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Impact of Faculty's Organizational Cultural Values on their Desire for Participatory Governance in Pakistani Public-Sector Universities

ABSTRACT

This cross-cultural study was undertaken to investigate the impact of cultural values on faculty's desired level of participation in organizational settings. Data was collected from a random sample of 1272 faculty members from randomly selected 41 Pakistani Public Sector Universities from all over Pakistan. The data concerning organizational cultural values was collected using Sections 3 from form alpha of the Project GLOBE Survey Questionnaire. The impact of GLOBE Cultural competencies was studied on the faculty's desired level of participation in university governance. The desired decision-participation level of the faculty was realised with the help of Faculty Decision Participation Scale developed for this study on

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