisfaction stage of employees in Siemens Engineering Company Karachi, Pakistan by using competing values framework (CVF). Types of culture consist of Clan Culture, Adhocracy Culture, Hierarchy Culture & Market-Culture.

**Methodology / Sample:** Deductive approach was applied and hypotheses were developed first after suspicious review of appropriate literature. The essence of this report is descriptive and this is quantitative research. Data was collected through Organizational Culture assessment Instrument (OCAI, a tool or questionnaire) from 100 employees of Siemens Engineering Company Karachi Pakistan from which 78 responses were received properly. Non probability convenience based sampling technique was used in this study & SPSS software be used for data perusal/analysis.

**Discoverys of the Research:** After the analysis, it was found that here is considerable whack of Hierarchy-Culture & Market-Culture on job satisfaction where as job satisfaction is not significantly impacted by Clan Culture and Adhocracy Culture. Hierarchy Culture possess the utmost bang on job satisfaction pursue by Market Culture.

**Convenient propositions:** The discovery of this learning are probably help management of Siemens Karachi to improve job satisfaction by using appropriate culture. To increase satisfaction level it is essential to identify existing culture and modify it according to satisfaction level by using Competing Value Framework (CVF) & Organizational Culture assessment Instrument (OCAI). This learning can help organizations understand different kinds of organizational culture & their effect on job satisfaction & results can help them understand that which types are impacting job satisfaction so that they can analyze and modify culture to improve job satisfaction. This research can be conducted in other sectors as well.

**Keywords:** Job Satisfaction (JS), Culture, Organizational Culture, Clan Culture, Adhocracy Culture, Hierarchy Culture, Market Culture.



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