

Organizational Culture and Demographic Characteristics of Employees

Lütfi SÜRÜCÜ ^a Dilek SÜRÜCÜ ^b

^a European Leadership University, Famagusta, TRNC. lutfi.surucu@elu.edu.tr

^b Ministry of Youth and Sports, Ankara, Turkey. dilek.zaman@gsb.gov.tr

ARTICLE INFO	ABSTRACT
<p>Keywords: Organizational culture Demographic factors Innovative culture Community culture Competive culture</p> <p>Received 10 February 2020 Revised 19 April 2020 Accepted 4 May 2020</p> <p>Article Classification: Research Article</p>	<p>Purpose – Organizational culture is a driving force that positively affects the performance of the organization by shaping employee behavior. The literature states that culture is influenced by various factors and it is difficult to create a monolithic organizational culture. In this context, it is important to discover the factors that affect organizational culture. The main purpose of this research is to reveal how demographic features affect the perception of organizational culture and to expand the literature on this culture.</p> <p>Design/methodology/approach – The data were obtained from 156 factory employees operating in Izmit. The data collected by the survey method were analyzed using IBM SPSS 23 statistical software.</p> <p>Findings – The results of the analysis show that employees' perceptions of organizational culture; It shows that it changes according to gender, age, marital status, work experience and working time with the same manager.</p> <p>Discussion – It is considered that the results of the research will guide the managers on diversity management.</p>

Suggested Citation

Sürücü, L., Sürücü, D. (2020) Organizational Culture and Demographic Characteristics of Employees, *Journal of Business Research-Turk*, 12 (2), 1046-1057.