

The Path Extended from Organizational Culture to Innovative Work Behavior: A Research on a Defense Company

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Abstract

The Defense Industry field has characteristics that make for a unique working environment. This paper presents a study conducted among the Software Engineering (SWE) employees working at a software development company in defense industry, which examined the relationship between the constructs; organizational culture, job satisfaction, innovative work behavior and the employees' valuation of the external recognition. One hundred and forty one employees filled out the questionnaire. It was determined that there were positive relations between organizational culture and job satisfaction, whereas positive correlations were determined between job satisfaction and innovative work behavior as well as external recognition. The Structural Equation Modeling (SEM) employed to study the relationship grids among the observed variables. Limitations of the study are also presented along with future research recommendations. SWE managers can use this information to increase employee job satisfaction and innovative work behavior.

Key words: Organizational culture, job satisfaction, innovative work behavior, external recognition, SWE professionals.