



The Impact of Organizational Management Dynamics on the Performance of Private Higher Education Institutions in Chengdu City, Sichuan Province, People's Republic of China

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Abstract

This study aims to 1) assess the significance of factors such as organizational culture, strategic planning, knowledge management, transformational leadership, and performance; 2) investigate the influence of organizational culture, strategic planning, knowledge management, and transformational leadership on organizational performance; and 3) examine the interrelationships among organizational culture, strategic planning, knowledge management, and transformational leadership that impact the performance of private higher education institutions in Chengdu City, Sichuan Province, People's Republic of China. The research employed a mixed-methodological approach, integrating both quantitative and qualitative paradigms. The sample consisted of 870 administrators, faculty members, and staff from private higher education institutions in Chengdu City, Sichuan Province, People's Republic of China. The primary informants were department heads, program directors, or unit leaders, and university staff, totaling 30 participants. The findings of the study revealed that organizational culture, strategic planning, knowledge management, transformational leadership, and performance were all rated at a high level; Organizational culture, strategic planning, knowledge management, and transformational leadership exerted a significant influence on organizational performance; and a statistically significant relationship was identified between organizational culture, strategic planning, knowledge management, transformational leadership, and performance within private higher education institutions in Chengdu City, Sichuan Province, People's Republic of China.

keyword: Organizational Culture, Strategic Planning, Knowledge Management