











- Journal of Scientific and Research Publications*, 7(11), 502–510.
- [33] Jiony, M. M., Tanakinjal, G. H., Gom, D., & Siganul, R. S. (2015). Understanding the Effect of Organizational Culture and Employee Engagement on Organizational Performance Using Organizational Communication as Mediator: A Conceptual Framework. *American Journal of Economics*, 5(2), 128–134. <https://doi.org/10.5923/c.economics.201501.13>.
- [34] Pepra-mensah, J., & Kyeremeh, E. A. (2018). Organisational Culture: A Catalyst For Employee Engagement In The Ghanaian Public Sector? *Global Journal of Human Resource Management*, 6(3), 11–28.
- [35] Saleem, Z., Shenbei, Z., & Hanif, A. M. (2020). Workplace Violence and Employee Engagement : The Mediating Role of Work Environment and Organizational Culture. *SAGE Open*, 1–15. <https://doi.org/10.1177/2158244020935885>
- [36] Kotrba, L. (2016). Organizational Culture & Employee Engagement: What's The Relationship? In *Denison Consulting* (pp. 1–4).
- [37] May, D. R., Gilson, R. L., & Harter, L. M. (2004). The Psychological Conditions of Meaningfulness , Safety and Availability and The Engagement of The Human Spirit at Work. *Journal of Occupational and Organizational Psychology*, 77, 11–37. <https://doi.org/https://doi.org/10.1348/096317904322915892>.
- [38] Zeyada, M. (2018). Organizational Culture and its Impact on Organizational Citizenship Behavior. *International Journal of Academic Research in Business and Social Sciences*, 8(3), 437–448. <https://doi.org/10.6007/ijarbss/v8-i3/3939>
- [39] Albrecht, S. L. (2012). The Influence of Job , Team and Organizational Level Resources on Employee Well- Being , Engagement , Commitment and Extra- Role Performance Test of a Model. *International Journal of Manpower*, 33(7), 840–853. <https://doi.org/10.1108/01437721211268357>.
- [40] Uddin, M. J., Luva, R. H., & Hossian, S. M. (2013). Impact of Organizational Culture on Employee Performance and Productivity : A Case Study of Telecommunication Sector in. *International Journal of Business and Management*, 8(2), 63–77. <https://doi.org/10.5539/ijbm.v8n2p63>