

Organizational culture has a definite impact on organizational performance and employee's performance to become important within the system. This study shows the dimensions of culture (power distance, masculinity & femininity) and evaluates its impact on perceived organizational performance.

A sample of 200 respondents working in 10 different organizations was selected. Questionnaires sent directly to the target population had four parts. In the first part there were 5 questions related to personal profile, 4 questions were there in second part related to power distance, 5 questions related to masculinity & femininity, 10 questions related to perceived organizational performance, and 8 questions pertaining to employees performance which was use as mediating variable.

The study shows that cultural dimensions like power distance has —ve impact and masculinity & femininity has +ve impact on employee's performance as well as perceived organizational performance. Mediation regression analysis proved mediation between culture and perceived organizational performance.