

Sana'a University
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Organizational culture and its relationship to achievement motivation

In public education schools in Amanat Al-Asimah - Sanaa

Research submitted to the Department of Management and Educational Planning - Faculty
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Preparation of researcher/

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Research summary

The aim of the current research is to identify the reality of organizational culture and its relationship to achievement motivation in public education schools in Amanat Al-Asimah - Sana'a by determining the level of organizational culture prevailing in it, determining the level of achievement motivation, and identifying whether there are statistically significant differences at the significance level ($0.05 \geq \alpha$) for the estimates of the sample members according to the following variables: (gender - nature of work - academic qualification - years of experience - educational stage - employment status).

To achieve the objectives of the research, the descriptive method of both types (survey and correlational) was used. The research community consisted of all principals, agents, administrators, specialists and teachers in public education schools in Amanat Al-Asimah, Sana'a. The research sample was selected by a simple multi-stage random method with a ratio of (30%) and its number reached (6261).) worker, from the research community, and to collect the necessary data and information, a closed questionnaire was constructed, and after collecting the data, statistical treatments of the data were performed using the Statistical Package for the Social Sciences (SPSS) program as follows: frequencies, percentages, arithmetic means, standard deviation, and T-test. test) for two independent samples, one way ANOVA, Pearson correlation coefficient, Scheffe test.

- In light of this, the current research reached a set of results, the most important of which are:
- The school's organizational culture obtained a score of (large), as its arithmetic mean was (3.63) and its standard deviation was (0.70).
- All organizational culture axes received a verbal rating of (large), and the highest axis, "Work Values," received a score of (large), with an arithmetic mean of (3.76) and a standard deviation of (0.69), and the lowest axis, "Future Expectations," (of a large degree), With an arithmetic mean of (3.49) and a standard deviation of (0.93).
- Achievement motivation obtained a score of (very large), as its arithmetic mean was (4.25) and its standard deviation was (0.50).

- The research sample members' estimates differed at the level of the axes, as they ranged between (very large - large) and the highest axis was "achievement motivation" (to a very large degree), as it reached a verbal rating of (very large) with an arithmetic mean (4.32), and with a standard deviation (0.65.(
- Four axes of achievement motivation received a score of (very large), while one axis obtained a score of (large), arranged in descending order (sense of responsibility, perseverance, ambition, management, time), ranging from means from (4.32) to (4.19), and a deviation. Standard between (0.76) to (0.65.(
- There are no statistically significant differences at the level of significance (0.05) between the average score of the sample members' answers according to the variables of the research sample members' estimates of the level of organizational culture due to the variables of gender, academic qualification, and nature of work.
- There are statistically significant differences between the average estimates of the research sample members for the level of the school's organizational culture according to the variable years of experience (ten years or less - from (11-15) years - from 15 years or more), where the value of (f) reached (3.74) and the level of significance (0.02) less than (0.05), in favor of 10 years and less.
- There are statistically significant differences at the level of significance (0.05) between the average score of the sample members' answers according to the variables of the research sample members' estimates of the reality of achievement motivation due to the gender variable in favor of males.
- There are no statistically significant differences between the average estimates of the research sample members regarding the reality of achievement motivation according to the variable nature, academic qualification, years of experience, and nature of work, where the value of (f) reached (2.24) and the level of significance (0.11) is greater than ((0.05).

In light of the previous results, the research reached a set of recommendations and proposals.