

# **Role of Organizational Culture in Enhancing Administrative Innovation in Palestinian Authority Institutions - A Case Study of the Palestinian Ministry of Interior**

**Prepared By: Dema Mohammad Abdel Salam Awad/ Qudsia**  
**Supervisor: Dr. Abd Al- Wahaab Alsabaa'**

## **Abstract**

The study aimed to identify the role of organizational culture in enhancing administrative creativity in the institutions of the Palestinian National Authority. The study examined the dimensions of the organizational culture represented by regulatory expectations, organizational values, organizational beliefs, organizational trends and organizational norms. Enhance managerial creativity with its dimensions of fluency, originality, flexibility, ability to analyze, and sensitivity to problems.

The importance of the study to the organizational culture, and its importance in creating an innovative environment that contribute to the promotion of creativity and innovation of the workers, and the organizational culture is important to enhance the loyalty of the staff of the organization and increased commitment to them, and to achieve the objectives of the study used descriptive method, and adopted the questionnaire as a main tool The questionnaire consisted of (102) items divided into (10) axes, which were distributed to a random sample of the study society represented by the directors and employees of the Palestinian Ministry of Interior, which amounted to (138) individual underwent analysis (111) (51.38%) of the study population. The questionnaire was analyzed using SPSS.

The study concluded that the level of organizational culture in the Palestinian Ministry of Interior was medium. Organizational expectations and organizational values contribute more to the Ministry's culture, followed by organizational beliefs, organizational trends and organizational norms. The results showed that the level of administrative innovation in the Ministry The Palestinian interior also came in a medium degree. The originality and the ability to analyze contribute more to the administrative excellence of the ministry followed by flexibility, fluency and sensitivity to problems. In addition to the existence of a positive relationship between the organizational culture and administrative creativity in the Palestinian Ministry of Interior.

The study concluded with a set of recommendations, the most important of which is the work of the ministry to develop its perceptions with the participation of the creators therein, and to work on the ministry to strengthen its development plan with the improvements of the advanced behavior. The employees should feel the positive results of their creative and innovative ideas and behaviors.