

# The Study on The Influence of Bank Merger for Organizational Culture, Organizational Commitment, and Employees' Working

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## ABSTRACT

Amalgamation is one of the methods for corporations to pursue outer growths. However, most amalgamations didn't achieve their expected goals, mostly resulted from the failed integration of cultures and issues concerning people. The study aims to investigate whether the similarity of two entities involved in amalgamation will affect organization promise and employees' work attitudes. Related statistical analyses are used for the purposes of the study: 1. To investigate the relationship between amalgamation and organization culture and promise. 2. To investigate the relationship between amalgamation and organization culture and employees' work attitude. 3. To investigate the relationship between compatibility of organization culture and organization promise and employees' work attitude. A questionnaire was used as the research instrument. A total of 280 copies of the questionnaires were sent out to employees of a bank which was amalgamated with other four financial institutions. Among them, 223 questionnaires retrieved, while 176 are valid. The valid rate of questionnaires was 62%. The findings of the study include: 1. There is a significant difference in the same group's cognition of organization culture before and after the amalgamation in the items of "achievement orientation" and "team orientation". 2. There is a strong relationship between organization culture's coherence and organization promise in the items of "employee growth", "stability", "team orientation" and "self-respect orientation". 3. There is a strong relationship between organization culture's coherence and work attitudes of employees in the items of "stability", "achievement orientation" and "self-respect orientation". It's hoped that the findings will provide valuable insight for the success of amalgamation of any field.

Keywords : amalgamation, organization culture, organization promise, employees' work attitude

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