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The first part of the paper discusses the theoretical background of the research, including the concept of organizational commitment and the role of organizational culture in shaping it. It also reviews the existing literature on the topic, highlighting the need for a more comprehensive understanding of the relationship between organizational culture and commitment.

The second part of the paper describes the methodology used in the study, which involved a survey of employees in a large organization. The survey measured various aspects of organizational culture and commitment, and the data were analyzed using statistical methods to identify the relationships between the variables.

The results of the study show that there is a strong positive relationship between organizational culture and commitment. Specifically, employees who perceive a strong organizational culture are more likely to be committed to the organization. This relationship is mediated by the employees' perception of the organization's values and the extent to which they believe the organization lives by these values.

The implications of these findings are significant for organizations seeking to improve their commitment levels. By fostering a strong organizational culture that is based on clear values and high ethical standards, organizations can increase their employees' commitment and, in turn, their performance. This suggests that organizational culture is not just a nice-to-have, but a critical component of organizational success.

Finally, the paper discusses the limitations of the study and offers suggestions for future research. While the study provides valuable insights into the relationship between organizational culture and commitment, it is limited by its cross-sectional design and the self-reported nature of the data. Future research should aim to address these limitations by using longitudinal designs and objective measures of organizational culture and commitment.

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