

الملخص باللغة الإنجليزية:

The Impact of Organizational Culture on Organizational Commitment through Job Satisfaction as a Mediating Variable: An Applied Study on the Jordanian Ministry of Finance

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The current study **aimed** to examine the impact of organizational culture on the organizational commitment of the employees of the Jordanian Ministry of Finance through job satisfaction as a mediating variable. Based on the research problem addressed by the researcher, and in order to achieve the objectives of the study, the researcher adopted the descriptive analytical **approach** to prepare the study. In addition to using the **questionnaire** tool as the main tool for collecting data from the **study population**. Where the researcher applied this research study to a research community made up of all employees working in the Jordanian Ministry of Finance, who numbered (2000) employees. **A simple random sample** was selected from this population, and the sample size was (322) employees. The researcher relied on the statistical analysis program (**SPSS V 26**) to analyze the responses of the study sample members to the questions and axes of the questionnaire. After analyzing the data, the study reached several **results**, the most important of which are: The levels of organizational culture as a whole in the Jordanian Ministry of Finance are medium. The results also indicated that employees of the Ministry of Finance have medium levels of organizational commitment towards their work. Also, the levels of job satisfaction among employees of the Jordanian Ministry of Finance were medium. There is a statistically significant effect of organizational culture on organizational commitment. Job satisfaction played a partial mediating role in the effect between organizational culture and organizational commitment. There is a statistically significant effect of organizational culture on organizational commitment. Job satisfaction played a partial mediating role in the effect between organizational culture and organizational commitment. In light of these results, the researcher mentioned a number of **recommendations**, the most important of which are: Managers in the ministry must examine the reasons behind the modest levels of organizational commitment among employees, in order to reveal the negative factors in the work environment that limit commitment and work to remove them. The necessity of alerting managers to the essential importance of organizational culture in formulating many outputs in the organization, such as organizational commitment, job satisfaction, and others if they are properly and appropriately directed. Managers must be aware of the essential role of job satisfaction in improving employees' commitment to their organizations, which in turn is reflected in many outputs such as actual performance levels due to the essential importance of job satisfaction.

Keywords: organizational culture, organizational commitment, job satisfaction, the Jordanian Ministry of Finance.