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Organisational culture and job performance among employees of SMEs: the mediating role of job satisfaction

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Abstract

This study aims to determine the impact of organisational culture on job performance among Iraqi SMEs employees and examine the mediating role of job satisfaction in the relationship between organisational culture and job performance. Smart-PLS was used to analyse 104 valid questioners after testing the reliability and validity of the model. The results indicated that the organisational culture had a positive and significant impact on job performance and job satisfaction. Additionally, job satisfaction showed a positive and significant impact on job performance. Job satisfaction partially mediates the relationship between organisational culture and job performance. The value of establishing a good organisational culture in SMEs is highlighted in this study because it improves and predicts job performance.

Keywords

organisational culture, job satisfaction, job performance, small- and medium-sized enterprises, SMEs