References

- Al-Hawamdeh, S. (2003). Communication and organizational culture. *In Cultivating Knowledge Professionals* (pp. 101-119). Chandos Information Professional Series. https://doi.org/10.1016/B978-1-84334-037-9.50014-X
- Chen, Y., & Deng, X. (2005). A brief discussion on the influence of environment on organizational culture. *Economic System Reform*, (3), 54-57. DOI: CNKI:SUN:JJTG.0.2005-03-012
- Fan, C., Shao, F., & Li, J. H. (2009). An empirical study of entrepreneurs' influence on organizational culture and organizational change based on a four-level model of organizational culture. *Management Review, 21*(8), 104-113. doi: cnki:sun:zwgd.0.2009-08-015
- Gökalp, P., & Soran, S. (2022). The Impact of Leadership Styles on Performance and Mediating Effect of Organizational Culture: A Study in Flight Schools.

 Transportation Research Procedia, 65, 304-317.

 https://doi.org/10.1016/j.trpro.2022.11.035
- Hao, Y. (2023). Introduction to the impact of organizational culture and management strategy of small and medium-sized enterprises. *Vitality*, (5), 127-129.
- Hsu, T. Y., & Hahn, Y. T. (2016). Becoming a co-worker? Social Workers' Experiences of Culture Shock and Adaptation in Christian Religious Organizations. *Humanities and Social Sciences Research*, 10(1), 22-27. https://doi.org/10.6284/NPUSTHSSR.2016.10(3)1
- Kirill, B. G., & Roman, S. O. (2023). Impact of organizational culture on innovative behavior of staff. *Vestnik of Samara University Economics and Management*, *14*(1), 148-156. DOI: 10.18287/2542-0461-2023-14-1-148-156.
- Li, C. Y., & Yan, W. H. (2010). An exploration of the interrelationship between organizational culture, superior-subordinate communication, and organizational commitment. *Shanghai Management Science*, *32*(3), 53-56. https://doi.org/10.3969/j.issn.1005-9679.2010.03.011
- Liu, X. (2019). An analysis of the impact of organizational culture and organizational structure on communication effectiveness. *Operations Manager*, (9), 70-71. Retrieved from http://www.cnki.com.cn/Article/CJFDTotal-GLZJ201909030.htm
- Liu, Z. (2004). Organizational culture management in technological innovation. *Science and Science and Technology Management, 23*(9), 49-51. doi: 10.3969/j.issn.1002-0241.2002.09.013

- Meng, J., & Berger, B. K. (2019). The impact of organizational culture and leadership performance on PR professionals' job satisfaction: Testing the joint mediating effects of engagement and trust. *Public Relations Review, 45*(1), 64-75. https://doi.org/10.1016/j.pubrev.2018.11.002
- Qin, X. (2017). Research on the relationship between transformational leadership and organizational innovation-a literature review. *Economic Issues*, (9), 81-86. doi: 10.16011/j.cnki.jjwt.2017.09.014
- Rahmadani, A. P., & Winarno, A. (2023). Exploring the Mediating Role of Organizational Commitment between Organizational Culture and Employee Performance: Evidence from Public Sector Organization. *International Journal of Economics, Business and Management Research*, 7(4), 119. https://doi.org/10.51505/IJEBMR.2023.7410
- Robson, S., Zerihun, A. B., & Shimels, Z, W. (2023). Entrepreneurial leadership, learning organization and organizational culture relationship: a systematic literature review. *Journal of Innovation and Entrepreneurship*, *12*(12), 38. DOI: 10.1186/s13731-023-00305-z.
- Román-Velázquez, J. (2005). Creating the discipline of knowledge management: An empiric study of organizational culture types and their relationship with the success of a knowledge management system and the flow of knowledge in the U.S. government and nonprofit sectors. *In The Latest in University Research* (pp. 66-91). https://doi.org/10.1016/B978-0-7506-7878-0.50008-9
- Shakibaei, Z., Khalkhali, A., & Salari Nezgad, S. (2012). Relationship between organizational culture type and empowering staff in manufacturing companies of Iran. *Procedia Social and Behavioral Sciences*, 46, 2886-2889. https://doi.org/10.1016/j.sbspro.2012.05.583
- Silla, I., Navajas, J., & Koves, G. K. (2017). Organizational culture and a safety-conscious work environment: The mediating role of employee communication satisfaction. *Journal of Safety Research*, 61, 121-127. https://doi.org/10.1016/j.jsr.2017.02.005
- Song, W. (2021). A research review on the influence of traditional Chinese culture on employees' green behavior. *Youthful Years*, (15), 22-23. https://kns.cnki.net/kcms2/article/abstract?v=3uoqlhG8C44YLTlOAiTRKibYlV5Vjs 7ivZFUTjN1a3juL7ilK- XrzlOj5DMZtDRuqKhYHBEPOPD-l9JF4a7PxpSXs2GyPFfc&uniplatform=NZKPT

- Suwarsi, S., Sule, E., Hilmiana, H., & Helmi, A. (2014). Implementation of Competency-Based Human Resource and Knowledge Management to Organizational Culture and Organizational Performance Implication. *International Journal of Human Resource Studies*, 4(3), 255. https://doi.org/10.5296/ijhrs.v4i3.5987
- Tan, K. (2014). **Organizational culture management**. Peking University Press. ISBN: 9787301129951
- Thelen, P. D., & Formanchuk, A. (2022). Culture and internal communication in Chile: Linking ethical organizational culture, transparent communication, and employee advocacy. *Public Relations Review, 48*(1), 102137. https://doi.org/10.1016/j.pubrev.2021.102137
- Walczak-Skałecka, A. (2022). Personal brand as a tool for shaping organizational culture. *Scientific Papers of Silesian University of Technology Organization and Management Series*, (164), 489-502. https://doi.org/10.29119/1641-3466.2022.164.37
- Wei, W. B. (2006). The third management dimension: a general theory of organizational culture management. Jilin People's Publishing House. ISBN: 7206048900
- Ye, Y. (2019). Research on the impact of organizational culture on corporate organizational performance. *Sichuan Cement*, (2), 325. DOI: CNKI:SUN:SCSA.0.2019-02-306
- Zou, J. (1993). Characteristics and significance of organizational culture. *Applied Psychology*, (3), 20-25. http://qikan.cqvip.com/Qikan/Article/Detail? id=1002944678