Organizational Culture and Its Relationship to The Working Environment in The Government – An Empirical study in The Ministry of Municipalities Affairs and urban planning in the Kingdom of Bahrain

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Abstract

Organizational culture prevailing significant impact on the organization work environment and employees of an organization, may vary organizational culture prevailing from one sector to another or from one institution to another or in the branches of the single institution for several influential factors which, therefore, current research seeks to identify the type of organizational culture prevailing Ministry of Municipalities Affairs and urban planning in the Kingdom of Bahrain, and to identify the factors affecting the organizational culture in the Ministry of Municipalities Affairs and Urban Planning, and the study of the relationship between the type of organizational culture prevailing in the Ministry of Affairs Municipalities and Urban Planning in Bahrain and its impact on the organization of the work environment, and through a referendum staff views on class standard of Bahraini who were randomly selected from the Manama Municipality (35 employees) and the municipality of the northern region (45 employees) and the Municipality of the Southern District (20 employees) total (100 male and female employees), was applied resolution study tool that is designed to answer research questions and include the first two related to personal data, and the second section related hubs Find It (staff relations, work environment, administrative renewal, job performance).
And the Study walked on the descriptive analytical method to describe the problem and analyze the dimensions and causes, in the theoretical part of the research, and in the practical part results been interpreted that reached the research and testing hypotheses.
The results showed that after the performance of staff is the dominant dimension of organizational culture in the Ministry of Municipalities Affairs and Urban Planning in the Kingdom of Bahrain and followed after relations between the staff, then administrative renewal, and finally after the work environment, results also concluded that municipalities.

Three under study have received appreciation excellent after functionality of organizational culture, as well as the results showed that the scientific level of the staff is one of the most important factors affecting the organizational culture of the Ministry of Municipalities Affairs and Urban Planning followed by worker management style used in the functioning of the municipality, and finally revealed results not the influence of organizational culture on the work environment and in accordance with the views of the staff of the Ministry of Municipalities Affairs and Urban Planning.

According to the results of research study recommended that attention to strengthening relations between staff,
And work to strengthen the principle of innovation, and employee involvement in decision-making process, and the adoption of a system of incentives to promote excellence in after functionality, and suggested research also establish a committee to study the development environment to work in various municipalities Kingdom of Bahrain and the Ministry of Municipalities Affairs and Urban Planning.