

**IMPACT OF ORGANIZATIONAL CULTURE ON  
EMPLOYEE PERFORMANCE IN NEPAL RASTRA  
BANK**

**A Thesis**

**By**

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## **CERTIFICATION OF AUTHORSHIP**

I certify that the work in this thesis has not previously been submitted for a degree nor has it been submitted as part of requirements for a degree except as fully acknowledged within the text.

I also certify that the thesis has been written by me. Any help that I have received in my research work and the preparation of the thesis itself has been acknowledged. In addition, I certify that all information sources and literature used are indicated in the reference section of the thesis.

.....

Gayatri Basyal

January, 2019

## RECOMMENDATION LETTER

It is certified that thesis entitled “**Impact of Organizational Culture on Employee Performance in Nepal Rastra Bank**” submitted by Gayatri Basyal is an original piece of research work carried out by the carried out by the candidate under my supervision. Literary presentation is satisfactory and the thesis is in a form suitable for publication. Work evinces the capacity of the candidate for critical examination and independent judgment. Candidate has put in at least 60 days after registering the proposal. The thesis is forwarded for examination.

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## APPROVAL SHEET

We, the undersigned, have examined the thesis entitled “**Impact of Organizational Culture on Employee Performance in Nepal Rastra Bank**” presented by **Gayatri Basyal**, a candidate for the degree of **Master of Business Studies (MBS)** and conducted the viva voce examination of the candidate. We hereby certify that the thesis is worthy of acceptance.

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**Gayatri Basyal**  
**Researcher**

## ABSTRACT

*Despite the reform in the banking sector, most banks are not performing to their required standard, the poor performance has been attributed to numerous factors, among them being organizational culture. The study objective was to find out the influence of organizational culture on qualitative performance of employee in NRB. The research problem was studied through a case study research design because it brings about a deeper insight and better understanding of the challenge faced by employee in regards to culture of organization. The population of study consisted all employees of NRB which are 1,300. convenient method used to select respondents. There were the 100 respondents for the study. Only primary data collected instruments were used for the research. The study used questionnaire in collecting data. The questions were formed on the basis of the objective of study. The data collected was inspected for completeness and coded in SPSS( version 22) for analysis. Descriptive techniques of arithmetic mean and standard deviation were used to do the analysis. The data analyzed was then presented using tables and figures. Analysis of the findings was done and presented. The findings displayed that most of the individuals who responded were in agreement that espoused value, artifact, norms and rules and basic assumption influence various aspect of their qualitative performance in a positive way. The study established that firms engaged in various organizational culture to boost qualitative performance of employees. The findings of the research showed that espoused values, norms and rules, artifacts and basic assumption were most prevalent culture components. This would therefore imply that employees would diligently attend to their duties and eliminate error hence better performance. This study conducted that for performance of organization to improve, present organization culture should be compatible with the current strategies and day to day running of the activities of employees. The recommendations made were that bank needs to emphasize on the embracing suitable organizational culture. This is because organizational culture positively influences strategies and policies implementation hence creating a sustainable competitive advantages. Additionally, organizations should ensure that they align their strategies with the organization culture if they want to benefit from good organizational customs.*

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## ABBREVIATIONS

NRB	:	Nepal Rastra Bank
OC	:	Organizational Culture
SD	:	Standard Deviation
SPSS	:	Statistical Package for Social Science

