



Investigating the Effects of Amalgamation of Municipalities on Organisational Culture in Raymond Mhlaba Local Municipality in the Eastern Cape

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ABSTRACT The study seeks to investigate the effects of amalgamation of municipalities on organisational culture in the Raymond Mhlaba Local Municipality in the Eastern Cape Province. The objective of the study is to assess whether the amalgamation has negative or positive effects on the organisational culture. The study used a qualitative research approach, and interviews were conducted among the administrative employees of the municipality. The findings of the study show that the municipal amalgamation has negative effects on organisational culture, especially at the beginning of the amalgamation. The study has shown that there are many factors that influence the effect amalgamations has on organisational culture. The study recommended that however, these factors can be prevented if local municipalities would plan in time, make proper intervention plans and involve the municipal employees by having consultation sessions throughout the amalgamation process.