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The Impact of Organizational Culture on Job Satisfaction

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(Applied study in Rafidain Bank Branch of Rifai)

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ABSTRACT: Business organizations are always striving to reduce administrative efficiency and effectiveness in order to achieve the goals. The business organizations take great care in developing performance by adopting modern methods according to the recent trends of these organizations. It is very interested in the organizational culture of the organization as it is a key element in influencing organizational behavior. The organization of its own culture and the field of organizational culture of modern topics that entered the books of administrative science. The main framework of the study is the introduction and four topics. The first section includes the methodology of research (the problem of research, importance, objectives, methods, hypotheses, tools and methods used in analyzing the results of research). The second topic focuses on the organizational culture. The fourth method was explained the results of the field study. The questionnaire was used as a tool for collecting data related to the subject. The following statistical methods were used in analyzing the data (percentages, frequencies, arithmetic mean, standard deviation, Bhatt) . Finally reached the basic conclusions through field study

* Employees want to get other jobs that meet their ambitions better than the job they are in for various reasons for low wages, long working time, lack of electronic devices and this cycle led to a lack of desire to stay.

The most important recommendation reached:

* The need to think seriously about the problem of the leakage of the labor force and the desire of some of them to leave the job and it is difficult to replace the corresponding alternatives in the experience and try to create a rapprochement between the objectives of the person and the organization to achieve harmony and satisfaction of the job.

I. INTRODUCTION

Organizational culture is an important element in the overall system of organizations, which must be understood by the leaders and managers of the organizations as the environmental environment in which the organizations live, which affects the type of behavior that they interact with or with their employees. Modern organizations give great importance to the working environment and the relevance of the person - to the organization and the satisfaction of the employees because they are convinced that man is the real and main source of production. Hence the organizations' interest in the organizational culture of the values, trends, customs, ideas and policies that guide the behavior of individuals in the organizations in which they work and influence their effectiveness And the formation of a person's habits, values, trends, ways of dealing with people and understanding things around him. Organizations generally have distinctness and characteristics that distinguish them from others. This is due to the difference in the intellectual and cultural patterns that govern the behavior of the organizations, and thus each organization has a personality that distinguishes it from other organizations. This distinction is a management concept called organizational culture .

There have been numerous studies and research to reach an understanding and interpretation of the activities of the organizations in order to control and control the requirements of the present organizations, and meet their future needs. However, these studies did not fully understand all the molecules of regulatory activity , given the different

International Journal of Innovative Research in Science, Engineering and Technology

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Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

circumstances and societies in which they live, a part that affects and is influenced by the environment in which they arise.

II. RESEARCH METHODOLOGY

First: Research problem:

The study stems from the problem that the impact of the organizational culture on the functional satisfaction of the effectiveness of the various organizations and the extent of the possibility of expanding the dissemination of the concept of organizational culture to the development of business organizations.

Second: Research Objectives:

- 1- Introducing organizational culture in business organizations.
- 2 - knowledge of the impact of organizational culture on the level of job satisfaction.
- 3 - Strengthening the organizational culture that is interested in the development of job satisfaction.

Third: The importance of research:

- 1- This study forms the cognitive framework for organizational culture Organizations.
- 2- Provides a modern system of components and dimensions related to the culture of the organization.
- 3- To develop the level of organizational culture in order to reflect job satisfaction in line with the trends of modern management which achieve the objectives of the organization.

Fourth: The hypothesis of research

- 1- There is significant statistical significance between organizational culture and job satisfaction.
- 2- There is a statistically significant relationship between organizational culture and job satisfaction

Fifth: Default Search Model:



Sixth: The limits of research:

- 1 - Spatial boundaries: The study was limited to Rafidain Bank branch of Rifai.
- 3- Human Boundaries: These included a sample of the Bank's employees who hold managerial and non-manual positions.
- 4- Time Limits: The period of preparation of the scientific research on the bank being researched, which extended from 1/10/2014 to 30/4/2015.

Seventh: Research Methodology:

Investigative Research Objectives The descriptive approach has been used as the methodology used to study human and social situations.

International Journal of Innovative Research in Science, Engineering and Technology

(A High Impact Factor, Monthly, Peer Reviewed Journal)

Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

Eighth: Research Community:

The research community consists of individuals working in Rafidain Bank, Al-Rifai branch, who occupy jobs in all departments of the department. The researcher withdrew a sample of the research community of (21) individuals representing the research. All responses were adopted. The response rate was 100% search.

Ninth: Methods of data collection:

In order to achieve the objectives of the research and test hypotheses, the data was collected through the following:

- 1- The interview: The dialogue with the bank manager and some of the workers included the sample of the research during the distribution of the research questionnaire. Some direct information was obtained from them.
- 2- Theoretical side: books, messages and the Internet
- 4- The scientific side: Preparation of a questionnaire containing the dimensions of the main variables. Twenty-one questionnaires were distributed and all were retrieved.

Tenth: Statistical method adopted:

The researcher relied on the statistical program ready (SPSS) In data analysis and extraction of the following results: arithmetic mean, standard deviation, correlation coefficient, percentage recurrences.

III. ORGANIZATIONAL CULTURE AN INTRODUCTION

Organizational culture influences the success or failure of the organization, which is primarily determined by the efficiency of the performance of the qualified and integrated human resource in the organization, which significantly influences the prevailing organizational culture and the way people think, by having a set of values, beliefs and ideas, Community and team spirit, renewal and listening, support, the degree of acceptance and discussion of differences in public, and independence in the exercise of tasks ... All these behaviors have an impact on the behavior of individuals in their organizations, which may support the creation of collective capacity to raise the performance of the organization and enable it to perform its functions and MT Functional Bathm. (Disabled 2011: 9)

The purpose of preparing a theoretical framework for the subject of organizational culture has been divided into:

- First: The Emergence Of Organizational Culture.
- Second: The Concept Of Organizational Culture.
- Third: The importance of organizational culture.
- Fourth: Types of organizational culture.
- Fifth: Characteristics of organizational culture.
- Sixth: The Dimensions Of Organizational Culture

2. The concept of organizational culture

Table (1) shows the concept of organizational culture

There are many definitions about the concept of organizational culture, there are many writers who care about this concept and expressed in one way and another:

International Journal of Innovative Research in Science, Engineering and Technology

(A High Impact Factor, Monthly, Peer Reviewed Journal)

Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

Concept	(Researcher: Year, Page)
As basic assumptions basic assumption Which leads and moves the organization, they are like the roots of the trees that they (ie those assumptions) do not see the eye but nevertheless determine what can grow and develop in the organization	(Dagher and Saleh, 2000: 484)
Is a special set of values, purposes and rules of behavior shared by individuals and groups in the organization that govern the way they interact with one another and deal with interested individuals .	(Charles and Janz, 2001: 220)
Is the philosophy that guides the political organizations is for the workers and customers and the way things around us.	(League, 2005: 128)
They are patterns of behavior and beliefs that are learned by individuals from others in society, that is, they are socially transmitted. "	(Al-Shamaa, 2007: 216)
Is the set of basic principles invented by the group or discovered or developed during the solution of the problems of external adaptation and internal integration, which proved effective and then teach the new members as the best way to feel and understand the problems and understanding.	(Samir, 2007: 83)
As characteristics of tradition and shared values among workers.	(Moroccan, 2007: 515)

Source: Prepared by the researcher

Seventh / Types of organizational culture

There are many types of organizational culture and its classification according to the basis of the classification process with reference to it and the following can be mentioned, (Jalab, 2011: 607) (Al-Awfi , 2005: 12).

- 1- Bureaucratic culture, in which responsibilities and authorities are determined, work is organized. "Coordination between units and hierarchy of authority is hierarchical and based on control and commitment.
- 2- Creative culture is characterized by providing a work environment that encourages and helps creativity and is characterized by bold and risky decision-making and challenges.
- 3- The culture of friendship The working environment is characterized by friendship and assistance among the working staff of the cooperative family atmosphere , providing the organization with trust, equality and cooperation, with a focus on the humanitarian side.
- 4- The culture of operations is limited to the interest of this culture in the way the work is done and not the results that are achieved, spreading caution and caution among the individuals who work to protect themselves and the successful individual is more accurate and organized and attention to detail in his work.

International Journal of Innovative Research in Science, Engineering and Technology

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Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

Eighth / Characteristics of organizational culture

The characteristics and cultural characteristics of the organizations vary, but there may be a variety of characteristics, varying in degree and commitment to organization. The most important of these characteristics or characteristics, as indicated by the researchers (Allozi, 2007: 226), (Kiryouni, 2008: 373), 2009: 348) as follows:

- 1- That culture are models.
- 2- It is something learnable.
- 3- It is transferable from one place to another.
- 4- It's something people share.
- 5- They vary from community to society.

Ninth / Change organizational culture

Organizational culture differs from one organization to the other, whether strong or weak, it affects negatively or positively on the performance and effectiveness of organizations and the process of change is not easy, as indicated by the researcher (Speer, 2007: 31) as follows:

1. Tragic: This is the shock that makes the organizers of the organization seek to change their cultures, for example has lost a very important client or the entry of new competitors pulled the rug from under the organization then begins to ask about the extent of an event linked to the organizational culture of the organization.
2. The process of rotation of leaders: the presence of new leaders in the organization makes them a new look and values that want to be deployed among employees may be a change of leaders originally the result of a major accident or crisis, therefore, the new leaders want the possibility of finding solutions to that problem, but this is difficult to achieve He did not cooperate with the new leaders of the old managers for their importance and knowledge of all the details and things of the organization Example: When hired a company ibm A manager from General Motors and another agreed to take a new leadership with a new look.
3. The small size and age of the organization: Where the small size of the organization has been able to change the organizational culture as well as the small age of the organization, that is, the newly established whenever it is easier to change their cultures and this explains the difficulty of changing the culture of companies, estimated at hundreds of dollars because they are huge size and often old age Hard to change
4. The weakness of culture: The weak culture among workers can be changed more easily than the strong culture, because the strong culture is held by the workers and do not get over easily

Tensure of organizational culture

The organizational culture consists of a set of interactive dimensions, each of which is affected by the other, and these dimensions, as indicated by the researchers (Dagro Saleh, 2000: 285) (Abd Elah, 2006: 26)

- 1- Behavioral habits observed in the interaction of individuals, such as ceremonies and rites, common common language.
- 2- Climate or sentiment prevailing in the organization and transmitted by its customers or other external parties
- 3- Guidance: - To what extent the Organization has set clear performance objectives and expectations

IV. JOB SATISFACTION AN INTRODUCTION

Job satisfaction is one of the main elements of general satisfaction, which provides people with the necessary energy that enables them to be able to perform and maintain a currency, and even to develop and innovate. Job satisfaction contributes to some reassurance in the employee's heart. When one is satisfied with himself and a coin, And many of the researchers studied it and still has the attention of managers in various organizations, and the main reason is that job satisfaction is one of the most important work-related trends. O The study of job satisfaction is to provide managers and responsible bodies with performance, salary, supervision or training and others. (Mandarin, 2011 : 3)

The purpose of preparing a theoretical framework subject to job satisfaction has been divided into: -

- First : the concept of job satisfaction
- Second: The importance of job satisfaction

International Journal of Innovative Research in Science, Engineering and Technology

(A High Impact Factor, Monthly, Peer Reviewed Journal)

Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

Third : Characteristics of job satisfaction
Methods of measuring job satisfaction
Fourth: Components of job satisfaction
Fifth : Dimensions of job satisfaction.

First: Concept Of Job Satisfaction

Table (2) Shows the concept of job satisfaction

There have been many studies and scientific research that show the satisfaction of the employees (human element) is a subject to be studied from time to time because of "the difference of human nature that it is certain and guaranteed that the data satisfaction of the job:

Concept	(Researcher , Year, Page)
The term "job satisfaction" refers to the situation in which an individual integrates with a job and becomes a "man" who takes the job and interacts with it through his career ambition.	(Turkey, 1986: 71)
Is the psychological state first emotional good, which reaches the employee, and at a certain degree of satisfaction, occur to him because of the exposure of the group of psychological factors, social, professional, and material.	(Shammari, 2002: 13)
It is an internal feeling felt by the individual (worker , employee, security man) towards his work, satisfying his needs, desires and expectations in his work environment.	(Al-Jareed , 2007: 47)
Is a set of interests in the psychological, physical and environmental conditions that make one say that I am truly satisfied with my job.	(Fatih, 2007-2008: 46)
It is the result of the awareness of what the job offers, what they should have, what they should have, and the less the gap between the two perceivers the greater the satisfaction of the workers.	(Tayeb, 2008: 43)

Source: Prepared by the researcher

Second: The Importance Of Job Satisfaction

The human element is one of the most important factors affecting the productivity of work is the general production and determine the skill of the adequacy of the organization and efficiency, has resulted in the neglect of the human element in some societies and institutions and vary the lack of productivity and this calls for the study of job satisfaction and the importance of practical and scientific has been Numerous studies in the field of job satisfaction The high professional satisfaction of employees often "increases productivity, reduces turnover, reduces absenteeism, raises employee morale , and makes life more meaningful to individuals" (Felman , 2008: 45).

The job satisfaction is multi-dimensional, includes the individual's attitudes towards important dimensions such as direct supervision and it is not necessary that all these trends at the same time positive or other There is a strong common between motivation and performance may be intertwined in the performance of the individual but complains of the efficiency of the director and passes the positions of people include The decline or temporary rise in job satisfaction between the appointment of a new president, the studies indicate that the trends of the individual are compatible with each other, and that despite the change experienced by individuals in the organization or the other, in the function comes from their directions is the strongest indication of their satisfaction from the job Variables in Financial Rewards or Positions, (Chema, 2007: 247).

Job satisfaction is one of the topics that has received the attention of many psychologists because most people spend a large part of their lives at work and therefore it is important that they can look for job satisfaction and a course in their personal and professional lives. Consequently, research and studies in the field of administrative psychology, Career revealed some of the results of research that individuals are satisfied functionally live longer lives of individuals dissatisfied and are less likely to close the psychological and more appreciative of the relevant and more social

International Journal of Innovative Research in Science, Engineering and Technology

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Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

adjustment and confirms some that there is a close relationship between satisfaction with career life, any sense that the floor It is recognized that the satisfaction of individuals is of great importance as it is mostly a measure of the effectiveness of performance, as the satisfaction of individuals total high, it will lead to desirable results comparable to those intended by the organization when it raises the wages of work or application The personal rewards program or the service system. On the other hand, the dissatisfaction contributes to the absence of work, to the many accidents in work and delays, leaving the employees of the institutions in which they work and moving to other institutions, which leads to the aggravation of labor problems, DAT workers to defend their interests as it is generated from dissatisfaction regulatory climate is unhealthy. (Yusuf 2009: 59-60) : 52-53)

Third: Characteristics Of Job Satisfaction

Based on the previously mentioned definitions, we can identify a number of characteristics that characterize job satisfaction from other concepts as follows, as indicated by the researchers (Yusuf, 2009: 61), Zuhia, 2006: 52, 47) as follows:

- 1- Multiplicity of concepts and methods of measurement: Many researchers in the field of job satisfaction pointed to the multiplicity of definitions and their differences on job satisfaction due to the difference of views among the scholars whose positions and attitudes differ from them and looks at job satisfaction. This indicates that there is no general agreement on the definition of job satisfaction.
- 2- Job satisfaction relates to many interrelated aspects of behavior Humanity: Due to the multiple and overlapping aspects of human behavior, its patterns differ from one another and from the study of the other. Consequently, conflicting results of the studies that dealt with satisfaction are presented because they depict the different circumstances in which these studies were conducted.
- 3- For job satisfaction / association with the context of organization of work and social order.

Fourth: Methods Of Measuring Job Satisfaction

Although there is a difficulty in knowing the attitudes of people towards work, because of the difficulty of direct observation of the direction, and the difficulty of accurately deduced through the behavior of individuals, there are some methods of measuring job satisfaction are easy to apply and as indicated by the researchers, (Tayeb, 2008: 56) (Turki , 1986: 78) (Karima and Amal, 2012: 19) as follows:

- 1- The method of analyzing the phenomena of satisfaction: - The most simple methods of measurement and spread, where it depends on the analysis of a number of phenomena that express the degree of satisfaction of the individual, and feelings towards the currency, and the phenomena that help to touch the degree of job satisfaction turnover rate and absenteeism, That individuals who show a high degree of job satisfaction do not exceed the absence of a small proportion, as well as the low turnover of work among them is not found among those who show a low degree of job satisfaction, and the advantages of this method of accuracy of information, and easy to classify, and avoidance of bias, but Its problem is the lack of a way to Make sure the data is correct, in addition to the difficulty of translating some information.
- 2- The way is the screw (Story mode): - This is attributed to the way the psychological world (Herzberg) And his colleagues conducted a job satisfaction test on two groups of middle management engineers and accountants.
- 3- Method of surveys : This method is based on the survey of the views of the target vocabulary to measure their satisfaction through the survey models whose contents are formulated and their elements are in the way that serve the researchers' objectives. These models fit in several forms or negotiate the simplicity of their data and the circumstances surrounding their work.

International Journal of Innovative Research in Science, Engineering and Technology

(A High Impact Factor, Monthly, Peer Reviewed Journal)

Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

Fifth: The Elements Of Job Satisfaction

Job satisfaction is the concept of a composite of several elements, touched her researchers differently and differed in each other and agreed on some of them, and according to bookmarked researcher (Shafiq, 2010 7) are as follows: -

First / Wage: - Known wage that this contrast that drives the human resource against the physical and intellectual effort of the production of goods and services. Wages of great importance both for the human resource, or for the institution for human resource is considered wages as effective satiated different needs means ka to eat and drink housing ... etc. As for the institution, the wages help to attract talent to work in and maintain competencies public now, which is an important means of publishing justice among human resources. There are several ways to pay wages in institutions, the most common method of wage schedule and pay a freelancer

It is intended to pay the time that wage, which is calculated by the hour, day or week or month or year, with the payment of wages for human resource based on the time spent in the currency, regardless of the quantity or quality produced, and this method is a fundamental flaw is to curb the initiative and outstanding performance are do not take into account the principle of efficiency. While intended to wage a freelancer that wage, which is dependent quantity of production, the more increased the quantity produced with increased wages, and vice versa. The Ahz way a fundamental flaw in the possibility of giving priority to the quantitative aspect on the qualitative aspect of the production.

Second - The Content Of The Work: - Aabar Work for those variables that are functions performed by the human resource in the currency is among the most important of these variables, we find content:

1. Alsulth Responsibility Associated With The Work.
2. Tabieh Activities Of Work.
3. Frs Feat Performed By Work.
4. Frs Growth Provided By The Work.

Third - Style Supervision: - atvq majority of researchers on the definition of supervision as a formal working relationship between the two prompt (supervisor) and the number of people (supervisor) are working with groups and aims of this relationship to help them achieve the supervisor ruler objectives. The researchers distinguish between three main types of supervision, a supervision chaotic, and supervision of the autocratic and democratic supervision. Which also comes which are described

1. **Aleshavr Chaotic (Concessional)** - is intended to supervise the chaotic supervisor to give their supervisor broad powers in decision - making to the extent that makes him unable to control the provisions of the supervisor who are in a mess.
2. **Aleshavr Autocratic (authoritarian)** - intended to supervise the supervisor by issuing autocratic orders that must be obeyed without discussion, which is interested in monopolizing powers in his hand and negate opportunities for participation of subordinates in decision - making.
3. **Aleshavr Democratic:** - This type of supervision reflects the willingness shown by the supervisor to encourage and give them the supervisor of adequate and appropriate opportunities to play an active role in decision - making.
4. **Upgrade:** - intended to upgrade the transfer of human resource to the center or function higher, and are often upgrade as a result of the division of functions or classification tasks, ironing and give the program and plans to upgrade the desired benefits should be concerned with the criteria or the basis of an objective understanding of human resources and accepted by, and is limited to this calibrator or bases in:
 - (A) Seniority: where human resource is promoted on the basis of the length of service in the organization (experience)
 - (B) Efficiency: where to upgrade the human resource that has a high capacity to complete the work compared with others.
5. **Groups Work:** agree the majority of the researchers on the definition of working groups as units consisting of two or more individuals brought together a working relationship explicitly to allow to realize all of the group member of the other member and affect it and affected by it. By this definition is clear to us the importance of working groups Foundation, as it leads the group solidarity that prevails among its members, cooperation and mutual trust to a sense

International Journal of Innovative Research in Science, Engineering and Technology

(A High Impact Factor, Monthly, Peer Reviewed Journal)

Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

of human resource of love and belonging, which is reflected positively on the performance of the work and then on the organization's performance.

Ninth: Benefits of job satisfaction

There are those who pointed out researchers, scientists and writers about the benefits of job satisfaction as a researcher bookmarked (Salman 65: 2011) as follows: -

First / benefits of behavioral and social:

1. Disposal of the loss of social.
2. Increase organizational stability, but the provision of job satisfaction increases exercise control self.
3. Increase organizational loyalty makes individuals devote their energies to achieve the goals.

Second / benefits of physical and economic: -

Include reducing the costs related to the absence of those costs up to very large sums of money sometimes if proved that the organization operates (1000) factor, increased absenteeism to (1) only
It will lead to higher costs (150,000) dollars during the year.

Tenth./The dimensions of job satisfaction

Previous definitions indicate in context, as well as various studies on job satisfaction that takes different dimensions, but there are three dimensions ahead of the other as a reference researcher with (al - Rubaie, 101: 2007-102) as follows: -

- 1- Satisfaction Career: - Job satisfaction is a positive or negative assessment of the person on his job, adding that job satisfaction is one of the most important topics requested by FAO studies because of its impact on the behavior of workers and job performance, and the subsequent economic benefits.
- 2- The desire to stay: - means a person's desire to settle in his current work or leave work, the existence of a desire for someone to stay in the job is a sign of "the satisfaction of the Organization.
- 3- Recommendation of the Organization: - means the employees to talk about the organization positively in the external environment, and that the organization is a good place to work, and advises friends to join them, we find a large proportion of new applicants are those who have been recommendations from existing workers, and those on average, the average stay for longer than other applicants and show better efficiency, when the current employees in the organization recommends friends and acquaintances, the organization likely to attract greater numbers of applicants are talented, as well as "improve its reputation among customers.

First: the first axis data analysis (culture and organizational)

Description and diagnosis of the dimensions of organizational culture in the Rafidain Bank branch Rifai Department under where table shows (3) distributions repeatability and ratios percentage circles calculations and deviations for the dimensions of organizational culture standard in this circle and follows :

International Journal of Innovative Research in Science, Engineering and Technology

(A High Impact Factor, Monthly, Peer Reviewed Journal)

Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

Table (3)
The first axis data analysis (organizational culture)

Dimensions	Paragraphs	Strongly agree (1)		I agree (2)		Neutral (3)		I do not agree (4)		Strongly agree (5)		Arithmetic Mean
		%	Number	%	Number	%	Number	%	Number	%	Number	
Behavioral habits	X1	23.3	5	61.9	13	4.8	1	4.8	1	4.8	1	3.95
	X2	23.3	5	66.7	14	9.2	2	-	-	-	-	4.14
	X3	42.9	9	47.6	10	4.8	1	4.8	1	-	-	4.29
Climate and the prevailing sentiment in the	X4	42.9	9	54.4	11	4.8	1	-	-	-	-	4.38
	X5	28.6	6	52.4	11	9.5	2	9.5	2	-	-	4.00
	X6	28.6	6	52.4	11	19	4	-	-	-	-	4.10
Guidance	X7	57.1	12	33.3	7	9.5	2	-	-	-	-	4.48
	X8	47.6	10	54.4	11	-	-	-	-	-	-	4.48

Source: Prepared by the researcher based on the questionnaire

- 1 -After habits Behavioral: The results of the statistical analysis that the agreement on this dimension ratio of Variables (x3-x1) It amounted to (88.56) and this ratio indicates an agreement among the sample on this dimension and emphasizes the attention of management habits and behavioral staff, rituals and ceremonies, and supports the result of the arithmetic mean value (3.46) standard and deviation (0.77) and the variable most contribution in this positive dimension is the variable (x3), Which achieved a rate of agreement (90.5) Ohz emphasizes the diligence and the interaction of staff in achieving positive results.
2. After the climate and the prevailing sentiment in the organization: the results of statistical analysis showed that the percentage of agreement on this dimension of variables (x6-x4) Amounted to (85.76), which emphasizes that individuals agree with this dimension variables through the management of the bank to create the right conditions for workers in the organization, and enhances the result of the arithmetic mean (4.16) and the standard deviation of (0736) and the most variable positive contribution in this dimension is the variable (x4) Where the administration shows interest in promoting trust between workers Battahm freedom, where he achieved an agreement percentage (95.3) and the center of my account (4.38) and a standard deviation (0590).
3. After routing: The results of statistical analysis indicated that the rate of agreement on this dimension (x9-x7) Amounted to (90.59) by individuals to respondents , referring to the existence of a clear vision of the organization to set goals in line With the performance of employees and their potential. This result reinforces the arithmetic mean of (3.35) and standard deviation (0.674) and positive in this dimension is that all the variables in this dimension got a very high percentage agreement, And that the most positive variable in this dimension is (x8) Agreed upon by the proportion reached (100).

International Journal of Innovative Research in Science, Engineering and Technology

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Vol. 6, Issue 12, December 2017

Table (4) Shows averages and standard deviations of the dimensions of the first axis (culture and organizational)

Illustration	Circles	Arrangement	Dimensions
This dimension DAI high and excellent attention from the administration where he received the highest percentage of agreement and the center of my account	4.48	8	third dimension
This dimension obtained a ratio of less interest than the first dimension Department must increase its concerns as a basis for collective action within the Bank	4.38	4	The second dimension
This dimension obtained the proportion of less interest than the former two because of receiving a lower rate of interest and this indicates a lack of management to give sufficient weight to raise the confidence of employees of any lack of interest enough dimension that why headquarters Net of former dimensions.	3.46	3	The first dimension

Source: Prepared by the researcher based on the questionnaire

Second: The second axis data analysis (satisfaction with job)

Description and diagnosis of the dimensions of job satisfaction in the Rafidain Bank branch under Rifai , where table shows (5) Distributions repeatability and ratios percentage circles and standard deviations for the dimensions of job satisfaction in this circle as follows:

**Table (5)
The second axis data analysis (job satisfaction)**

Dimensions	Paragraphs	Strongly Agree (1)		I agree (2)		Neutral (3)		I do not agree (4)		Strongly Agree (5)		Arithmetic Mean	Standard Deviation
		%	Number	%	Number	%	Number	%	Number	%	Number		
Job Satisfaction	Y10	19	4	57.1	12	14.3	3	4.8	1	4.8	1	3.81	0.98
	Y11	38.1	8	38.1	8	4.8	1	5.9	2	4.5	2	3.86	1,715
	Y12	23.8	5	57.1	12	14.3	3	4.8	1	-	-	4,00	0.775
The desire to stay	Y13	14.3	3	14.3	3	19.9	4	47.6	10	4.8	1	2,86	1,195
	Y14	33.3	7	52.4	11	14.3	3	-	-	-	-	4.05	973,
	Y15	9.5	2	14.3	3	14.3	3	52.4	11	9.5	2	2.62	1,161
FAO's Recommendation	Y16	19	4	47.6	10	28.6	6	4.8	1	-	-	3.8	814,
	Y17	4.8	1	23.8	5	19	4	38.1	8	14.3	3	2.67	1,155
	Y18	28.6	6	38.1	8	23.8	5	-	-	9.5	2	3.76	1179

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Vol. 6, Issue 12, December 2017

1. Alarza career: the results of the statistical analysis revealed that the percentage of the agreement on this dimension of variables (y12-y10) Amounted to (77.732) indicates where this dimension to employee satisfaction in the bank , and this result supports the arithmetic mean (3.89) and standard deviation (1,296) and the most positive contribution to changing this dimension is the variable (y12) With my values correspond to the values of personal staff in the organization, where he received a percentage of agreement (80.9) and the mean (4.00) and a standard deviation (1156).
2. The desire to stay: the results of statistical analysis showed that The proportion of the agreement on this dimension of variables (y15-y13) In the bank amounted to (46) , where this ratio indicates not to individuals in response (sample) with this dimension variables also showed weak interest in the bank administration to create the appropriate work conditions, and reinforced by the arithmetic mean of which reached the value of (3,176) and standard deviation (1109) and that the reason for the decline in this ratio that the majority of the variables obtained the percentage of low agreement by individual respondents
3. Recommendation in the Organization: The results of the statistical analysis that this dimension (y18-y16) Has obtained the agreement of the proportion of individuals by respondents reached (53.966) and where staff confirmed the recommendation of the organization positively and supports this result the arithmetic mean value (3.41) and standard deviation (1.04) is variable (y18) If I was able to work in the organization you continue for years to come, not much positive contribution in this dimension where he received a percentage of agreement reached (66.7) by the respondents and mean (3.76) and standard deviation (1179).

Table (6)

It shows averages and standard deviations of the dimensions of the second axis (job satisfaction)

Illustration	Circles	Ranking	Dimensions
This dimension DAI good attention from the administration so it got the highest percentage of the center of my account	4.05	14	The second dimension
This dimension got the interest rate of less than the first dimension Department must increase its concerns to conform to the values of the employee with the organization that operates the values therein.	4,00	12	The first dimension
This dimension got the attention of the proportion of medium by management respondent This shows the lack of interest in knowing what the administration if the workers satisfied or dissatisfied with the services provided to them and therefore needs more attention by the administration for the continuation of workers in the organization for years to come.	3.76	18	third dimension

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Visit: www.ijirset.com

Vol. 6, Issue 12, December 2017

Third / test hypotheses correlation

Correlations

		X	Y
X	Pearson Correlation	1	0.671**
	Sig. (2-tailed)		0.001
	N	21	21
Y	Pearson Correlation	0.671**	1
	Sig. (2-tailed)	0.001	
	N	21	21

** . Correlation is significant at the 0.01 level (2-tailed).

From the above table shows that the correlation coefficient (Pearson) 671. = r

Which reflects the extent of the relationship between the variables and is a strong positive correlation indicates a strong correlation between organizational culture and job satisfaction, a statistical show that the first organizational culture variable increases as a function

Increasing levels of job satisfaction among employees.

IV. CONCLUSIONS

This section deals with presentation conclusions reached by them, based on the side of the theoretical, and the resulting side analyzes applied to the study can be summarized these findings as follows:

1. Most of the culture variables are associated positively and significantly correlated good job.
2. It turned out that the administration is interested in the relations between them and working through cooperation and friendship and promote confidence, which led to the completion of the business is well within the bank.
3. Show that the administration is committed in the performance of its operations in accordance with the laws and regulations and encourage teamwork within the bank to meet short - term obligations and long - term.
4. There is directed by the administration to set up training programs for workers and encourage dialogues among workers in order to develop performance and completion of the work well through continuous guidance from before.
5. There is consensus among the values of working with each other and with the values of the bank as a whole, which led to the unification of the vision or goal that the bank seeks to achieve through harmonious work.
6. Employees wishing to get other jobs that meet their aspirations better from a job where they are for various reasons may be low wages or the length of working time or lack of electronic devices and this in turn led to an unwillingness to stay.

V. RECOMMENDATIONS

1. Increase the attention of workers effective behavioral patterns that contribute to enhancing the status of the bank and its development and by following the positive behavior of employees , which reflects the good image of the bank.
2. The need to seriously consider the problem of leakage of the labor force and the desire to have some of them to leave work, which is difficult to bring about corresponding alternatives in the experience and try to create a convergence between the goals of the person and organization in order to achieve harmony and satisfaction career.
3. The organization concerned to study the development of viability Mlakatha public through cycles or get them into programs of social adaptation in order to reduce the gap between organizational culture and satisfaction career.

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Vol. 6, Issue 12, December 2017

4. Work to revitalize and revive the dimensions of organizational culture of the organization concerned to study towards the promotion of behavioral patterns, climate and the prevailing sentiment and the trend towards individuals

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