

Assessing the Interdependence between Organizational Culture and Performance in Construction Industry

Denbeshu Neare Jabo

Hawassa University, Ethiopia

denbe2010@gmail.com

Abstract

This paper examines the interdependence between organizational culture and performance in the construction industry in developing countries. It explored how organizational culture and organizational performance are related to and influence one another thereby determining the success of the construction industry in developing countries. The paper obtained data through the systematic review of literature on theories, models, and concepts of the interaction between organizational culture and performance in the construction industry. This comprehensive literature review also identified major dimensions of interaction between organizational culture and organizational performance, and how the interaction between the two influences the successes or the failure of the construction industry in developing countries. The review also summarized the major theories and models on organizational culture and its interaction with organizational success in the construction industry. The outcome is identifying the relationship and trying to develop appropriate knowledge management-based improvement framework for the construction industry. The findings from this literature review will have a significant implication for future researches in the areas as it will reveal the research identify gaps to be fulfilled by the extended studies. Besides, the results will have a policy implication for the business of the construction industry to assess the interdependence of the concepts of organizational culture and organizational performance and their influence on each other in developing countries.

Keywords: Organizational culture: Interdependence: Organizational performance: Construction industry.