

Chapter 6

Organizational Culture Effect on Enhancing Workplace Productivity Through Women Employees' Normative Commitment in the Ethiopian Public Sector

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ABSTRACT

The investigator analyzes data by using SPSS V.26 and AMOS V. 20 software and gathered from 390 workers in different organizations using a structural equation modeling technique. Through the mediation of women employees' normative responsive commitment, the analysis looks at how culture of organization influences productivity of place of work together directly and indirectly. Key outcomes manifest

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that women employees' normative responsive commitment and culture of organization have a substantial affirmative association ($\beta = 0.864$) and that women employees' commitment has a considerable influence on productivity of place of work ($\beta = 0.328$). The sum of the direct and indirect influences of culture of organization on production is 0.91, indicating a partial mediation influence of women employees' normative commitment.

INTRODUCTION

Culture of organization has a crucial role in creating place of work dynamics and influencing employee performance around the globe (Khan et al., 2022). In many places, particularly in emerging countries, manifesting how culture influences varied workforce segments notably women employees' has become incubating crucial (Ogundana et al., 2021). Building an inclusive culture of organization may substantially boost productivity with women's employees' participation in the workforce connected to economic growth and social development (Dahlum et al., 2022). Globally, institutions are realizing the value of diversity and inclusion, formation is necessary to examine how these characteristics connect with culture of organization to create better commitment and performance, particularly in the public sector (Aman et al., 2022). As organization looked to comprehend the fundamental values and ideas that influence employee behavior and organizational success, the idea of culture of organization gained popularity in the late 20th century (Khan et al., 2022). Geert Hofstede and Edgar Schein are two academics who have contributed fundamental theories linking organizational performance and culture (Gessesse, 2021; Willie, 2023). As these ideas developed, they started to manifest the importance of normative responsive commitment the feeling of duty that employees have to their organization as a key element of place of work dynamics (Ogundana et al., 2021). As scholars have started to investigate how culture of organization may either help or hurt women's employees' participation and productivity, this idea has become especially substantial in the context of gender (Smith & Sinkford, 2022; Worke et al., 2023).

Empirical investigation has revealed that a healthy culture of organization may boost employee commitment and performance (Willie, 2023). Investigation reveals that women employees who see their culture of organization as inclusive and manifest are more likely to demonstrate greater levels of normative responsive commitment, which in turn leads to better productivity (Munive et al., 2023). However, much of this work has concentrated on private sector organizations in industrialized nations, leaving a considerable vacuum in manifesting these processes inside the Ethiopian public sector, where cultural, social, and economic elements differ dramatically

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