

REFRAIN OF ORGANIZATIONAL CULTURE IN ENHANCING PARTICIPATION IN DECISION-MAKING TO CONFRONT WITH CHALLENGES FIELD STUDY OF LIBYAN INFORMATION AND COMMUNICATIONS TECHNOLOGY COMPANIES

ABDLBAST AMAR BELKUR¹ & REENA MEHTA²

Research Scholar, Sam Higginbottom Institute of Agriculture Technology and Science, Allahabad, India

ABSTRACT

The study aimed to investigate the refrain of organizational culture in participation in decision-making. The model used four identified elements of organizational culture-collaboration, innovation, coherency, and effectiveness and for participation in decision making three elements were used namely belief in participation effectiveness, perception of participation impact on manager's power, and participation commitment. The study presented a review of literature focusing on organizational culture and participation in decision-making. Data was collected by a questionnaire distributed among a sample of 147 employees at Information and Communications Technology Companies in Libya in 2015. For testing, the hypothesis was used. The study revealed the following results:

- High level of implementation of various elements of organizational culture and participation in decision-making.
- Significant differences were found in all elements of participation in decision-making attributed to the elements of organizational culture.

The study provided a number of recommendations including delegation of authority to all levels; more attention to be given to employees' suggestion by managers, because ignoring their suggestions would have a negative impact on employees, motivation and participation in decision-making.

KEYWORDS: Four Identified Elements of Organizational Culture-collaboration, Innovation, Coherency, and Effectiveness and for Participation in Decision Making Three Elements