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In memory of my late brother, Michael Manetje.

DECLARATION

I, Ophillia Maphari Manetje the undersigned, hereby declare that the dissertation “The impact of organisational culture on organisational commitment”, is my own work, and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.

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O M MANETJE

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DATE

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SUMMARY

THE IMPACT OF ORGANISATIONAL CULTURE ON ORGANISATIONAL COMMITMENT

Supervisor: Prof Nico Martins

Degree: MA

Subject: Industrial and Organisational Psychology

A review of the literature reveals that organisational commitment is an outcome of organisational culture, when reviewing the definitions, theoretical development and models of these two concepts.

The integration of organisational commitment with organisational culture indicates that there is a need for a scientific study to determine the relationship between these two variables.

The empirical study involved the participation of 371 respondents in an organisation. A survey was conducted using the organisational commitment scale and the organisational culture questionnaire to determine the relationship between organisational culture and organisational commitment. The results suggest that organisational culture has an effect on organisational commitment. Recommendations are made to successfully implement both organisational culture and organisational commitment change initiatives.

KEY TERMS

organisational commitment; affective commitment; continuance commitment; normative commitment; organisational culture; power culture; role culture; achievement culture; support culture; organisational members