SIAM UNIVERSITY

"IMPACT OF ORGANIZATION CULTURE ON JOB SATISFACTION AT DHAKA WASA"

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THIS INDEPENDED STUDY SUBMITTED IN THE PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION IN INTERNATIONAL BUSINESS MANAGEMENT (INTERNATIONAL PROGRAM).
SIAM UNIVERSITY, BANGKOK, THAILAND.
2017.

The Study about Impacts of Organization Culture on Job satisfaction at Dhaka WASA.

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...................**July 20, 2017**......

(Date)

Abstract

Abstract: The perseverance of the contemporary exploration was to see the sights the impression of organizational culture on the job satisfaction, operative's assurance as well as the preservation of the personnel in the association. This revision undercover with carriage straight as well as unforeseen consequence of administrative culture for employment satisfaction that's should be situated persuade employment presentation that strength be correspondingly predecessor of trustworthy, imagination, self-motivation on time, efficiency with efficiency in addition become a smaller amount of throughput predisposition with predictable performances. The research was based on primary data, and this investigation was conducted on the operative's employed in not the same organizations within terrain of a Government association that name is Dhaka WASA in Bangladesh. The problematic are there that originate personnel turnover proportion is as a result in elevation those was self-same unscrupulous impression for that association that originate over and done with Relationship investigation assessment was functional through SPSS to discovery out the consequences of exploration. Results indicated that nature of organization significantly effects on profession satisfaction in addition turnover intentions, demotivation, and dissatisfaction. The real scenario is that, there was not had an appropriate HR policy or constitution that would be measured employee's job performance, which is the vital part of organizational culture. So the findings of research proved that organizational culture is important element which highly influences the employee commitment with organizational cultures, job satisfaction and retention.

The rudimentary strategy of the revision was that, at first We was decide that which elements should be responsible to influence through organizational culture and essential to measures at job satisfaction and then those was chronologically select to making an appropriate pattern of questioner. The questioner was prepare throughout weighted average formulaic process. And then that questioner was sent to the WASA employees through e-mail, but my targeted employees was entry-level as well as mid-level. A total of 55(Fifty Five) persons respond out of 80(Eighty) employees in addition then 50(Fifty) would be situated collected for analyzed. Later gathering data, we was put on the weighted average formula and then got result for to making decision through Hypothesis forecast philosophy.

As a result we was unambiguous that, only organizational culture responsible for a sophisticated wisdom curve, to be advanced performer, even to be additional dependable, constructing innovative drudgery cultural, insolent contributor's from the beginning. Not only that, If the culture should be friendly and more stable then employees thinks that this organization will be a gold watch for him/ herself. It becomes an appropriate leadership back ground between employees and create ongoing relationship bridge among employers-employees. And then organization would be the best dynamic alliance through job satisfaction.

The organizational philosophy should be establishing what is expected as well as value at work. In addition, it's should be created durable culture that had moderating consequence on the linkages between culture's and employee's roles. However, as a final point, only the best HR run-through should be generate applicable organizational culture which would be enormous with ductility for operative's employment satisfaction to the organization.

ACKNOWLEDGEMENT

First of all, I would like to express my deep gratitude to the Almighty Allah for fruitfully preparing this study thesis paper.

I am thankful to Honorable **Professor Dr. Vijit Supinit,** Who gave me the opportunity to conduct. I am also exclusively thankful to my Honorable president **Pornchai Mongkhonvanit**.

This program, for his untiring and patient guidance in carrying out our research.

The work we have presented does not breach any existing copyright and no portion of this thesis papers copied any work done earlier for degree or otherwise.

Perfection does not come only from theoretical knowledge. To reinforce the theoretical knowledge acquired.

I would like to convey my appreciation and thanks for those who have guided me generously with the right knowledge for this thesis paper.

In sprit of my limited knowledge and experience I have devoted my assigned job or work with due earnest. If any lacking prevails in my study paper, I have no objective to accept it sincerely.

Sincerely Yours,

…………………….

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1.1   Introduction:-

The purpose of this study is to examine what organizational culture affects the employee's job satisfaction in the organization. Employees are one of the most significant determinants and primary components that establish the achievement of organization in a competitive environment.

Job satisfaction can be defined as the level of how personnel similar their effort and can also be prejudiced by the occupation physiognomies. The dissimilar work features container principal to confident or else undesirable occupation consummation by way of fine. Instances of trade physiognomies that main to optimistic occupation gratification are accountability then particular development. The situation is imperative to investigate these features of the career, since staffs likewise attention by the side of these employment physiognomies when they regulate how fulfilled they are with the occupation. An association requirements to emphasis arranged an administrative principles that gains confident operative occupation gratification, for the reason that this will principal to great presentations and assurance of personnel.

An administrative culture obligates inspiration proceeding managerial presentations in addition operative's assurance. But then again in what way is organizational culture well-defined, as well as how canister organizational culture remain scrutinized? Organizational culture container remain evaluated through traditional proportions otherwise principles categories. This proposal will scrutinize the three proportions of Wallach: the advanced, the administrative and the sympathetic breadth. Additionally, the not the same philosophy forms of an institute are significant taking place this concentration. This background is the foundation on behalf of significant the four types of organizational culture *clan, hierarchy, adhocracy and market* of Cameron and Freeman (1991).

The better-off people are surrounded by their occupation, the extra gratified they are alleged to be. Occupation gratification is not the similar as inspiration, even though it is evidently related. Trade enterprise purposes to augment occupation fulfilment in addition to recital; approaches comprise job revolution, job expansion and job improvement. Further encouragements on gratification comprise the administration stylishness and principles, operative participation, authorization then independent effort clusters. Occupation fulfillment is an actual significant arrogance which is often leisurely through establishments. The utmost common technique of dimension is the practice of assessment measures where personnel crash their responses to their professions. Administrative philosophy as well as operative occupation pleasure survey is hand-me-down to collect informations. Cross-examiners request to percentage of association philosophy on employment pleasure on 1-5 weighbridge.

The philosophy of an association is actual significant for the development of a society since it influences on operative assurance and their preservation as glowing. If the principles of an association is bendable it will deliver such employed situation to personnel in which they may effort without difficulty and individualistically without sensitivity any problem. Every association requirements employee promise because it is actual significant for an organizational efficiency. If the personnel appreciate the organizational culture appropriately so that there may be enhancement in their presentation the motivation is that the operative's presentation is the dishonorable of an institute. Profession gratification or operative gratification has been well-defined in numerous dissimilar ways. Approximately trust it is simply how gratified a separate is

with his or her job, in other words, whether or not they similar the job or different features or surfaces of occupations, such as countryside of exertion or management. Others accept as true it is not as unsophisticated as this description proposes and in its place that multidimensional psychological reactions to one's occupation are elaborate.

Furthermost of the investigated have been directed universal that has been delivered the momentous reputation to managerial culture that influence on member of staff assurance and preservation.

Legislative philosophy is a traditional of altered importance structure which can benefit an association to track the aforementioned and run an efficacious trade. Organizational culture supports personnel to appreciate the operational of the administrations by distribution its standards, ethics and directions and parameter of institute. Rendering to administrative values has extraordinary consequence on operative's promise and presentation. Stipulation the personnel of the association require supplementary accepting through the administrative culture they will need additional professional Fulfillment. Associational culture is a system of comportment, approach and principles. Rendering to the revision professional happiness is a portion of operative career, uncertainty it touch absolutely it encourage worker in the direction of professional satisfaction if not the aforementioned indications to employment disappointment. Employment happiness is expressive capability of operative connected to progressive and undesirable feature of the situation job involvements. Atmosphere of association and operative's individual characters can inspiration its occupation gratification. A dedicated employee is the being who sojourn through the institute in threatening complaint and effort to accomplish the administrative objectives, administrative culture and Assurance has strong connection, but administrations with undesirable managerial culture appearances deficiency of employee obligation.

Perpetuation assurance makes guaranteed that employee will not abandon the organization and will not response to disappointment and brand assured that they persist with the institute. Job satisfaction has a very durable consequence besides it is virtually in reverse accompanying through employee's objective to consent or break an association.

1.2 Important of the study:-

There was 38% employees had tendency to switch others organization, 22% employees was undergo demotivated through dissatisfaction and 16% would be create grievances at any cause. Those might be done through only the lack of job satisfaction, organizational culture would be responsible for that. That's why, it's should be essentials to determined or measure that which are more essentials to create to convince organizational culture in an organization effectively.

1.3 Purposes of Study:-

All over the world was losing money and intended for institute suggestively possessions arranged Professional Pleasure and employment's throughput objectives. Foremost objective is towards discover the influence of structural values on association presentation. Discovery obtainable the impression of executive philosophy proceeding workforces recital. In the direction of invention whether organizational culture effect approval then preservation level.

This exploration observes the influence of the structural ethos trendy operative assurance and release uncertainty the organizational culture is encouraging and elastic then it will improve the act of the employees and their assurance. Organizational culture supports in accomplishment of the structural objectives. If organizational culture is undesirable and pathetic then the situation will decrease the performance of the employees and will turn out to be interruption in attainment of objective of institute, organization culture tells how an association canister assembled a superior principles that will proliferation the operative assurance and more contribution.

1.4 Objective of the study:

Primary objective: The primary objective of the learning is to survey the impression of structural principles arranged for operative career gratification.

Secondary objective: To assess what organizational culture affects employee job satisfaction.

To see the factors of organization culture that influence the job satisfaction.

1.5 Scope of the Study:

The study includes the participants of the employee of Dhaka WASA. The information we had collected from mid-level employee and below mid-level employees at Dhaka WASA through specific questionnaire which are filled by the respondents. In this study, we had tried our best to analyze present situation of mid-level employees and below mid-level employees on the basis of their performance and to assess their organizational culture on job satisfaction.

1.6 Conceptual frame work:-

The basic design of the study was that, at first I was decide that which elements should be responsible to influence through organizational culture and essential to measures at job satisfaction and then those was chronologically select to making an appropriate pattern of questioner. The questioner was prepare throughout weighted average formulaic process. And then that questioner was sent to the WASA employees through e-mail, but my targeted employees was entry-level and mid-level. A total of 35 persons respond out of 67employees and then 29 would be collected for analyzed. After gathering data, I was put on the weighted average formula and then got result for to making decision through Hypothesis predict theory.
   a. Selection essential elements for job satisfaction.
   b. Sampling and data collection.
   c. Questionnaires design.
   d. Data processing.
   e. Submission data at formula to analyze.

f. Determined as a final report for submission.

1.7 Limitations of the Study:

In the study here at the always tried to find out employee behavior activities in organization in relation to organization culture, which is effected for the organization on al performance achievement. Some of the employees do not very much interested to fill up the questionnaires.

During this study the following limitations are being:
01. **Time constant:** Only twenty days is not enough for this type of the study for that was hurry done.
02. **Limited of record:** Keeping records is very limited. They are in not available data for survey analysis.
03. **Unwillingness to respond:** Some respondents seemed unwilling to express their feeling eventually this it placed an obstruction in collecting primary data.
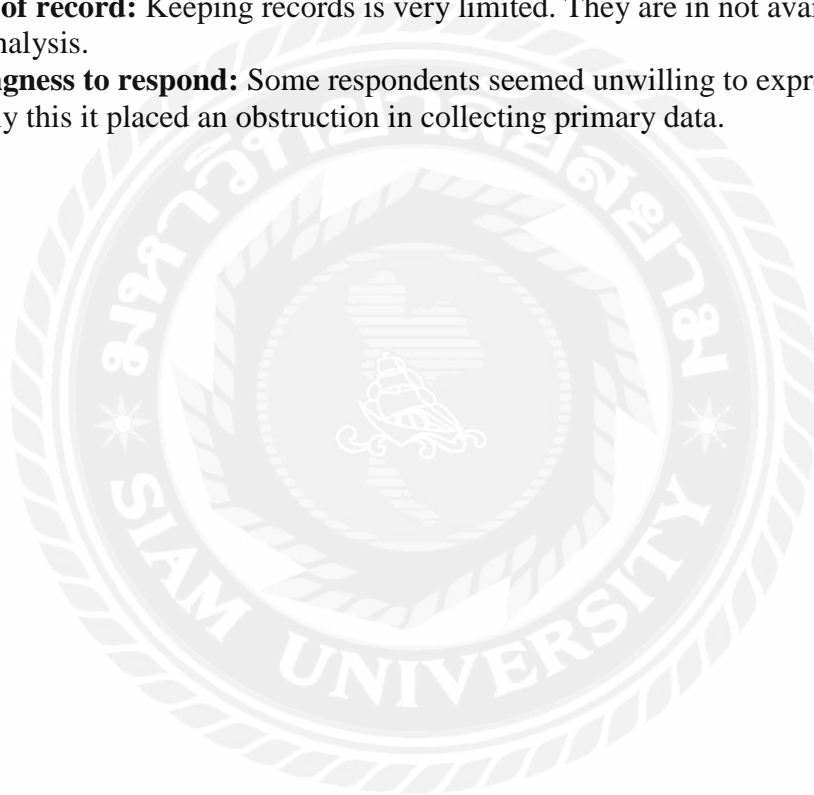
Chapter 2

Theory and Related Researches

2.1   Organization Culture:

It is a set of assumptions, values, beliefs and norms that are shared by an organization's members. This culture may have been consciously created by its key members, or it may have simply evolved across time. It represents a key elements of the work environment in which employees perform their jobs. This idea of organization culture is somewhat intangible, for we can't see it or touch it, but it is present and pervasive. Organizational philosophy has inspiration happening administrative performances besides operative's obligation. Then again how is administrative principles demarcated, and how can executive philosophy can be analyzed? This episode would be clarify how investigators have distinct administrative principles besides what the changed features of this impression. Administrative principles container be analyzed by traditional proportions or philosophy categories. This proposition will analyze the three proportions of Wallach: the advanced, the organizational in addition the compassionate measurement. Furthermore, the different culture types of an organization will be discussed. These different types will be illustrated using the Competing Values Framework of Quinn and colleagues. This framework is the basis for defining the four types of organizational culture *clan, pyramid, adhocracy and marketplace*.

Administrative philosophy can be defined by **six** <u>characteristics</u>: *(1) Holistic; (2) Historically determined; (3) Related to anthropological; (4) Socially constructed; (5) Soft; and (6) Difficult to change*. That one also can be alienated into an observable and an imperceptible fragment. The observable fragments (cyphers, champions and formalities) of a values are the live out of the association, despite the fact that the unseen amounts are the standards of the institute. Individual the observable fragments of an association can be transformed through everyone's strategy.

2.2.2 Cultural Dimension

Innovative dimension: The standards in the ground-breaking measurement are experiment besides jeopardy tasking. Personnel are permitted to attempt for new behaviors of employed deprived of the anxiety to disappointment. Quantified that this principles is designated through the adjectives: threat taking, consequence focused on, inspired, hassled, motivating, interesting, innovative, and driving. The maximum characteristic consequence in this philosophy is evolution in transactions, finished the aforementioned physiognomies.

Bureaucratic dimension: This measurement highlights happening competence, instructions, and procedures and has clear lines of responsibility and authority. Administrations through a in elevation administrative dimension will climax steadiness and obviousness and yet instructions, actions, and assemblies.

Supportive dimension: Supportive dimension is sincere, credulous, sociable, friendly, and relationship oriented. The organization tends to be like a family for their employees stated that the work environments of the supportive dimension is characterized by belief, well-being, and a heartening a cooperative troposphere.

2.1.3 Culture types

Human Relations Model (Group Culture): The Human Relation Model can be recognized through an interior emphasis and in elevation elasticity. The situation has a principal

apprehension by way of human families. The objective is towards continue the assemblage in an association. In the group beliefs around are similarly an insufficient fundamental ethics, such as per conviction, be appropriate, and contribution. The principal aspects of inspiration embrace affiliation, cohesiveness in addition to accessory.

Open systems model (Developmental Culture): The enlargement philosophy be necessary a prime attention taking place the peripheral atmosphere. Growth and imagination are the important encouraging aspects cutting-edge this prototypical. The privileged in this institute principles have a tendency to be commercial and committed.

Internal process model (Hierarchical Culture): The categorized philosophy underscores management, assessment, consistency and then interior competence. This category emphases happening interior association and constancy. The inspiring influences on behalf of this alignment are informations, retreat, protocols in addition to procedures.

Rational goal model (Rational Culture): In the balanced philosophy is objective accomplishment a significant worth, since it characterizes a procedure of regulatory the movements of the personnel. The inspiring influences of this philosophy are antagonism and to achieve the programmed trimmings. The bests in this philosophy incline to be instruction, directing, and practical. They are as long as the arrangement of the association in addition are promising the efficiency of the workforces.

Defining Organizational Culture

Administrative values the whole kit and integrality a ration comparable this. Every one concern has its individual unique temperament, objective comparable societies look after. The unique disposition of an association is mentioned to as its principles. In collections of persons who exertion composed, administrative beliefs is an imperceptible but then again commanding strength that inspirations the performance of the affiliates of that cluster. Consequently, how do we describe administrative principles?

Organizational culture is an arrangement of communal conventions, standards, and principles, which administers in what manner individuals obey the rules in establishments. These communal standards require a durable inspiration taking place the persons in the institute in addition command how they uniform, performance, and achieve their occupations. Every association progresses in addition continues a unique philosophy, which make available guiding principle and limitations for the performance of the memberships of the society. Let's discover what rudiments variety up an establishment's beliefs.

Administrative beliefs is collected of seven physical appearance that assortment in precedence on or after from top to bottom.

2.1.4 Corporate Culture:-

Corporate Culture includes the organization's vision, values, norms, systems, symbols, language, assumptions, beliefs, and habits. Ravasi and Schultz (2006) wrote that administrative values is a set of communal prospects that associated what become apparent in administrations by significant appropriate presentation for uncountable conditions. Happening addition, organizational way of life perchance will suffering how profuse employees catalogue by way of a connotation. Even though a corporation may have its "own unique philosophy", in superior

administrations there are occasionally co-existing or contradictory subgroups because respectively culture is accompanying to a changed supervision players.

2.1.5 Characteristics of Organizational Culture

The *seven* **characteristics of organizational culture** are:

1. **Innovation** (Risk Positioning) - Corporations by way of principles that residence from top to bottom charge on revolution raise your emotional state their workforces to receipts jeopardies and revolutionize in the presentation of their professions. Corporations by way of principles that dwelling a stumpy worth on revolution imagine their workforces to do their occupations the identical approach that they ought to remained skilled to do them, starved of observing for behaviors to advance their presentation.

2. **Attention to Detail** (Exactness Alignment) - This distinguishing of administrative principles prescriptions the gradation to which personnel are predictable to be correct in their exertion. A principles that sitting room an in elevation charge on contemplation to aspect imagines their personnel to achieve their exertion with exactness.

3. **Emphasis on Outcome** (Accomplishment Positioning) - Corporations that concentration on consequences, but then yet again not on how the outcomes are attained, residence from head to foot importance on this charge of administrative principles.

4. **Emphasis on People** (Fairness Positioning) - Corporations that domicile an in elevation importance on this distinctive of administrative ethos dwelling a prodigious agreement of standing on how their conclusions will disturb the individuals in their establishments.

5. **Teamwork** (Collaboration Positioning) - Corporations that establish exertion happenings all over the residence players as an auxiliary of those residence from cranium to bottom charge on this distinguishing of administrative principles.

6. **Aggressiveness** (Competitive Alignment) - This representative of managerial principles prescriptions whether collection associates are predictable to be confident or unconcerned when production with corporations they participate with in the covered market. Corporations with a destructive philosophy residence an in elevation worth on attractiveness in addition leave behind the cooperation at all expenditures.

7. **Stability** (Instruction Positioning) - An establishment whose principles sitting room an in elevation assessment on constancy are rule-oriented, expectable, in addition to civil service in Mother Nature. These categories of establishments characteristically deliver dependable in addition expectable stages of production then function greatest in non-changing market place environments.

2.1.6 Job Satisfaction:

In 1983, Price and Mueller have defined job satisfaction as the dimension of how employees like their work. If employees are satisfied with their job, the productivity will increase and it is more likely that they will feel satisfied in the near future. In 1974, Churchill defined job satisfaction as the work environment and all the characteristics of the job. It stated that occupation consummation talk about to an inclusive sentimental alignment on the fragment of personalities on the road to exertion title role which they are right now occupying. According to Hammer (1978), occupation consummation container be seen as what an operative requirements in addition to requirements and what the association can suggestion to them.

Job Satisfaction:-

Job satisfaction is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual's perception of satisfaction. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees.

Job satisfaction falls into two levels: affective job satisfaction and cognitive job satisfaction. Affective job satisfaction is a person's emotional feeling about the job as a whole. Cognitive job satisfaction is how satisfied employees feel concerning some aspect of their job, such as pay, hours, or benefits.

Measuring Job Satisfaction:-

Many organizations face challenges in accurately measuring job satisfaction, as the definition of satisfaction can differ among various people within an organization. This lack of correlation is a significant concern for organizations, since studies also reveal that the implementation of positive HR practices results in financial gain for the organizations. The cost of employees is quite high, and creating satisfaction relevant to the return on this investment is paramount. To create a benchmark for measuring and ultimately creating job satisfaction, managers in an organization can employ proven test methods such as the Job Descriptive Index (JDI) or the Minnesota Satisfaction Questionnaire (MSQ).

Important Factors:-

Typically, five factors can be used to measure and influence job satisfaction:

1. Pay or total compensation.

2. The work itself (i.e., job specifics such as projects, responsibilities).

3. Promotion opportunities (i.e., expanded responsibilities, more prestigious title).

4. Relationship with supervisor.

5. Interaction and work relationship with coworkers.

2.1.7 Price-Mueller Job Satisfaction Model

According to Price and Mueller, the degree of employee job satisfaction can be influenced by a combination of three aspects, (1) the job, (2) the environment, and (3) personal variables A model to analyze the employees' job satisfaction is the *Price-Mueller Job Satisfaction Model.* This model consists of nine concepts of job characteristics and can be used to explain and understand employee job satisfaction. After different critics about this model, Price and Mueller have formulated another model that specifies job satisfaction better. The new model includes the two other aspects, job, and personal variables, which influence job satisfaction.

The nine occupation physiognomies are presented in addition separated into constructive also undesirable inspirations on occupation consummation:

Positive effect on profession pleasure	Negative inspiration on profession pleasure
Independence	Role uncertainty
Allocate impartiality	Role struggle
Superintendent sustenance	Role surplus
Interior employment marketplace	Monotonous/agenda
Commission implication	
Incorporation	
Reimbursement	

2.1.8 Herzberg's two factor theory
In 1959, Herzberg described the two factor theory of job characteristics. This theory is a need-based theory. The aforementioned resources, uncertainty the occupation container accomplish an insufficient separate requirements, the aforementioned container be a foundation of consummation. Herzberg's two influence philosophy is an extensively confirmed philosophy of elements of profession consummation. It is similarly unique of the most significant attitudes of consummation in addition interest, subsequently it articulates the encounters to encourage personnel.

2.1.9 The hygiene factors

The primarily influence that Herzberg designates is the cleanliness influence. This method anxieties rudimentary requirements of an operative. It is connected to the atmosphere of where the occupation has to be. Hygiene influences are (1) remuneration (2) relational relatives (3) management (4) corporation strategies and organizational repetition (5) corporeal employed situations (6) welfares (7) employment safety and (8) individual lifetime. These influences discharge lead to occupation gratification, since present is an unbiased national. That incomes that there is no additional consummation or disappointment for the personnel regarding their occupation gratification.

2.1.10 Motivating factors

This second influence is connected to development requirements. That capitals that it mentions to inherent issues in the interior exertion the aforementioned in addition the penalties of effort. It says somewhat around the spirits of gratification of the employee (Parsons et al., 2006). The inspiring influences are (1) attainment, (2) acknowledgement, (3) effort this one (4) responsibility (5) advancement and (6) individual development. These influences are likewise christened satisfiers. Conferring to the philosophy, the influences that can content the requirements of a separate for self-fulfillment in their effort are the influences that container principal to occupation fulfillment. The reinforce aspirations of an employee can only be rewarded enjoyable through their individual task performance. Compared with the positive factors of hygiene, the positive factors of motivators result in job satisfaction. When one of the motivating factors is absent it does not mean that the employees are disappointed with their occupation. In 1959, Herzberg explored that the only method to upsurge the gratification of an operative is finished the gradation of exertion gratified in addition thus augment the enthusiasm to exertion.

2.1.11 Importance of job satisfaction in relation to organization culture:

The job satisfaction of employees occupies the important place in the list of main concerns of human resource management department. The reason of this importance is twofold. On one side it helps in retaining the employees and on the other side it raises their performance level. According to Hoppock (1935) job satisfaction is "any combination of psychological, physiological, and environmental circumstances that causes a person to say, "I am satisfied with my job". Ivancevich et al. (1997) state that job satisfaction is something due to which a worker feels that how well he/she is in an organization.

Researchers link job satisfaction with many factors e.g. fairness of rewards, growth opportunities, participation in decision making, supervisory support and compensation etc. A large number of researchers, however, link job satisfaction with organizational culture. According to Schhneider (1983) organizational culture is a combination of value system and assumptions which lead an organization to run its business.

After all, it seems eminently logical that a happy employee is a "better" employee, which is often defined as a "more productive" employee. Managers and workers alike pursue job satisfaction in the often-naive belief that it leads directly and surely to that other workplace ideal – high performance. We know that by good culture satisfied employees perform better.

Management would like its employees to identify with the values, norms and artifacts of the organization, hence the need for organizational culture and management needs to explain and imbibe its culture in its employees; this will enable the employee to get familiar with the organizational system

Organizations are always in pursuit of determining need fulfillment theory e.g. salary needs, family needs; discrepancies between what is expected and what actually happens; fulfillment of work values, equity or fairness of treatment; and dispositional components where personality traits lead to job satisfaction.

2.2 *Literature Review:-*

2.2.1 Organizational Culture:-

Organizational culture is also defined by Rousseau (2000) as a set of commonly experienced stable characteristics of an organization which shows the distinctive features of an organization which differentiates it from others. Similar to the definitions of Azhar (2003) that has been stated above, Rousseau (2000) also define the organizational culture as set of norms and values that are shared by individuals and groups across the organization. Organizational values and beliefs refer to the common ideas about what the shared goals of an organization are, what types of behavior should the members of an organization follow in order to achieve the common goals of an organization.

Organizational culture is also defined by Schein (2004) as a pattern of shared assumptions that have been accepted by a group of individuals as they solve their problems.

Importance of organizational culture to the success of the organization has been stressed by numerous researchers. For instance, according to Azhar (2003) corporate culture can determine the success of the organization, in other words, good companies are distinguished from bad ones based on their corporate cultures.

The elements of the organization that have weak corporate culture include: bureaucracy instead of entrepreneurship and creativity, unwillingness to adapt best practices from outside of the organization, politicized organizational environment and hostility to change (Kotter and Heskett, 1992). In addition to that, Rousseau (2000) also states that it is important for the organization to recognize the fact that the organizations do not improve in a vacuum environment and they need human interaction to support the improvement and development which can be achieved only by following the effectively accepted and equally shared values by each individual members of an organization.

2.2.2 *Job Satisfaction for an Organizational Culture:-*

A insufficient centuries advanced, Hackman and Old man (1975) shaped alternative perfect of occupation gratification, in instruction to designate the fundamental kith and kin among a occupation's topographies in addition the operatives' performance. This relative is pretentious by three psychosomatic circumstances: 1) Knowledgeable importance of exertion, 2) Practiced accountability for the consequences of effort and 3) Information of the real consequences of effort.

According to this theory, staffs would be more possible to respond absolutely to their exertion uncertainty them knowledge the sensation that their effort is extraordinary in addition that they are in authority intended at their occupation recital and if they are conscious of their real work presentation.

Occupation pleasure is one of the supreme habitually considered variables in managerial principles, performance in addition further professional singularities, vacillating beginning profession strategy to administration (Spector, 1997). In universal, occupation approval summarizes an operative's clear-cutting nearby his/ her occupation. Investigation, though, has exposed that profession fulfillment is a multidimensional singularity, predisposed by numerous inner in addition to peripheral factors, corresponding the personality's ethics, viewpoints, outlook and prospects besides the career's countryside, the junctures on condition that etc.

Cutting-edge the 2000's the consequences of a numeral of investigates exposed the strong relative amongst Structural philosophy besides occupation happiness. The study of Sempane et al. (2002) exposed an imperative relative among structural philosophy in addition to the variables of skilled happiness, such as the concluding was originate to be talented to forecast operators' discerns of administrative philosophy.

Herzberg besides his generations (1959) expressed the two-factor philosophy, rendering to which occupation consummation in addition to disappointment are two distinct also sometimes ever unrelated, phenomena, which they should not be measured on the same band. Inherent influences – instigators are painstaking to be satisfiers though extrinsic influences – sterility influences are perceived as dissatisfies. The meaning of Herzberg's exertion dishonesties in the circumstance that it exposed the international charm of career approval. The international method is secondhand in the homework of the operative's complete brashness in the direction of their exertion, while the surface method is secondhand in the learning of isolated trade fragments which are possible to encourage or avoid occupation approval in addition to disappointment.

The primarily psychosomatic complaint is affected by three fundamental job features, skill variety (different activities require different skills), task identity (completion of a special task) and task significance (the effect of a task on other people). The second condition is affected by another job feature, autonomy (independence and freedom during the completion of a task), while the third condition is affected by the job feature of feedback (providing accurate information about the effectiveness and performance in a specific task). The combined values of these five variables define the overall complexity of the task, which is called motivating potential. The motivating potential is the degree that intrinsic motivation of the employee can be caused and it is affected by the combination of the above five features.

The revision of May showed that the extreme appreciated job satisfaction factors were job involvement, cohesion among colleagues, support from superiors and opportunities for autonomous action. The complement factor exposed through the revision of Castillo and Cano (2004) was the exertion the aforementioned, while employed state of affairs were conveyed to be a smaller amount of important factors.

Occupation fulfillment as common subjects in all organizations is considered. The level of employees' attitudes toward their jobs, it is important for all organizations (Lio et al., 2006:106). Attitudes are important in work, It directly and indirectly influence on work behavior (Nelson & Quick, 2008:120). Between in these attitudes, Job satisfaction is an important factor for increasing productivity, caring staff With respect to the organization, belonging and attachment to their work, And quantity and quality of work, good human relations in the workplace, Establish proper communication, raising the spirit of love and interest in work is considered(homan, 2002:3). Managers should for three reasons, attention to employee job satisfaction. First; it may exist be related between job satisfaction and productivity. Second; Job satisfaction is inversely related to the withdrawal or absence, finally, managers have a moral responsibility to

provide employees for the jobs which Challenging, has an intrinsic reward, and is satisfactory (Robbins, 2009:12). Also, management in order to make correct decisions in prevention, and solve employees' problems is requires information about employees' job satisfaction (Newstrong, 2007:214). Job satisfaction is an essential component in the success of an organization. As organizations strive to continuously improve the performance of the whole Organization, Level of job satisfaction of employees was critical that organization can achieve to its goals.

Collected works assessment demonstrations that occupation contentment is a composite marvel, which does not ensue in separation, nonetheless be subject to on association variables, comparable construction, scope, remuneration, occupied International Evaluation of Organization and Promotion, environments and governance, all of them organizing administrative average temperature in addition philosophy . Managerial philosophy container remain indorsed to smooth the attainment of occupation fulfilment in addition to managerial objectives. The measurement of philosophy container attend as a preliminary opinion in identifying in addition to inducing such alteration voguish the institute. The investigation of Koustelios (1996) exposed that there is certainly not statistically weighty alteration in the middle of workforces of dissimilar categories of administrative principles in addition towards changed categories of establishments. Voguish each association, the fundamental values appears to be the supposed principles of authority, which resources that there is a fundamental birthplace of inspiration besides specialist moreover individual or else a cluster of societies.

The concluding chosen occupation gratification by means of the variance between the consequences that an employee expects to receive and those that he/she actually receives. Therefore, job satisfaction is related to job characteristics and evaluated according to what employees perceive as being important and meaningful to them. The evaluation of the different aspects of the job by employees is thus subjective, and people will reflect different levels of satisfaction around the same factors.

The study of Kline and Boyd (1994) revealed that employees at different levels of the organizations are affected by different work influences. Voguish specific, dissimilar features of the employed situation must be observed addicted to what time give a lecture the subjects of occupation consummation between dissimilar locations in the similar association. Kerego and Mthupha (1997) defined occupation fulfillment as the assessment of the administrative background, even though administrative type of weather in addition to culture deliver an account of the exertion situation.

The education of Sempane et al. (2002) exposed a substantial relative among structural philosophy besides the variables of profession happiness, for instance the concluding was originate to remain intelligent to forecast operatives' observations of administrative philosophy. Numerous of them apparent approximately features of structural principles additional certainly than more or less others. The education of Shurbagi and Zahari (2012) originate that the association amongst the four categories of administrative principles besides the five Administrative Philosophy in addition Employment Fulfillment: A Assessment 142 surfaces of employment pleasure (Observation, Reimbursements, Plunders, Functioning then Co-Workers fulfillment) was optimistic in addition to important. Designed for the capacity of occupation fulfillment in the surround of administrative philosophy, numerous records have been industrialized. One of the supreme far and wide recognized too secondhand is the Operative Pleasure Portfolio - ESI . The catalogue was fashioned by means of Greek employees as an example. It encompassed 24 questions, which quantity six magnitudes of

occupation gratification: 1. Working environments (5 questions), 2. Retributions (4 questions), 3. Advancements (3 questions), 4. Environment of effort (4 questions), 5. Instantaneous greater (4 questions) in addition 6. The organization as a complete (4 questions). The answers were assumed in a five-level Likert scale: 1 = I powerfully strike down, 5 = I strongly reach a decision. The construction, engineering cogency, dependability then interior consistency of the register have been reinforced by educations of human resources professions, comparable community personnel and teachers in Main and Subordinate Instruction (Koustelios and Kousteliou, 2001; Koustelios and Kousteliou, 1998).

The binary chief categories of management in administrations which are to be expected to inspiration the operative's occupation fulfillment are the transactional in addition the transformational unique. The transactional sympathetic of select insufficient are the ones who have a propensity to to performance inside the surround of the predominant philosophy, although the transformational sympathetic of influential habitually exertion on the way to change in addition revision of the philosophy to their individual hallucination. Chocolate (1992) has harassed that a respectable spearhead obligation have the aptitude to modification individuals fundamentals of administrative philosophy that obstruct the presentation of a corporation. Ogbonna and Harris (2000) originate that management is circuitously accompanying to presentation, although the detailed physiognomies of an administrative philosophy are unswervingly connected to it.

Additional in detail, investigates comparable the ones of Pied (1985), Chen et al. (2008) in addition to El Kahal (2001) in eastern republics comparable China obligate exposed in elevation supremacy detachment standards in addition to administrative principles, through holders besides managers on upper of assembly then top-down instructions. The contradictory has be located originate in investigates after western-type republics, comparable the United States of America besides Australia (Hofstede, 1980; Malone, 1997; Conger and Kanungo, 1998). Fashionable individual's administrations, specialist is legitimized additional happening presentation also quality. Pronouncement production in addition to regulator are surrogate then dispersed. Superior authorization through organization, nevertheless, is intelligent to augment operatives' contribution, efficiency besides from this time profession consummation as well as profession obligation.

Sommer et al. (1996), intended for example, originate that occupation promise of personnel on or after Korea was absolutely connected with location apprehended, occupancy in addition to time of life, representative that older personnel, who apprehended sophisticated locations in addition to aimed at stretched time conveyed sophisticated echelons of occupation fulfillment in addition to occupation promise. The equivalent revision, conversely, originate no statistically momentous association in the middle of edifying equal in addition to occupation promise amongst workforces of western republics, emphasizing the character of teaching in occupation consummation as an component of countrywide philosophy.

Conferring to Dawis in addition Lofquits (1984) "occupation consummation is assessment of separate`s valuation equal that how the employed atmosphere accomplish their requirements. The employees who are pleased will exertion for the advancement of a society in control to brand their administrative principles vigorous (Lock, 1969). Approximately investigators whispered that the job consummation is self-same significant for the inspiration of personnel

(Rao, 2005). Some exploration articulates, that if workforces are contented with their occupation then it is recovering for the efficiency of association so consequence is that the operative's promise with the organization (Beutinbach and De Witt, 2005).

Commencing all the directly above your head, it can be maintained that administrative principles in addition to management elegances are significant administrative backgrounds of occupation consummation in addition to profession promise. Furthermore, the consequences of current investigates recommend that from Land's End to John O'Groats principles is intelligent to foodstuffs statistically momentous diminishing possessions on the impression of convinced demographic, management as well as administrative beliefs variables on profession consummation as well as occupation obligation.

Subsequently, more in addition to other educations have observed the association amongst the association philosophy as well as business presentation. Approximately expectant investigates entitlement an optimistic association, though in attendance are unmoving approximately adjective ones, particularly making a stipend for the culture rigidity. In these investigates, numerous approaches are functional, such as hypothetical scholarship, ground scholarship in addition to experimental scholarship in addition to consequently happening. In this paper, we would like to sort obtainable all investigates addicted to a quantity of categories simply as monitors. In the beginning in addition to the primary significant standpoint is the hypothetical investigation, which is successful towards procedure the hypothetical foundation for the education of society ethos. In this arena, Barney (1986) as well as Bernard Arogyaswamy & Charles M. Byles (1987) are demonstrative academics. In the exploration showed through Barney, the fundamental standards supernumerary innovativeness as well as suppleness fashionable organizations. In addition to supplementary, the fundamental principles are assumed to principal to continuous greater economic presentation when they accompanying with administration controller. For instance suggested by Bernard Arogyaswamy in addition to Charles M. Byles, principles is evenhanded one of the numerous variables that conceivably inspiration countersign to reimbursement up and around demonstration. Furthermore, the playwrights described administrative cultures obsessed by intercultural as well as additional ethnic whose fluctuations are decisive in the direction of organizational operational. In commonly, the hypothetical examination be in authority for us through the demanding imaginary back ground, as long as hypothetical groundwork fashionable accumulation waiting designed for confirmed in the forthcoming education.

Designed for specimen, the learning of exhibited that in instruction to controller a fraternity category Managerial principles, the administration's cream of the crop had better engagement significant possessions in addition to consultant in the direction of encouragement the construction in addition to leveraging of the fraternity. The cream of the crop – "organizers" admittance a outsized quantity of possessions that are rummage-sale to attendant others designed for development consequences, but then again consistently encourage the build-up intended for collective constructions, understanding in addition to associations that horizontal the expansion of a fraternity controller that make stronger otherwise prevent fraternity customs. Supplementary playwrights, like Rud (2009) concentration taking place collaborative leadership teams, which are essential for commitment to strategic use of information, regardless the organizational principles category, in order to strengthen information development.

2.2.3 Organizational Culture and demographic characteristics:-

For instance it was talk about, organizational culture is a social construction and has therefore been correlated to numerous demographic influences, comparable masculinity, time of life, years of employed involvement in universal in addition to in the unambiguous establishment, informative side by side in addition situation apprehended. Additional unambiguously, the apparent ethics as well as customs approved by an administration's personnel are painstaking to inspiration their observations of one a different in addition to the communication surrounded by dint of them, as well as their problematic resolving in addition to conclusion making. In universal, demographical multiplicity cutting-edge system of government has been completely interconnected to more than an uncommon assistances, corresponding modification cutting-edge standpoints as well as line of attack to exertion on condition that by means of workforces of not the same upbringings, convenient new-fangled figures incorporated into decisions and responsiveness to changes (Thomas & Ely, 1996, Donnellon, 1993, Nemeth, 1992). Many researchers have supported the positive effects of demographic heterogeneity, via a "value-n diversity" hypothesis (Cox et al., 1991). It should be noted, however, that other experts have come to the conclusion that heterogeneous work groups experience more difficulties in communication and are less socially integrated, while they feel less attached to their organization (O' Reilly et al., 1989; Tsui et al., 1992). Other researchers, like Turner et al. (1994) have come to the conclusion that in working frames where organizational membership is salient, demographic attributes are expected to be less salient. In particular, collectivistic types of organizational culture are likely to increase the salience of organizational membership as a social category, causing a corresponding decrease in the salience of demographic categories. However, Chatman et al. (1998) claim that interaction among demographically dissimilar people should be higher in collectivistic than in individualistic organizational cultures, since employees are perceived as part of the in-group.

Among others, organizational culture has been studied under the influence of gender, in order to find out differences in terms of employees' perceptions, preferences and behavior. Generally, literature results have revealed different gender traits of men and women, with male employees being very competitive and female employees avoiding competition and acting in a more inclusive and collaborative way (Eagly et al., 1992).

Captivating crazy about contemplation the investment ground, more than a few scholarships be necessary discovered that the member of staff discernment in addition predilections of their establishment's administrative art, music, and literature are la-di-da by a successions of demographic influences, corresponding gender, age, enlightening side by side in addition to an inordinate length of time of involvement .For instance, Chen et al. (2008) originate that bank operative's awareness of administrative philosophy be situated prejudiced by way of a number of influences: category of bank, human family members carry out, stage of development, enlightening circumstantial in addition years of overhaul.

In addition, for each bank category which was premeditated in their examination consumed an unambiguous arrangement of sexual role transformations that was connected to the proprietorship, times gone by as well as category of professional of that bank category.

Two current revisions of Belias and Koustelios (2013a, 2013b) discovered that the sexual category of bank personnel was likely in the direction of have emotional impact in cooperation their organization's up-to-date culture category as well as their number one category as well. Cutting-edge all-purpose, womankind give the impression on the way to have a preference an additional friendly-family in work atmosphere (fraternity arts), despite the fact that men number one the inexpensive surroundings of the flea market arts. Voguish individual, womankind stated in work in an association written off as by way of chain of command, despite the fact they would have a preference to drudgery happening a further in-group.

2.2.4 Relationship between organizational culture and job satisfaction

Organizational culture expresses shared assumptions, values and beliefs, and is the social glue holding an organization together. A strong culture is a system of rules that spells out how people should behave. An organization with a strong culture has common values and codes of conduct for its employees, which should help them accomplish their missions and goals. Work recognition and job satisfaction can be achieved when employees can complete the tasks assigned to them by the organization.

Cutting-edge every single establishment, consequently that they are exceedingly encouraged in the direction of accomplish fighting fit as well as be located dedicated to their profession. As a result, they will experience lower levels of occupational stress and burnout and enforce all report higher levels of job satisfaction. Overall, it can be proposed that improving quality of occupation and services requires not only the understanding of the working environment, employees' motivation and commitment, but also customers' needs and literacy, policy, and the social and political context in which services are delivered.

It is hard to choose between these models in order to evaluate the cultural nature of Scrum. In particular Schneider, whose work was already used by another researcher (cf. Spayd 2010) to analyze Scrum, looks promising. However, Schneider's work is not validated and the author no longer uses his own questionnaire to analyze corporate cultures (as far as I know). Due to the fact that validated quality, actuality, the availability of a central database and

Table 2.2 Decision matrix for model selection

	Harrison	Deal and Kennedy	Schneider	Cameron and Quinn
Name of quadrants	Achievement	Best Your-Company	Cultivation	Adhocracy
	Person	Work Hard/ Play Hard	Collaboration	Clan
	Power	Process	Control	Hierarchy

	Role	Tough-Guy	Competence	Market
Primary focus	Process conduction and decision making	Kinds of decisions	General way of thinking in the decision making process	Values held dear by organization
X-axis	High/low centralization	High/low risk	People/company orientation	Internal/ external focus
Y-axis	High/low formalization	Fast/slow feedback	Actuality/possibility orientation	Flexibility vs. Stability
Includes questionnaire by author	Yes (Harrison and Stokes 1992)	No	Yes	Yes
Questionnaire is statistically validated	No	n.a.	No	Yes
Central database exists for further research	Yes	n.a.	No	Yes
Model is still in practical use today	No	Yes	Yes	Yes

the generally sophisticated approach, the Cameron and Quinn model is chosen for this research project.

2.2.5 *Turnover Intentions*:-

Administrative beliefs influences taking place member of staff preservation. Unknown quantity the principles is constructive then the personnel do not leave of absence the occupation as well as will similar to to exertion with association. Uncertainty the administrative principles, is undesirable at that time the aforementioned would grounds the from top to bottom percentage of throughput. Stipulation the administrations expression subsequently he workforces than the personnel will unquestionably expression afterwards the association to be familiar with the member of staff turnover badly-behaved there is a requirement in the direction of make out that without a doubt we be necessary throughput badly-behaved . There is abundant necessity to appoint the individual's greatest suitable to your association (Brinker's & Philips, 1996). An Effective administrator is the creature who will advantage his workforces to discovery contentment in their exertion, as well as "satisfaction" is imperative to an operative's pronouncement to sojourn or else leave of absence the institute. Numerous corporations are at

the moment in front of a lot of teething troubles such as their merchandise superiority is misery, side by side of their consumer fulfillment is plummeting as well as a lot of establishments are in front of complications because their significant person are leave-taking the establishments.
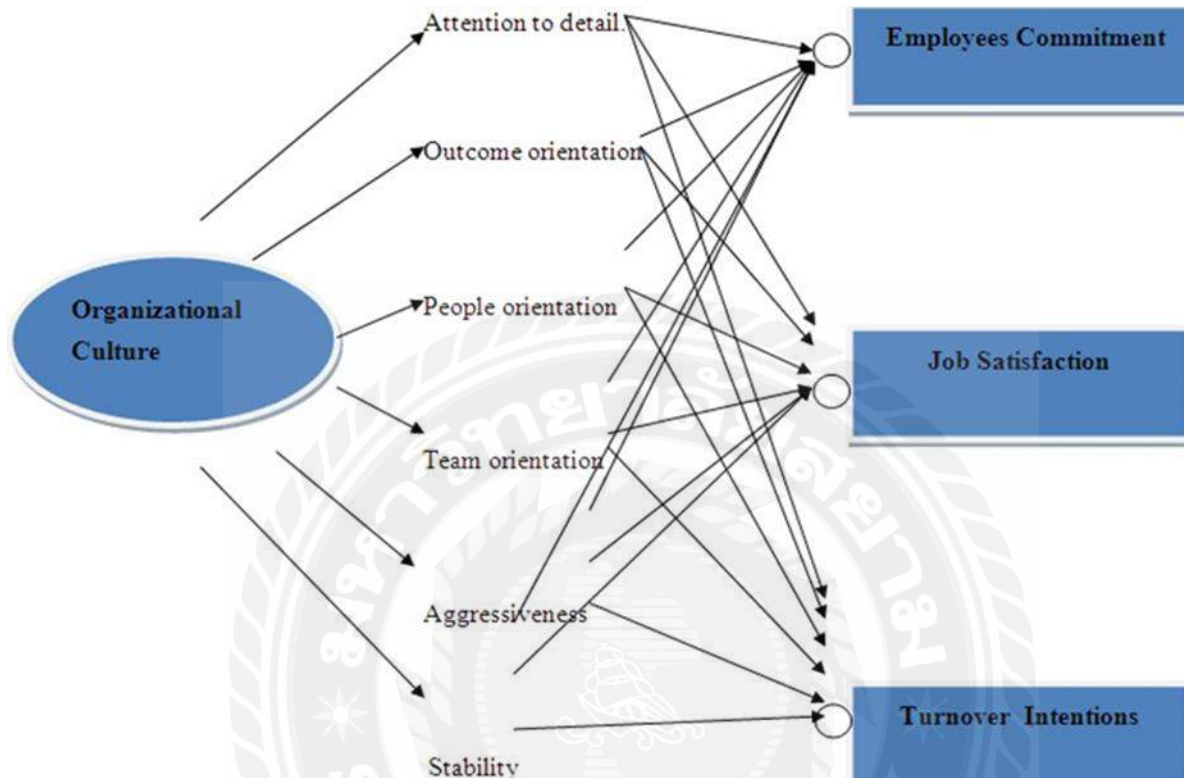
2.3 Conceptual frame work (Dhaka WASA):-

The basic design of the study was that, at first I was decide that which elements should be responsible to influence through organizational culture and essential to measures at job satisfaction and then those was chronologically select to making an appropriate pattern of questioner. The questioner was prepare throughout weighted average formulaic process. And then that questioner was sent to the WASA employees through e-mail, but my targeted employees was entry-level and mid-level. A total of 35 persons respond out of 67employees and then 29 would be collected for analyzed. After gathering data, I was put on the weighted average formula and then got result for to making decision through Hypothesis predict theory.

   a. Selection essential elements for job satisfaction.
   b. Sampling and data collection.
   c. Questionnaires design.
   d. Data processing.
   e. Submission data at formula to analyze.
   f. Determined as a final report for submission.

A quick look of Dhaka WASA:-

Milestones

1963: DWASA started its journey with the mandate to provide water supply, disposal of domestic and industrial sewerage, storm water drainage and solid waste management (EP Ordinance No. XIX, 1963). In spite of broad mandates DWASA mainly dealt with the water supply, treatment and disposal of sewerage since its inception.

1989: Storm Water Drainage was transferred to DWASA from DPHE

1990: Narayanganj water supply transferred to DWASA

1996: DWASA was reorganized to introduce corporate management under WASA Act 1996 under which mandates for water supply, treatment and disposal of domestic and industrial sewage and storm water drainage were entrusted with DWASA.

DWASA Mission:-
- Supply of potable water to the dwellers of Dhaka City.
- Collection, treatment and safe disposal of sewage generating into the Dhaka city.
- Safe disposal of storm-water.

Management illustration of Dhaka WASA:-

Dhaka WASA Board

Member 13

Managing Director
Emp. 39

Deputy Managing Director (O&M) — Emp 369
- Chief Engineer (O&M)
  - MOD S Circle I
  - MOD S Circle II
  - Drainage (O&M) Circle
  - RPE&M Circle
  - Procurement& Const. (Civil) Circle
  - Water & Sewer TP Circle
  - SMWC Circle

Deputy Managing Director (RP&D) — Emp 77
- Additional Chief Engineer (RP&D)
  - Planning & Development Circle
  - Sewer Rehabilitation& Development Circle
  - Water Rehabilitation& Development Circle
  - Drainage R&D Circle
- Planning, Monitoring & Evaluation Dept.

Deputy Managing Director (Finance)
- Commercial Manager
  - Accounts Department
  - Revenue Department

Deputy Managing Director (Admin)
- Secretary's Office
- MIS & Billing Department
- GIS Department
- Training Center
- Land Department

Chapter 3

RESEARCH METHODOLOGY.

3.1 Key Variables:

The study uses structured questionnaire with 15 (fifteen) variables which is given following below:-
Encounter resolve, Principles of organization, Customer coordination, Temperament to variation, Operative participation, Goal precision, Human resources coordination, Documentation through association, Locus of consultant, Administration elegance, Organizational emphasis, Organizational incorporation, Performance coordination, Remuneration coordination, Assignment configuration.

3.2 Methodology of the study:

3.2.1 Sampling
We have selected a sample size of 50 employees. Out of 10 samples 3 are midlevel employees and rest of 7 are below midlevel employees.

3.2.2 Source of Data
Both **primary and secondary data** sources will be used to generate this report. The secondary data sources are review of existing document in HR department.

3.2.3 Data collection tools and techniques
Primary data sources are structured questionnaire and those will be close ended. Data will be analyzed manually using proper statistical tools.

3.2.4 Study Area
Employees of Dhaka WASA and some of Standard Chartered Bank. The study will cover employees (Entry level employee to Mid-level employee.

3.2.5 Major Activities
Questionnaire design, Data collection, clarification, data analysis and recommendation.

3.3 Activity Schedule:

	4 days	4 days	4 days	4 days	4 days
Preparation	▓				
Questionnaire design	▓				
Data collection		▓			
Data processing			▓		
Submission of draft report		▓	▓	▓	
Submission of final report					▓

3.4 Source of Data:-

Both **primary and secondary data** sources will be used to generate this report. The secondary data sources are review of existing document in HR department.

Feedback from the return of questionnaire with answer at Dhaka WASA employees through email. Some data was collect from website of Standard Chartered Bank.

3.5 Select the Sample Groups:-

To gather data about the population in order to make inference that can be generalized to the population. First, define the population for sampling, then select a sample frame, sampling method was chosen, plan for selecting sampling unit, after then decide example dimensions, hand-picked authentic test group units, comportment ground expression through email.
At here, to collect data I was using stratified random sampling techniques. This study, used quantitative sampling because it's easy to identify participants from whom to seek some information.
From a large numbers, select only entry-level and mid-level for sampling. A total of 55 persons respond out of 80(Eighty) employees and then 50(Fifty) would be collected for analyzed.

Some data would be collected from media, IMF, World Bank through internet.

3.6 Data Collection:-

The purpose of data collection was to obtain information and to make a greater decision about an important issues. This data must might had meaningful information for interpreting.

This study paper explores the most common methods of data collection, used quantitative with Numerical process throughout random sampling.
For this study paper, several data might be collected by primary data collection methods, which through survey and experiments. And used survey-questionnaires. That questionnaires had a list of questions both open-ended and close-ended, would be using through electronic mail.

Data might be greater under control and time consuming for the study.

Chapter 4

FACTS
AND
MAJOR FINDINGS

4.0 ANALYSIS OF THE FINDINGS

Conflict resolution

Table no: 3.1. Conflict resolution

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	44%
Satisfied	4	6	4%
Average Satisfied	3	4	6%
Dissatisfied	2	6	28%
Fully Dissatisfied	1	14	18%

Remarks: In table 3.1, it is found that among all the employees of Dhaka WASA, 18% is fully dissatisfied, 28% is dissatisfied, 6% is Average Satisfied, 4% is satisfied and 44% is fully satisfied in different range with the conflict resolution in their job place with respect to the organization culture.

Culture Management

Table no: 3.2. Culture Management

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	40%
Satisfied	4	12	24%
Average Satisfied	3	4	8%
Dissatisfied	2	6	12%
Fully Dissatisfied	1	8	16%

Remarks: In table 3.2, it is found that among all the employees of Dhaka WASA, 40% is fully dissatisfied, 24% is dissatisfied, 8% is Average Satisfied, 12% is satisfied, and 16% is fully satisfied in different range with the culture management in their job place with respect to the organization culture.

Customer Orientation

Table no: 3.3. Customer Orientation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	19	28%
Satisfied	4	12	24%
Average Satisfied	3	8	12%
Dissatisfied	2	9	08%
Fully Dissatisfied	1	2	28%

Remarks: In table 3.3, it is found that among all the employees of Dhaka WASA, 28% is fully satisfied, 24% is Satisfied, 12% is Average Satisfied, 08% is dissatisfied and 28% is fully dissatisfied in different range with the customer orientation in their job place with respect to the organization culture.

Disposition toward Change

Table no: 3.4. Disposition toward Change

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	15	35%
Satisfied	4	3	6%
Average Satisfied	3	15	20%
Dissatisfied	2	12	24%
Fully Dissatisfied	1	5	15%

Remarks: In table 3.4, it is found that among all the employees of Dhaka WASA, 15% is fully dissatisfied, 24% is dissatisfied, 20% is Average Satisfied, 6% is satisfied, and 35% is fully satisfied in different range with the disposition toward change in their job place with respect to the organization culture.

Employee Participation

Table no: 3.5. Employee Participation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	21	46%
Satisfied	4	10	20%
Average Satisfied	3	8	12%
Dissatisfied	2	6	12%
Fully Dissatisfied	1	5	10%

Remarks: In table 3.5, it is found that among all the employees of Dhaka WASA, 10% is fully dissatisfied, 12% is dissatisfied, 12% is Average Satisfied, 20% is satisfied, and 46% is fully satisfied in different range with the employee participation in their job place with respect to the organization culture.

Goal Clarity

Table no: 3.6. Goal Clarity

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	10	25%
Satisfied	4	14	28%
Average Satisfied	3	19	28%
Dissatisfied	2	2	4%
Fully Dissatisfied	1	5	15%

Remarks: In table 3.6, it is found that among all the employees of Dhaka WASA, 15% is fully dissatisfied, 4% is dissatisfied, 28% is Average Satisfied, 28% is satisfied, and 25% is fully satisfied in different range with the goal clarity in their job place with respect to the organization culture.

HR Orientation

Table no: 3.7. HR Orientation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	14	10%
Satisfied	4	2	4%
Average Satisfied	3	12	24%
Dissatisfied	2	10	28%
Fully Dissatisfied	1	12	34%

Remarks: In table 3.7, it is found that among all the employees of Dhaka WASA, 34% is fully dissatisfied, 28% is dissatisfied, 24% is Average Satisfied, 4% is satisfied, and 10% is fully satisfied in different range with the HR orientation in their job place with respect to the organization culture.

Locus of Authority

Table no: 3.8. Locus of Authority

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	15	15%
Satisfied	4	10	25%
Average Satisfied	3	7	24%

| Dissatisfied | 2 | 8 | 16% |
| Fully Dissatisfied | 1 | 10 | 20% |

Remarks: In table 3.8, it is found that among all the employees of Dhaka WASA, 15% is fully dissatisfied, 16% is dissatisfied, 24% is Average Satisfied, 25% is satisfied, and 15% is fully satisfied in different range with the locus of authority in their job place with respect to the organization culture.

Management Style

Table no: 3.9. Management Style

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	30	30%
Satisfied	4	2	4%
Average Satisfied	3	9	18%
Dissatisfied	2	4	24%
Fully Dissatisfied	1	5	24%

Remarks: In table 3.9, it is found that among all the employees of Dhaka WASA, 24% is fully dissatisfied, 24% is dissatisfied, 18% is Average Satisfied, 4% is satisfied, and 30% is fully satisfied in different range with the management style in their job place with respect to the organization culture.

Organization Focus

Table no: 3.10. Organization Focus

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	14	38%
Satisfied	4	10	20%
Average Satisfied	3	11	12%
Dissatisfied	2	7	14%
Fully Dissatisfied	1	8	16%

Remarks: In table 3.10, it is found that among all the employees of Dhaka WASA, 16% is fully dissatisfied, 14% is dissatisfied, 12% is Average Satisfied, 20% is satisfied, and 38% is fully satisfied in different range with the organization focus in their job place with respect to the organization culture.

Organization Integration

Table no: 3.11. Organization Integration

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	4	28%
Satisfied	4	3	6%
Average Satisfied	3	5	10%
Dissatisfied	2	13	26%
Fully Dissatisfied	1	25	30%

Remarks: In table 3.11, it is found that among all the employees of Dhaka WASA, 30% is fully dissatisfied, 26% is dissatisfied, 10% is Average Satisfied, 12% is satisfied, and 28% is fully satisfied in different range with the organization integration in their job place with respect to the organization culture.

Performance Orientation

Table no: 3.12. Performance Orientation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	10	25%
Satisfied	4	12	25%
Average Satisfied	3	13	10%
Dissatisfied	2	7	22%
Fully Dissatisfied	1	8	18%

Remarks: In table 3.12, it is found that among all the employees of Dhaka WASA, 18% is fully dissatisfied, 22% is dissatisfied, 10% is Average Satisfied, 25% is satisfied, and 25% is fully satisfied in different range with the performance orientation in their job place with respect to the organization culture.

Reward Orientation.

Table no: 3.13. Reward Orientation.

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	45%
Satisfied	4	10	10%
Average Satisfied	3	3	5%
Dissatisfied	2	5	15%
Fully Dissatisfied	1	12	25%

Remarks: In table 3.13, it is found that among all the employees of Dhaka WASA, 25% is fully dissatisfied, 15% is dissatisfied, 5% is Average Satisfied, 10% is satisfied, and 45% is fully satisfied with respect to the organization culture.

Task Structure

Table no: 3.14. Task Structure

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	30%
Satisfied	4	11	18%
Average Satisfied	3	8	16%
Dissatisfied	2	7	14%
Fully Dissatisfied	1	4	22%

Remarks: In table 3.14, it is found that among all the employees of Dhaka WASA, 22% is fully dissatisfied, 18% is dissatisfied, 16% is Average Satisfied, 14% is satisfied and 30% is fully satisfied, in different range with the task structure in their job place with respect to the organization culture.

Identification with organization

Table no: 3.15. Identification with organization

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	10	30%
Satisfied	4	4	8%
Average Satisfied	3	11	22%
Dissatisfied	2	13	16%
Fully Dissatisfied	1	12	24%

Remarks: In table 3.15, it is found that among all the employees of Dhaka WASA, 24% is fully dissatisfied, 16% is dissatisfied, 22% is Average Satisfied, 8% is satisfied, and 30% is Fully Satisfied in different range with the Identification with organization in their job place with respect to the organization culture.

FINDINGS OF JOB SATISFACTION IN RESPECT WITH ORGANIZATIONAL CULTURE OF DHAKA WASA EMPLOYEES:

At the time my survey, we found some satisfaction differences between the level mid employees and below mid-level employees of Dhaka WASA. Like other things the satisfaction differs depending on the length of services, expectations, educational background, future planning etc. Some of satisfaction differences regarding questioned matter are as follows:

4.1 Conflict resolution: Everywhere should be a good conflict resolution system In this survey we found that 86% employee is dissatisfied and 14% is satisfied in term of the methods of conflict resolution in the organization.

4.2 Culture Management: In this survey we found that 72% is satisfied and 28% is dissatisfied in case of culture management.

4.3 Customer Orientation: It is important to get the positive response about a job, which is done successfully. In this survey we found that 78% employee is satisfied and 22% is dissatisfied in term of customer orientation.

4.4 Disposition toward Change: Generally People does not like change. After that if it does not follow good system people take it very badly. In this survey we found that 74% employee is dissatisfied and 26% is satisfied in term of disposition toward change.

4.5 Employee Participation: People get interest when they are involved with something. In this survey we found that 78% employee is satisfied and 22% is dissatisfied in term of the employee participation.

4.6 Goal Clarity: Where there is no clear goal, the employer cannot reach their target. In this survey we found that 96% employee is satisfied and 4% is dissatisfied in term of the employee participation.

4.7 HR orientation: Where no attract in HR, people will not retain. In this survey we found that 72% employee is dissatisfied and 28% is satisfied in term of HR orientation.

4.8 Locus of Authority: Where there is no power, there is no attraction. In this survey we found that 76% employee is dissatisfied and 24% is satisfied in term of the locus of authority.

4.9 Management Style: People get interest when they have no good management style. In this survey we found that 78% employee is dissatisfied and 22% is dissatisfied in term of the management style.

4.10 Organization Focus: In this survey we found that 70% employee is satisfied and 30% is dissatisfied in term of the organization focus.

4.11 Organization Integration: Good supervision system is very important to complete a job successfully. In this survey we found that 76% employee is dissatisfied and 24% is dissatisfied in term of the organization integration.

4.12 Performance Orientation: It is very important for an employee to have opportunity for future growth. In this survey we found that 74% employee is dissatisfied and 26% is satisfied in term of the performance orientation.

4.13 Reward Orientation: Everywhere wants remuneration for his contribution in his job. In this survey we found that 96% employee is dissatisfied and 4% is satisfied in term of the reward orientation.

4.14 Task structure: Satisfaction is very important in his job which comes from task structure. In this survey we found that 78% employee is satisfied and 22% is dissatisfied in term of the task structure.

Identification with organization: People like to work independently. In this survey we found that 70% employee is dissatisfied and 30% is satisfied in term of the identification with organization.

4.2 Findings FOR FURTHER RESEARCHES :-

It emerged that a bureaucratic organizational culture has a negative influence on knowledge workers' job satisfaction, while innovative or supportive organizational culture have a positive impact. Moreover, the study makes it possible to understand which aspects of their job satisfaction are more influenced by the organizational culture. Organizational cultures were significantly (positively) correlated with leadership behavior and job satisfaction, and leadership behavior was significantly (positively) correlated with job satisfaction. Organizational culture should be friendly flavor those will have been interconnectedness of human life between organization and employees. Small seemingly insignificant tribal adds flavor to our whole humanity. A holistic framework to embed better company practice for employee's retention by organization cultures. A conceptual business improvement tools. A reflective study of the learning organization concept in a non-western country.

If, we could be create tranquil adoptable culture at our organization then we would be save thousand billion of dollar through decrease turnover rate, dissatisfaction, demotivation and absenteeism. Only real and clear HR practice might be convince organizational culture for their employee's job satisfaction further more.

That's why, this paper invoke to further researches for on coming and best thinking for next generation of Era.

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4.15

4.0 ANALYSIS OF THE FINDINGS

Conflict resolution

Table no: 3.1. Conflict resolution

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	44%
Satisfied	4	6	4%

Average Satisfied	3	4	6%
Dissatisfied	2	6	28%
Fully Dissatisfied	1	14	18%

Remarks: In table 3.1, it is found that among all the employees of Dhaka WASA, 18% is fully dissatisfied, 28% is dissatisfied, 6% is Average Satisfied, 4% is satisfied and 44% is fully satisfied in different range with the conflict resolution in their job place with respect to the organization culture.

Culture Management
Table no: 3.2. Culture Management

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	40%
Satisfied	4	12	24%
Average Satisfied	3	4	8%
Dissatisfied	2	6	12%
Fully Dissatisfied	1	8	16%

Remarks: In table 3.2, it is found that among all the employees of Dhaka WASA, 40% is fully dissatisfied, 24% is dissatisfied, 8% is Average Satisfied, 12% is satisfied, and 16% is fully satisfied in different range with the culture management in their job place with respect to the organization culture.

Customer Orientation
Table no: 3.3. Customer Orientation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	19	28%
Satisfied	4	12	24%
Average Satisfied	3	8	12%
Dissatisfied	2	9	08%
Fully Dissatisfied	1	2	28%

Remarks: In table 3.3, it is found that among all the employees of Dhaka WASA, 28% is fully satisfied, 24% is Satisfied, 12% is Average Satisfied, 08% is dissatisfied and 28% is fully dissatisfied in different range with the customer orientation in their job place with respect to the organization culture.

Disposition toward Change
Table no: 3.4. Disposition toward Change

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	15	35%
Satisfied	4	3	6%
Average Satisfied	3	15	20%
Dissatisfied	2	12	24%
Fully Dissatisfied	1	5	15%

Remarks: In table 3.4, it is found that among all the employees of Dhaka WASA, 15% is fully dissatisfied, 24% is dissatisfied, 20% is Average Satisfied, 6% is satisfied, and 35% is fully satisfied in different range with the disposition toward change in their job place with respect to the organization culture.

Employee Participation

Table no: 3.5. Employee Participation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	21	46%
Satisfied	4	10	20%
Average Satisfied	3	8	12%
Dissatisfied	2	6	12%
Fully Dissatisfied	1	5	10%

Remarks: In table 3.5, it is found that among all the employees of Dhaka WASA, 10% is fully dissatisfied, 12% is dissatisfied, 12% is Average Satisfied, 20% is satisfied, and 46% is fully satisfied in different range with the employee participation in their job place with respect to the organization culture.

Goal Clarity

Table no: 3.6. Goal Clarity

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	10	25%
Satisfied	4	14	28%
Average Satisfied	3	19	28%
Dissatisfied	2	2	4%
Fully Dissatisfied	1	5	15%

Remarks: In table 3.6, it is found that among all the employees of Dhaka WASA, 15% is fully dissatisfied, 4% is dissatisfied, 28% is Average Satisfied, 28% is satisfied, and 25% is fully satisfied in different range with the goal clarity in their job place with respect to the organization culture.

HR Orientation

Table no: 3.7. HR Orientation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	14	10%
Satisfied	4	2	4%
Average Satisfied	3	12	24%
Dissatisfied	2	10	28%
Fully Dissatisfied	1	12	34%

Remarks: In table 3.7, it is found that among all the employees of Dhaka WASA, 34% is fully dissatisfied, 28% is dissatisfied, 24% is Average Satisfied, 4% is satisfied, and 10% is fully satisfied in different range with the HR orientation in their job place with respect to the organization culture.

Locus of Authority

Table no: 3.8. Locus of Authority

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	15	15%
Satisfied	4	10	25%
Average Satisfied	3	7	24%

Satisfaction level	Point	No of Response	%
Dissatisfied	2	8	16%
Fully Dissatisfied	1	10	20%

Remarks: In table 3.8, it is found that among all the employees of Dhaka WASA, 15% is fully dissatisfied, 16% is dissatisfied, 24% is Average Satisfied, 25% is satisfied, and 15% is fully satisfied in different range with the locus of authority in their job place with respect to the organization culture.

Management Style

Table no: 3.9. Management Style

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	30	30%
Satisfied	4	2	4%
Average Satisfied	3	9	18%
Dissatisfied	2	4	24%
Fully Dissatisfied	1	5	24%

Remarks: In table 3.9, it is found that among all the employees of Dhaka WASA, 24% is fully dissatisfied, 24% is dissatisfied, 18% is Average Satisfied, 4% is satisfied, and 30% is fully satisfied in different range with the management style in their job place with respect to the organization culture.

Organization Focus

Table no: 3.10. Organization Focus

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	14	38%
Satisfied	4	10	20%
Average Satisfied	3	11	12%
Dissatisfied	2	7	14%
Fully Dissatisfied	1	8	16%

Remarks: In table 3.10, it is found that among all the employees of Dhaka WASA, 16% is fully dissatisfied, 14% is dissatisfied, 12% is Average Satisfied, 20% is satisfied, and 38% is fully satisfied in different range with the organization focus in their job place with respect to the organization culture.

Organization Integration

Table no: 3.11. Organization Integration

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	4	28%
Satisfied	4	3	6%
Average Satisfied	3	5	10%
Dissatisfied	2	13	26%
Fully Dissatisfied	1	25	30%

Remarks: In table 3.11, it is found that among all the employees of Dhaka WASA, 30% is fully dissatisfied, 26% is dissatisfied, 10% is Average Satisfied, 12% is satisfied, and 28% is fully satisfied in different range with the organization integration in their job place with respect to the organization culture.

Performance Orientation

Table no: 3.12. Performance Orientation

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	10	25%
Satisfied	4	12	25%
Average Satisfied	3	13	10%
Dissatisfied	2	7	22%
Fully Dissatisfied	1	8	18%

Remarks: In table 3.12, it is found that among all the employees of Dhaka WASA, 18% is fully dissatisfied, 22% is dissatisfied, 10% is Average Satisfied, 25% is satisfied, and 25% is fully satisfied in different range with the performance orientation in their job place with respect to the organization culture.

Reward Orientation.

Table no: 3.13. Reward Orientation.

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	45%
Satisfied	4	10	10%
Average Satisfied	3	3	5%
Dissatisfied	2	5	15%
Fully Dissatisfied	1	12	25%

Remarks: In table 3.13, it is found that among all the employees of Dhaka WASA, 25% is fully dissatisfied, 15% is dissatisfied, 5% is Average Satisfied, 10% is satisfied, and 45% is fully satisfied with respect to the organization culture.

Task Structure

Table no: 3.14. Task Structure

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	20	30%
Satisfied	4	11	18%
Average Satisfied	3	8	16%
Dissatisfied	2	7	14%
Fully Dissatisfied	1	4	22%

Remarks: In table 3.14, it is found that among all the employees of Dhaka WASA, 22% is fully dissatisfied, 18% is dissatisfied, 16% is Average Satisfied, 14% is satisfied and 30% is fully satisfied, in different range with the task structure in their job place with respect to the organization culture.

Identification with organization

Table no: 3.15. Identification with organization

Satisfaction level	Point	No of Response	%
Fully Satisfied	5	10	30%
Satisfied	4	4	8%
Average Satisfied	3	11	22%

Dissatisfied	2	13	16%
Fully Dissatisfied	1	12	24%

Remarks: In table 3.15, it is found that among all the employees of Dhaka WASA, 24% is fully dissatisfied, 16% is dissatisfied, 22% is Average Satisfied, 8% is satisfied, and 30% is Fully Satisfied in different range with the Identification with organization in their job place with respect to the organization culture.

FINDINGS OF JOB SATISFACTION IN RESPECT WITH ORGANIZATIONAL CULTURE OF DHAKA WASA EMPLOYEES:

At the time my survey, we found some satisfaction differences between the level mid employees and below mid-level employees of Dhaka WASA. Like other things the satisfaction differs depending on the length of services, expectations, educational background, future planning etc. Some of satisfaction differences regarding questioned matter are as follows:

4.1 Conflict resolution: Everywhere should be a good conflict resolution system In this survey we found that 86% employee is dissatisfied and 14% is satisfied in term of the methods of conflict resolution in the organization.

4.2 Culture Management: In this survey we found that 72% is satisfied and 28% is dissatisfied in case of culture management.

4.3 Customer Orientation: It is important to get the positive response about a job, which is done successfully. In this survey we found that 78% employee is satisfied and 22% is dissatisfied in term of customer orientation.

4.4 Disposition toward Change: Generally People does not like change. After that if it does not follow good system people take it very badly. In this survey we found that 74% employee is dissatisfied and 26% is satisfied in term of disposition toward change.

4.5 Employee Participation: People get interest when they are involved with something. In this survey we found that 78% employee is satisfied and 22% is dissatisfied in term of the employee participation.

4.6 Goal Clarity: Where there is no clear goal, the employer cannot reach their target. In this survey we found that 96% employee is satisfied and 4% is dissatisfied in term of the employee participation.

4.7 HR orientation: Where no attract in HR, people will not retain. In this survey we found that 72% employee is dissatisfied and 28% is satisfied in term of HR orientation.

4.8 Locus of Authority: Where there is no power, there is no attraction. In this survey we found that 76% employee is dissatisfied and 24% is satisfied in term of the locus of authority.

4.9 Management Style: People get interest when they have no good management style. In this survey we found that 78% employee is dissatisfied and 22% is dissatisfied in term of the management style.

4.10   Organization Focus: In this survey we found that 70% employee is satisfied and 30% is dissatisfied in term of the organization focus.

4.11   Organization Integration: Good supervision system is very important to complete a job successfully. In this survey we found that 76% employee is dissatisfied and 24% is dissatisfied in term of the organization integration.

4.12   Performance Orientation: It is very important for an employee to have opportunity for future growth. In this survey we found that 74% employee is dissatisfied and 26% is satisfied in term of the performance orientation.

4.13   Reward Orientation: Everywhere wants remuneration for his contribution in his job. In this survey we found that 96% employee is dissatisfied and 4% is satisfied in term of the reward orientation.

4.14   Task structure: Satisfaction is very important in his job which comes from task structure. In this survey we found that 78% employee is satisfied and 22% is dissatisfied in term of the task structure.

4.15 Identification with organization: People like to work independently. In this survey we found that 70% employee is dissatisfied and 30% is satisfied in term of the identification with organization.

Findings FOR FURTHER RESEARCHES:-

It emerged that a bureaucratic organizational culture has a negative influence on knowledge workers' job satisfaction, while innovative or supportive organizational culture have a positive impact. Moreover, the study makes it possible to understand which aspects of their job satisfaction are more influenced by the organizational culture. Organizational cultures were significantly (positively) correlated with leadership behavior and job satisfaction, and leadership behavior was significantly (positively) correlated with job satisfaction. Organizational culture should be friendly flavor those will have been interconnectedness of human life between organization and employees. Small seemingly insignificant tribal adds flavor to our whole humanity. A holistic framework to embed better company practice for employee's retention by organization cultures. A conceptual business improvement tools. A reflective study of the learning organization concept in a non-western country.

If, we could be create tranquil adoptable culture at our organization then we would be save thousand billion of dollar through decrease turnover rate, dissatisfaction, demotivation and absenteeism. Only real and clear HR practice might be convince organizational culture for their employee's job satisfaction further more.

Chapter- 5

CONCLUSIONS

AND

RECOMMENDATIONS.

CONCLUSION:-

The aforementioned was establish that a strong affiliation occurred among the variables employment pleasure and administrative culture. Profession contentment canister consequently to a convinced scope remain recycled to forecast operative's observation of organizational culture. There are however restrictions in oversimplifying outcomes of this revision in arrears to the minor model dimensions. It was similarly obvious commencing the revision that personnel observed approximately features of organizational values additional absolutely than others. Workforces give the impression to be judiciously fulfilled through the measurements, consumer coordination, organizational amalgamation, presentation alignment and recompense positioning, whereas engagement determination, temperament just before alteration, locus of consultant and administration bravura and mission construction were professed extra damagingly. Furthermost of the features seeming adversely narrates to the administration and leadership style within the organization, which may warrant further investigation as well as expansion accomplishments for administrators. The situation may perhaps subsequently moreover authorization the institute lower than revision to explore together the situation as well as satisfied of exertion within the association, by way of magnitudes superficial a reduced amount of constructively recounts to equally asepticism influences and persuaders as soon as connected to Herzberg's theory of enthusiasm. The straight consequence of Organizational Culture to Organizational Commitment is positive yet not significant. It means that Organization Culture has influences to Organizational Commitment yet the influences are not significant enough. The direct effect of Job Satisfaction to Organizational Commitment is positive and significant. It means by increasing the level of Job satisfaction then it will increase the level of Organizational Commitment significantly. The direct effect of Organizational Culture to Job Performance is negative and not significant. It means that even though the organizational culture is weak nevertheless it does not quite influence the job performance very much. The direct effect of Job satisfaction to Job Performance is positive yet not significant. It means that even though Job satisfaction has influences to Job performance yet the influences are not significant enough. The significance level of Organizational Commitment influenced by Organization Culture and Job satisfaction is at 80.2% while Job Performance is influenced by Organizational Culture, Job satisfaction and Organizational Commitment by 55.0%. Employment pleasure is one of the maximum lengthily intentional professional singularities universal. Collected works appraisal expressions that they transpire in compound categories of administrative culture intercontinentally, in addition have a thoughtful impression arranged operatives' activities, professional presentation besides ordinary life expectancy.

The collected works proposes that enhancing perceived support and increasing job satisfaction can reduce the detrimental consequences of burnout and other aspects of occupational stress. Such as the administrative principles influences absolutely or undesirably on these three variables then careful by way of the improper for recital of any association. Unknown quantity the administrative philosophy is positive, it will enhance employee's assurance, occupation pleasure and reduction operatives' retaining, and repeatedly the presentation will intensification. It is fairly informal to progress your association trendy an optimistic technique as soon as any operative is on the correct pathway.

Generally, it container be anticipated that enlightening quality of occupation and services requires not only the understanding of the working atmosphere, operatives' inspiration and assurance, but then again also consumers' requirements also literateness, strategy, also the community and party-political situation happening which facilities are distributed.

Recommendations:-

In attendance is a substantial besides optimistic suggestion stuck among occupation fulfilment of personnel besides the administrative principles in equally community and isolated association. Investigation of this revision provisions to accomplish that administrative philosophy. On the foundation of conclusions of this learning we commend that strategy creators have a duty to generate sympathetic administrative philosophy in the association in instruction to promotion the employment fulfilment equal of the personnel. Procedure producers had improved correspondingly emphasis on administrative philosophy connected to personnel and isometrics such strategies which might promotion the equal of collaboration, reciprocated trust, respect of sentiments and thoughts of coworkers, and exposed mindedness to seek out and accept response among employees. Character of managers and influential to simplify the personnel ought to similarly be compassionate and they have a duty to inspire the personnel to proceeds creativities and premeditated jeopardies formerly the founding necessity correspondingly importance to development connections complete connected external unrestricted.

The consequence of components of culture and culture type is positive and significant on job satisfaction of employees of Dhaka WASA. They must remember it on the passageway of period. The corporation tends to emphasis less on imagination, private enterprise, suppleness, invention and development but additional on Instruction, Instructions, By-law and Immovability actual principally. The revision discloses that executive philosophy touch operative presentation in occupations. All company physiques and community and sequestered activities ought to try to persuade improved administrative beliefs and its materials to inspire advanced proportion of operative confidence and preservation. In instruction to obtain superior replies, consultant have to emphasis on equally decided upon and pleasant surroundings. They be duty-bound to create a close relation and ask incessant response since personnel around dissimilar subjects of occupational.

The researcher does not have a full control on the responds given by the participated respondents. The possibility of getting invalid responds which are not suitable with the respondents, characteristic and profiles is quite high. Several indicators of employee performance variables used in this study was tendentious and quite subjective and not based on a reference which compares with the general rule applies, for example, with performance targets measured by the achievement of Key performance Indicator (KPI) for each respondent.

The advanced stages of operatives' consummation in such administrations might stretch an improvement finished other administrations in interesting and recollecting personnel in an inexpensive situation. The regular of structural principles expressions personnel contemplate administrative philosophy. All of the mechanisms of structural values have an unexceptional regular. Consideration to regulars of administrative beliefs has a sophisticated regular than the additional apparatuses. It expressions regulars and their appeal is on the maximum of the penalty area of these establishments. By means of painstaking of the consequences of investigators, the discoveries of this learning is unpredictable through them, which container designate a faintness among personnel and professionals of corporeal instruction subdivisions in this sphere, as associates of an association production most important characters in the administrations, this may perchance decrease the effectiveness and success of the establishments, predominantly in corporeal instruction administrations that production an imperative role in their municipal intellectual well-being and bodily.

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Questionnaire

Impact of Organization Culture on Job Satisfaction Test Questionnaire

Approach to Develop

(When data is provided to us, we use it solely for the purposes of develop the retention strategy for employees. Confidential information will not be disclosed, we recognize that information is valuable and we take all reasonable measures to protect it whilst in our care)

(Please circle the number from 1-5 depending upon your feelings for each question)

Dissatisfied	1	2	3	4	5	Fully Satisfied

1.	Conflict resolution					
1.1	Opportunity to explain matter	1	2	3	4	5
1.2	Opportunity to discussion among different employees at the time of conflict	1	2	3	4	5
1.3	Management attitude towards prompt conflict resolution	1	2	3	4	5
2	Culture Management					
2.1	Interaction with senior management	1	2	3	4	5
2.2	Interaction with colleague	1	2	3	4	5
2.3	Interaction with supervisor	1	2	3	4	5
3	Customer Orientation					
3.1	Opportunity attitudes towards freedom of constructive criticism	1	2	3	4	5
3.2	I feel I have been able to give service to customer by driving my work	1	2	3	4	5
3.3	Organizational image to job satisfaction	1	2	3	4	5
4	Disposition Toward Change					
4.1	I can come up with new methods while performing my job	1	2	3	4	5
4.2	My manager consults with me before setting my goals	1	2	3	4	5

4.3	Rapid Change management of the company	1	2	3	4	5
5.	Employee Participation					
5.1	Does the trade union participation acceleration the office system	1	2	3	4	5
5.2	My suggestions are taken into consideration	1	2	3	4	5
5.3	Feelings in me " I am important part of major decision"	1	2	3	4	5
6.	Goal Clarity					
6.1	Is the goal of the organization is transparent to the employees	1	2	3	4	5
6.2	Review of goal achievement methodology speed up the organization	1	2	3	4	5
6.3	Understanding of mission and vision of the organization	1	2	3	4	5
7.	HR Orientation					
7.1	Culture adoption	1	2	3	4	5
7.2	HR orientation reduce the rate of turnover	1	2	3	4	5
8.	Locus of Authority					
8.1	Locus authority in my org is effective	1	2	3	4	5
9.	Management Style					
9.1	Management style has support your job	1	2	3	4	5
9.2	Management style is flexible in the org.	1	2	3	4	5
10	Organization Focus					
10.1	Organization main concentration is clear	1	2	3	4	5
11.	Organization Integration					
11.1	By integration communication gap reduce	1	2	3	4	5
11.2	By integration grievance reduce	1	2	3	4	5
12.	Performance Orientation					
12.1	Promotion policy	1	2	3	4	5
12.2	Training avenues	1	2	3	4	5
12.3	Appraisal and performance feedback	1	2	3	4	5
12.4	Proper guidance	1	2	3	4	5

13.	Reward Orientation.					
13.1	Turnover rate and absentees low	1	2	3	4	5
13.2	Motivation	1	2	3	4	5
14.	Task Structure					
14.1	Educational qualification and experience for each position	1	2	3	4	5
14.2	We think that, HR manager is more suitable then top management to develop task structure.	1	2	3	4	5
15.	Identification with Organization					
15.1	Identification with organization in your job place is satisfactory	1	2	3	4	5

Personnel Identification:

Employee No	:	
Designation	:	
Department	:	
Date of Joining	:	
Name of the Organization	:	
Educational Qualification	:	

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Career Objective

Utilize work experience and academic knowledge in a reputed organization that will provide opportunities for self-development and career advancement in the administration. Develop expertise in the field of banking through research, continuous learning and hard work. Moreover, contribute in the welfare of society and economy through sincere effort in fulfilling assigned responsibilities.

Profile Summary

Have been working since the SSC examination starting with small jobs to financially support the family and own education.   In the last 15 years, have gained a wide range of work related experiences while continuously pursuing higher education. Work experience includes marketing and management both in and out of the office environment.

Self Assessment

1. Willing to learn and accept responsibilities
2. Optimistic in professional and social affairs
3. Excellent interpersonal skills
4. Excellent self-control
5. Excellent in setting target
6. Excellent in working independently or in a team
7. Excellent in managing work related stress

Academic Qualifications

Masters of Business Administration (HRM)

Presidency University, 2013

CGPA **3.68** on a scale of **4.0**

Bachelor of Science
Tejgaon Collage, National University, 2001
Second class

Higher Secondary Certificate (Science)
Bangladesh Air Force Shaheen College, 1998
Second division

Secondary School Certificate (Science)
Bangladesh Navy School & College, Chittagong, 1995
First division, **Star Marks**

Additional Professional Qualifications

Diploma in Human Resource Management, 2013
Bangladesh Institute of Management (BIM), CGPA 3.41
(Only 48 out of 1400 applicants were selected for this program)

Diploma in Computer Science, 2000
Youth Development, Computer & Technical Institute

Work Experience

United Commercial Bank Ltd, Product Marketing Officer, Nov 2012 to 2016
Standard Chartered Bank, Sr. Executive (cards), Jan 2011 to Nov 2012
Titas Gas, Pipe line construction, 2004 - 2010
Alico, Senior Executive, 2003 - 2004
Remo Chemicals, Medical Promotion Officer, 2002 - 2003

Communication Skills

Excellent in Bangla and English (listening, speaking, reading and writing)
Writing professional quality reports and correspondence
Presentation skills using multimedia

Computer Skills

Operating System: MS Word and Excel, PowerPoint
Internet: Firefox and Explorer
Hardware: Trouble-shooting and maintenance

Extra-curricular Activities

Organizer
Distribution of Winter Cloths to the Needy, 2013
English Department, Presidency University

Annual Cricket Tournament, 2012
Presidency University

Co-coordinator (Football Club)
Badda Jaogony Songho, 2008-present

Personal Details

Father:	Kausar Ahmed
Mother:	Khadiza Begum
Permanent Address:	Kha 161, Middle Badda, Dhaka 1212
Date of Birth:	20 October 1978
Nationality:	Bangladeshi by birth
Marital Status:	Married
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