

The study has been conducted to measure the impact of Organizational culture on employee performance and the mediating role of employee commitment. In universities offering business education at Peshawar. Ten (10) universities were selected as sample of the study to collect data. As the data was quantitative in nature, self-administered structured questionnaire were used for the data collection.

The data was collected from faculties of business educational integral institutes through census research. The population was 200 from ten institutes. The employee performance was the dependent variable, organizational culture as independent variable and employee commitment as mediating variable of the study. SPSS was used for the data analysis. The reliability, correlation and regression tests were used for the data analysis. As per the results of correlation tests the organizational culture has positive and significant relationship with employee performance and employee commitment has positive relationship with performance as well.

According to the regression results, organizational culture has a significant effect on employee performance (Alternate hypothesis accepted). Employee commitment has significant effect on employee performance (Alternate hypothesis accepted). The organizational culture has significant effect on employee commitment (Alternate hypothesis accepted). Stepwise regression was run to check the mediating role of employee commitment and results indicated that employee commitment partially mediates the relationship between organizational culture and employee performance. At the end limitations and recommendations for future research are given.