

ABSTRACT

The Reality of the Organizational Culture and its Reflection upon Effectiveness of Hebron and Bethlehem Governorates Municipalities.

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The study aimed to recognize the reality of the existing prevailing organizational culture and its reflexes upon the effectiveness of Hebron and Bethlehem governorate municipalities. The study adapted the descriptive method and The questionnaire has been used as a tool to collect data. The researcher developed a questionnaire and directed it to sample's (specimen's) individuals; (Mayors, heads of divisions, heads of Departments and Units) The questionnaire consisted of three main parts: the first one has to do with the general data(the sex, age, educational qualification, years of experience, place of work and classification of the municipality).the second one measures the reality of the prevailing organizational culture through (philosophy ,values, beliefs, traditions and ceremonies, expectations symbols and myths). However, the third part measures the organizational effectiveness (internal and external effectiveness of municipal activities).

The questionnaire had been distributed to the research specimen. The number of the collected questionnaire rose to 147and the response method focused on choice of fivefold scale of lickert pattern.

The study concluded a number of results. The most remarkable:

1. The organizational culture prevailing in municipalities was in the average that rose to (3.35), where the standard deviation rose to (0,76).
2. The organizational effectiveness of Hebron and Bethlehem municipalities was in the average that rose to(3.62) where the standard rose to(0.73)
3. The results showed a direct relation between the organizational culture in all its axes (philosophy, values, beliefs, traditions, ceremonies, expectation, symbols and myths) and the internal and external organizational effectiveness of those municipalities.

Accordingly the researcher recommended to carry out studies and plans to raise the cultural level of municipalities and to pay attention to establish the essential values of work. She also recommended to do the best to raise the level of effectiveness through focusing on internal and external activities.