The impact of the organisational structure and project organisational culture on project performance in Slovenian enterprises

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Sažetak
Analyses of completed projects show that a significant number of projects exceed the planned time and costs, consequently reducing the benefits. Among many causes of project failure, it is widely recognised that organisational culture has an impact on project performance. The goal of the research presented in this article was to identify the level of project organisational culture in Slovenian enterprises. We also analysed the strength of the impact of the culture on project execution. The research was focused on the top and line management’s attitudes and some other factors connected with managers’ attitudes (following the internal regulations, respecting the project manager’s formal authority). We also investigated the most common project organisation types and the correlations among the organisation, culture and project performance. The research showed a high level of project organisational culture and a high impact level of measured culture factors on project performance. An increasing level of project manager authority in different organisation types positively impacts on several cultural dimensions and also has a direct impact on the project’s performance.

Ključne riječi
project; organisational structure; project organizational culture; project performance

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Modern day organisations are impacted by many factors which may include the external business environment, government regulations, and internal interpersonal interactions. However, none has the more significant cultural impact of the internal operations of the organization than organizational culture itself. Culture poses the greater challenge in organisation operations because it encompasses behavioral expectation which are more difficult to monitor. Overall organisational culture is best viewed as a collection of values, organisational principles, products presented, markets served, strate Keywords: Organizational culture, organizational behavior, employee behavior. CONTENTS. Organizational culture is now a prevalent topic among managers, among consultants and among academics. As a mean of distinguishes the members of one group from others, enterprise culture gives identities to organizations, groups and individuals. There is no single definition for the concept of the organizational culture. Instead, there are several. The structures of an organization, the organizational culture, and the practices all have an impact on the organization system level variables. (Harrison Dia, 2004). 3.4 Organizational culture and organizational behavior.