

Management is the most important factor in development or failure of organizations. Culture on the other hand is one of the most effective factors of management which cannot be ignored. The culture of an organization has an effect on the commitment of its employees. A fit between the organizational culture and the employees will increase the organizational commitment of those employees and contribute towards improved performance. The importance of looking at the employees' commitment in an organization is because if there is commitment within the organization, then employees identify with their organization and its goals and will deliver service more effectively and efficiently. Therefore increasing the performance can be achieved through diagnosing the organizational culture and commitment of employees within the institution. The purpose of this study was to examine the influence of organizational culture on commitment of non teaching employees of public universities in Kenya. Specifically, the study examined four dimensions of organizational culture namely: teamwork, communication, recognition and training on commitment of non teaching employees towards public universities in Kenya. The study was conducted at Kenyatta University which is the second largest public university in Kenya. The research was to find out whether all the dimensions of organizational culture chosen were important determinants in motivating the employees to be committed to their institution. The study utilized both qualitative and quantitative approach based on stratified, simple random sampling procedure. The target population consisted of all non-teaching employees at Kenyatta University totaling to 1771. The sample population was 10% of the target population. Questionnaire was used as data collection tool. Data was analyzed by use of statistical package for social Sciences (SPSS) and Microsoft Excel computer programs and interpreted using frequencies, percentages, tables, diagrams and graphs. The research findings showed that all the four dimensions of organizational culture (teamwork, recognition, training and communication) are positively associated with commitment of non-teaching employees of public universities.