ORGANIZATIONAL CULTURE AND ENVIRONMENTAL PERFORMANCE OF ORGANIZATIONS

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ABSTRACT
Environmental performance of organizations depends on both internal and external factors. Empirical study results presented in literature confirm the significance of pressure exerted on organizations by legal, economic, and social conditions. The way in which organizations respond to this pressure depends primarily on the internal factors, e.g., their environmental strategy, goals, available resources. These factors have an essential influence not only on the scope of environmental initiatives undertaken by an organization but also on its environmental performance. Because of the complexity and multiplicity of intra-organizational factors, the present study was limited to organizational culture. The aim of the study was to obtain an answer to the question: what is the relation between organizational culture and an organization’s environmental performance. Evaluation of culture was conducted through the prism of 5 determinants: job autonomy, interdepartmental orientation, human resource orientation, improvement orientation, external orientation. Environmental performance was divided into two categories: environmental operational, environmental impact. The study concerned relations among the determinants and the categories.

Keywords: organizational culture, environmental performance