

Institutional Culture and its Impact on Academic Staff Performance: Institutional culture is the primary component of functional decision making in any organizations

educational institutions with weak organizational culture might be characterized by the following unhealthy factors: low degree of thrust, spirit and high disengagement, leaders are not genuine in their behavior, support, production emphasized close supervision, rules and regulation are characterized by aloofness or favoritism, high turnover tension, lack of job security, lack of higher objective held as value by individual to illicit and to motivate individual in essence belongingness, institutional need is prioritized rather than keeping balance between individual and organization, and finally there is no direction set for individual future career orientation.

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