

**THE IMPACT OF ORGANIZATIONAL CULTURE ON
LEADERSHIP'S DECISION MAKING IN SELECTED APPAREL
FIRMS**



BY

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REG NO: EU/IS/2017/MS/068

INDEX NO: MS2028



A Project Report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfillment of the requirement for the Degree of Bachelor of Business Administration Honours.

**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

2023

ABSTRACT

The purpose of this study is to examine the impact of organizational culture on leadership's decision making in selected apparel firms (Carlos Embellishers (Pvt) Ltd, New Universe Corporate Clothing (Pvt) Ltd, Mila Fashion (Pvt) Ltd). Existing levels of communication, cultural diversity, team work, learning and development, trust, obligation and cohesion and leadership's decision making are explored as first objective. The relationships among communication, cultural diversity, team work, learning and development, trust, obligation and cohesion and leadership's decision making are explored as second objective. Impact of communication, cultural diversity, team work, learning and development, trust, obligation and cohesion on leadership's decision making are explored as third objective. Data was collected from 308 respondents in selected apparel firms.

Findings shows that communication, cultural diversity, team work, learning and development, trust, obligation and cohesion and leadership's decision making had high levels. Strong positive relationship has been identified between independent variable (communication, cultural diversity, team work, learning and development, trust, obligation and cohesion) and dependent variable leadership's decision making. 87.3% variation in leadership's decision making is explained by communication, cultural diversity, team work, learning and development, trust, obligation and cohesion. Finally, the results derive that organizational culture positively impact on leadership's decision making in selected apparel firms.

Key words: Organizational Culture, Leadership's Decision Making, Communication, Cultural Diversity, Team Work, Learning and Development, Trust, Obligation and Cohesion

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