



THE RELATIONSHIP BETWEEN ORGANISATIONAL CULTURE AND PERFORMANCE MANAGEMENT IN PROJECT BASE COMPANY

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ABSTRACT

This thesis is focus on culture in the organization where the factors which influence work performance. This study is to identify whether they have impact or effect between organizational cultures towards project performance in the organization. This thesis objectives are to identify culture implementation in organizational at construction project and also to identify the relationship between organizational culture and project performance. Using elements that includes in Denison model, there are a few factor that measurable to investigate organizational culture existence in the organization such as involvement element, consistency element, and also adaptability element. Meanwhile to measure project performance also have some elements which are time and cost.

INTRODUCTION

According to Denison and Mishra (1995) , they stated that the four different cultural which is traits, mission, consistency, and involvement, were related to different judging requirements of effectiveness. Changes happens in an organizational impacts whether negatively or positively. This thesis is to investigate the relationship between organizational culture and project performance. Research questions that needed to be answered are what is implementation of adaptability culture in construction projects? And also what is the relationship between the adaptability culture and project performance?

OBJECTIVES

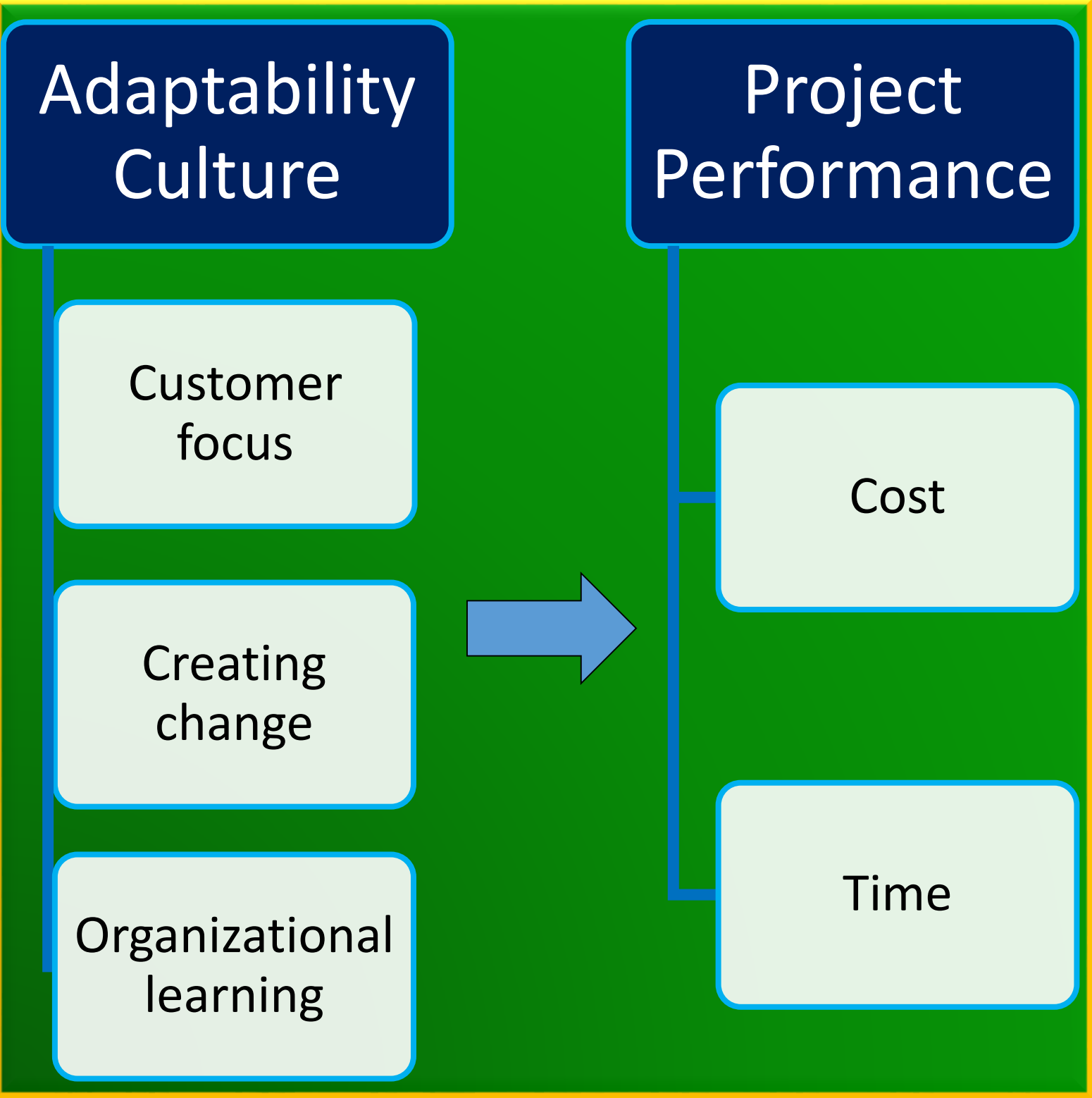
- The objective of this research is :
- To identify the adaptability culture implementation in construction projects.
 - To identify the relationship between the adaptability culture and project performance.

METHODS

Using survey technique in order to collect the data at Kuantan Pahang. The respondent of this research paper is from the grad G7 for construction company, B24 – Building maintenance in Kuantan, Pahang have 35 companies that we can take it as population size (N).

Population= 35 (N)
Sample= 32 (n)

RESEARCH FRAMEWORK



HYPOTHESIS

- H0: There is no significant relationship between project performance and culture of the organization.
- H1: There is significant relationship between project performance and culture of the organization.

RESULTS

Items	Mean	Rank
The interests of the final customer often get ignored in our decisions.	2.84	1
This organization responds well to competitors and other changes in the business environment.	2.47	2
Customer comments and recommendations often lead to changes in this organization.	2.13	3
Customer input directly influences our decisions.	2	4
This organization encourages and rewards those who take risk.	1.94	5
This organization is very responsive and changes easily	1.81	6
We make certain that we coordinate our actions and efforts between different units in this organization	1.81	7
This organization continually adopts new and improved ways to do work.	1.63	8
We view failure as an opportunity for learning and improvement	1.59	9

1. Cost = -.070 -0.917(B1) +0.164(B2) -0.107(B3) -0.960(B4) +0.674(B5) +0.214(B6) +1.392(B7) +1.428(B8) -0.634(B9)

The model above showed that the impact of each question whether is it negatively impact of positively impact to the project performance. It state that, B1, B4, and B9 have a high negatively impact toward the cost. B5, B7 and B8 have high positively impact toward cost. Besides, for B2, B3, and B6 have low impact on cost.

2. Time = 0.156 +0.485(B1) -0.567(B2) -0.186(B3) -0.163(B4) +0.047(B5) +0.548(B6) +0.371(B7) +0.210(B8) +0.148(B9)

The model above showed that the impact of each question whether is it negatively impact of positively impact to the project performance. It state that B3 and B4 have a low negatively impact toward the cost. B1, B5, B7, B8 and B9 have low positively impact toward cost. Besides, for B2 and B6 have high impact on time.

CONCLUSIONS AND RECOMMENDATION

The result of this research can be conclude that the organizational culture does have impact on project performance. Its means that, an organization are need to conduct their organizational culture affectively to gain an excellent project performance.