



Explaining Organizational Culture of Jihad-e-Keshavarzi Ministry Based on Denison Model

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The purpose of this study was to investigate organizational culture in ministry of agriculture based on Denison model. Research method of this survey was descriptive and correlation. Statistical population consisted of the agriculture ministry staffs (N=1222). According Krejcie and Morgan table, 295 staffs were selected through stratified random sampling method. Face and content validity of the questionnaire was established by panel of agricultural education and management faculty members. A pilot test was conducted to determine the reliability of the questionnaire. Cronbach's alpha was calculated 0.95. Descriptive findings showed that aspects of "adaptability" and "involvement" had maximum and minimum scores respectively. The total score on the four main aspects of OC was less than medium. Also, indicators such as: "agreement" and "empowerment" gained highest and lowest scores. The correlation results showed that there is a positive and significant correlation between OC components.

Key Words: Organizational Culture (OC), Denison Model, Jihad-e-Keshavarzi Ministry