

Role of Organizational Culture in Building Sustainable Employee's Performance in Organizations: A Case Study of Zenith Bank PLC Jalingo Taraba State Nigeria

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Abstract : The most valuable asset in the existence of organization is the employees and their ability in maintain appreciable level of performance which support the goal of the organization and the ability to do that depend largely on the organizational culture and culture has been considered most currently as the factor that relate positively to organizational excellence and sustainable employee's performance over the period of time An employee engagement program will not go far without first establishing the organizational culture that is required to support sustainability. This means integrating sustainability into the overall employee's performance, with clear vision, goals and metrics. It means having strong culture and a collaborative governance structure that has been develop as a ways of doing things in the organization for decision making and resource allocation. It requires a rewards and recognition program to support and reinforce sustainability behaviors. With such a culture in place, organization will be able to develop a strategy that fully engages employees, while fully realizing the benefits of their contributions. The study investigated empirically the role of organizational culture building sustainable employee's performance using Zenith bank PLC a model where organizational culture will build sustainable employees performance strategy for a lasting actualization of organizational was developed. In order to achieve the research objectives of (i) to assess how organizational culture can build sustainable employee's performance (ii) to analyze the gap that exists between organizational culture and sustainable employee's performance in the organization, a survey questionnaires of 20 items was administered to sixty respondents. The findings of this study have practical implications for organizational leaders, managers and employees, and their organizations, particularly commercial banks in Nigeria, besides offering scope for further research in the area of organizational culture and sustainable employee's performance. It will also show a significance and positive relationship that exist between organizational culture and sustainable employee's performance, as means of building viable organization with cultural uniqueness and excellence performance in the world of competition.

Keywords : organizational culture, sustainable employee's performance, organizations, Zenith Bank PLC Nigeria

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