**UNIVERSITY OF JOHANNESBURG**

**COLLEGE OF BUSINESS AND ECONOMICS**

**SCHOOL OF PUBLIC MANAGEMENT, GOVERNANCE AND PUBLIC POLICY**

**ASSIGNMENT COVER PAGE**

**PROGRAMME: \_\_PUBLIC MANAGEMENT AND GOVERNANCE PMG3D23 \_\_\_**

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**PLAGIARISM DECLARATION:**

I declare that this assignment is my own original work. Where secondary material has been used (either from a printed source or from the internet), this has been carefully acknowledged and referenced in accordance with the School’s requirements. I understand what plagiarism is and am aware of the School’s policy in this regard.

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**1 INTRODUCTION**

The success of public sector organizations is greatly influenced by their organizational climate and culture, especially during times of transition and reform. While organizational climate represents how the working environment is viewed generally and how it affects employee attitudes, organizational culture refers to the common values, beliefs, and rules that direct employees' behavior (Schein, 2017; Schneider et al., 2013). Culture and climate are important factors that influence organizational performance and creativity in the public sector, where accountability and service delivery are crucial (Denison, 1990). While a supportive environment improves motivation, morale, and flexibility in the face of change, a positive organizational culture fosters moral behavior, teamwork, and dedication to organizational goals (Martins & Martins, 2002). Therefore, enabling change and promoting continuous improvement in public sector organizations requires a knowledge of the importance of organizational culture and environment. This assignment's goal is to talk about how these ideas affect sustainable development and organizational transformation in the public sector.

**2 DEFINITION OF TERMS**

2.1 Organisational culture - The common values, opinions, and beliefs that influence how people behave and conduct themselves within an organization are referred to as its organizational culture (Schein, 2017). It acts as a foundation for guidance that affects how staff members see situations, communicate with one another, and react to organizational objectives.

2.2 Organisational climate - The general opinion of workers toward their workplace, including support networks, communication, and leadership, is known as the organizational climate (Schneider, Ehrhart, and Macey, 2013). Climate is an outcome of employees' daily experiences and attitudes, as opposed to culture, which is strongly established.

2.3 Change management - According to Kotter (2012), change management is the systematic way of moving people, groups, and organizations from one state to another in order to accomplish long-lasting gains. It guarantees the effective implementation of reforms and service delivery efforts in the public sector.

2.4 Public sector organisations - According to Cloete and Wissink (2019), public sector organizations are state-owned businesses that offer goods and services to the general public, often with the goal of improving social welfare rather than profit. Government agencies, local governments, and public businesses are a few examples.

2.5 Organisational improvement - Systematic attempts to improve policies, structures, and employee engagement in order to increase efficiency, effectiveness, and overall performance are referred to as organizational improvement (Denison, 1990).