

## An Analysis of the Organizational Culture in the National Library and Archives of I. R. of Iran and its Relationship with Staff Demographic Characteristics

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### Abstract

**Purpose:** The aim of the present research is to identify the organizational culture in the organization of documents and the National Library of the Islamic Republic of Iran by using Robin's model.

**Method:** The research method is an analytical survey method. The population consists of 609 staff members of the organization of documents and national library of Iran who have at least an associate degree. The means of collecting data were demographic characteristics questionnaires with 8 questions and Robin's standard organizational culture questionnaires with 30 questions. By using these questionnaires, the views of 416 staff members in the mentioned organization were collected.

**Findings:** Based on the research findings, the organizational culture in the organization of documents and the national library with the average of 2.85 on the Likert scale was at a medium level. The findings also showed that there was no significant relationship between organizational culture and the variables of gender, marital status, and staff's age. Among the components of organizational culture, a positive and significant relationship was observed between the "identity", "reward system", and "compromise with conflict phenomenon" on one hand and "work experience" on the hand in the organization of documents and national library. In general, the relationship of organizational culture with work experience in organization of documents and national library was "positive and significant". A positive and significant relationship was observed between "leadership", "integrity" and "management support", among other organizational culture components, on one hand and "education in library science course" on the other hand.

**Originality/Value:** Organizational culture is an intangible factor, but effective in conducting and controlling behavior of organization members. Since the national library has a special mission in preserving and expanding culture and disseminating information in society, study of cultural organization of the organization under study and its relation with employees' demographic characteristics can help managers to identify deficiencies and pave the ways for planning in order to improve organizational culture which increases employees' satisfaction, productivity, and utility in organization.

**Keywords:** Organizational Culture, National Library and Archives of I. R. of Iran, Employees' Demographic Characteristics.