

# THE INFLUENCE OF ORGANIZATIONAL CULTURE ELEMENTS TO APPLICABILITY OF LEAN MANAGEMENT METHODS

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Paper for the Master's degree

*Quality Management Master's Program*

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Vilnius, 2016

## SUMMARY

60 pages, 12 charts, 15 pictures, 59 references.

**Keywords:** organizational culture, Lean management, elements of organizational culture.

The main purpose of this master thesis is to determine organizational culture elements which can make an influence on applicability of Lean management methods.

The work consists of three main parts: the analysis of literature, the research and its results, conclusion and recommendations.

Conception of organizational culture and its elements and conception of the Lean management and its methods are presented in a part of the analysis of literature. The questionnaire for research was built according to analyzed literature. The main purpose of the questionnaire was to find out which elements of organizational culture can make an influence to applicability of Lean management methods.

Results of the research were statistically processed with SPSS programme batch. Cronbach's Alpha coefficient was used to determine the alignment of Likert scales. In all cases it was higher than 0,6 which indicates that the scales used were consistent. In order to establish a correlation between organizational culture elements and applicability of Lean management methods, Pearson correlation coefficient was used.

The fact of which elements of organizational culture makes influence on application of Lean management methods was established by research results. It was settled that values and convictions have a positive impact on application of all Lean management methods explored in this research. Attitude, history, traditions, rituals, ceremonies make positive impact on application of large majority Lean management methods. Standards are the only one element of organizational culture that have no influence on application of Lean management methods.

Conclusions and recommendations summarize the main concepts of literature analysis as well as the results of the research performed. The author believes that results of the study could give useful guidelines to financial sector organizations which applies Lean management methods.