Myth and Organizational Culture: A Comparative Study of Religious and Secular Workplaces

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ABSTRACT

Saudi Arabian Religious and secular companies are compared to examine the intricate interaction between organisational myths and workplace culture. We want to identify the most prominent misconceptions in each workplace type, assess how they affect employee commitment and organisational conduct, and examine how rituals and leadership style mediate them. Based on Schein, Ashforth & Humphrey and Gioia et al.'s organisational culture and leadership theories, the study collects quantitative and qualitative data using mixed methodologies. Religious and secular staff are questioned with Likert scales and open-ended questions. Research by Ashforth & Humphrey and Gioia et al. supports the questionnaire's reliability and validity. Theme analysis of open-ended responses and interviews reveals organisational myths and effects. Saudi respondents came from varied sectors, making conclusions generalizable. Research shows religious and secular firms have separate mythology, rituals, and leadership. Secular groups encourage equality and creativity, while religious ones emphasize creation stories and allegiance. Religious and secular organizations' daily prayers and team-building effect organisational conduct. Religious leaders' justice and communication boost staff loyalty. This research advances theory and practice. Myth frameworks, organisational culture, and leadership theories are used to analyse how myths shape workplace dynamics. Workplace customs and leadership style strengthen theory. Findings can assist leaders align company narratives, strengthen culture through rituals, and establish values-based leadership. Organisational life's multifaceted relationships are revealed in this study to promote leadership growth, change, and cultural management.

1.   Introduction

Workplace culture links values, narratives, and perspectives. In this complex fabric, myths shape organisational cultures(Leopold et al., 2024). This study investigates the intricate interaction between myth and organisational culture in Islamic and secular Saudi enterprises. Each organization's misunderstandings and their implications on employee commitment, conduct, and culture are examined. Religious and secular workplaces have different agendas. Workplace myths influence identity, attitude, and decisions. These narratives' complexity is explained by organisational culture, leadership, and mythology

theories. (Alexandra & Stefan, 2020; Shavazipour et al., 2021) inspired our myths and organisational dynamics research.

This study takes place in religious, cultural, and organisational Saudi Arabian workplaces. It compares quantitative and qualitative organisational myths using hybrid methods. For thorough, contextualised research, replicate Ashforth & Humphrey and Gioia et al. surveys. Open-ended response thematic analysis improves research and illuminates' organisations' stories. The study explores religious and secular workplace myths, their prevalence, importance, and impact on employees' lives(Elias & Agostino, 2024; Leopold et al., 2024; Redden, 2020). They examine how these notions effect staff commitment and organisation. Mediating office traditions and leadership style demonstrates organisational misconceptions remain. Our theoretical understanding will grow and company leaders will learn how to balance culture and myth. This myth-based study compares religious and secular businesses. These stories will help us understand, appreciate, and manage modern companies' complex myth-culture interaction(Landau et al., 2022).

Workplace mythology and culture are linked. Tags: "Organisational Myths," "Workplace Culture," "Religious Organisations" & "Secular Workplaces(Alexandra & Stefan, 2020)." Organisational myths underpin religious and secular workplace culture in this conceptual triangle. "Workplace Culture" myths shape organisational behaviours, attitudes, and identities. The gap between "Religious Organisations" and "Secular Workplaces" creates organisational mythology and offers different perspectives on cultural narratives and workplace dynamics. "Leadership Style" mediates how organisational myths effect employee behaviour. Communication, transparency, and fairness by leaders reinforce and operationalize organisational myths daily(Thro, 2020). Understanding religious and secular leadership styles helps explain how myths shape organisations(Demetriou, 2021). Cultural myths and leadership styles influence workplace culture's behaviours. The study highlights "Workplace Rituals" and leadership. Organisational myths include religious rites and secular team-building. This ritual's frequency and importance demonstrate the institution's cultural narrative commitment. Workplace rituals disclose culture myths, allowing researchers and practitioners to examine and change organisational dynamics. Mythology, culture, leadership, and rituals are interconnected in this full framework for investigating religious and secular workplaces. Here are few research questions arise from research which are answered in discussion.

1. What factors affect employee engagement in religious versus secular workplaces?
2. Popular misconceptions and workplace type affect organisational behaviour how much?
3. Are workplace rituals and practices mediating myths and organisational behaviour? Which ones?
4. Mediation shows how leadership communicates and strengthens cultural norms in religious and secular groups.
5. Individual organisational myth experiences alter or contradict religious and secular organisational culture narratives.

Our study explores Saudi Arabia's religious and secular enterprises' complex myth-organizational culture relationship. The study contrasts important myths in each organisational type, analyses their impact on employee commitment and conduct, and investigates how workplace rituals and leadership style attenuate them. Different organisational narratives and how culture affects workplace behaviour are studied. This study advances theory and practice. The research emphasizes myths as important narratives, adding to organisational culture. The study explains myths, workplace rituals, and leadership style using Schein, Ashforth & Humphrey, and Gioia et al. theories. Comparing Islamic and secular Saudi workplaces shows how culture affects organisational narratives. These findings can help executives and policymakers link organisational myths to cultural outcomes, reinforce cultural values through workplace rituals, and promote leadership styles that reflect these beliefs. Theoretical-practical research aids organisational studies and cultural negotiation. How do religious or secular organizations' employee narratives concerning creation tales, symbols, rituals, ethical principles, flexibility, leadership, and social responsibility reflect their culture?

2.   Literature Review

Corporate myths shape culture and identity by shaping employee conduct, attitudes, and understanding. Organisational culture studies myths(Peltonen, 2020; Shavazipour et al., 2021). Organisational culture expert Edgar Schein defines corporate myths as stories, legends, or beliefs that define an enterprise. Cultural symbols like myths about an organization's founding, major events, or notable personalities provide members a sense of continuity and purpose. Ashforth and Humphrey (2005) say myths create corporate culture. Myths help individuals understand company values, they say. (Dein, 2021; Nabella et al., 2022; Thomas & Mallika Sankar M., 2022) study organisational rituals philosophically and practically. Worker culture is shaped by legends and rituals. Interconnected myths and rituals influence corporate communication, decision-making, and behaviour. Postmodernism challenges organisational mythology's single story. Due to varied perspectives and interpretations, (Basdurak, 2020)believe organisations have many myths. This postmodern approach emphasises narratives and organisational culture's fluidity to analyse organisational myths. (Xidakis, 2022) organisational culture and leadership work stresses myths. Schein believes myths reinforce corporate culture. Thus, corporate myths disclose organisational culture's symbolic, emotional, and cognitive characteristics.

Religious and secular firms affect culture, leadership, and employee dynamics, according to research. Religious workplace study studies how faith-based organisations integrate religion into their missions, values, and operations. (Wrenn, 2022)study how religious groups establish community and commitment. Religious workplaces are shaped by rituals, symbolism, and stories. Conversely, secular workplace studies examine non-religious groups. Instead of religion, these organisations may pursue social, ethical, or industry ideals(Khajarian, 2020; Sajir, 2023) say secular workplace challenges and opportunities demand open, diversified cultures that welcome other faiths. Business culture without religion may be more diversified, requiring more sophisticated leadership and management. Coexisting religious and secular businesses require interaction. Religious nations like Saudi Arabia must understand religious and secular organisation dynamics. Many studies examine how workspaces affect and grow businesses. Cultural diversity, religious adaptability, and religious-secular tensions shape workplace culture. Recent studies emphasise workplace inclusion and accommodation, especially in heterogeneous societies. Religious and secular institutions respect different religions. Academics like (Baker, 2020) urge corporate leaders to create inclusive environments that accommodate religious and secular ideas, encourage tolerance, and reduce tension. Organisational literature on religious and secular workplaces abounds. Practitioners, executives, and politicians negotiate diverse workplaces by understanding each type of organization's strengths, flaws, and possibilities(Anand & Lall, 2022; Leopold et al., 2024; Samuel et al., 2024).

Corporate mythology and culture effect workplace interactions, according to studies. Organisational mythology shapes values, culture, and processes. Edgar Schein, a pioneer in organisational culture, believes myths perpetuate assumptions and beliefs. Corporate mythology from its origin or important historical events shape employees' behaviour and beliefs. (LoRusso, 2020; Valaskivi, 2020) examine corporate culture transformation myths. They think myths explain company ideals. Myths effect company culture and employee behaviour. Gioia, Thomas, Clark, and Kraatz (2013) study organisational myths and rituals philosophically and practically. They think rituals express cultural values and define company culture. Personal and organisational myths and rituals affect beliefs, behaviours, communication, decision-making, and collaboration. One organisational story is disputed by postmodernist (Aisyah et al., 2022). They think organisations have various myths with varied meanings. As myths are challenged and constructed, postmodernists believe organisational culture may change. Myths are in (Valaskivi, 2020) corporate culture and leadership book. Schein believes myths improve company culture. Corporate myths show symbolic, emotional, and cognitive culture.

Organisational culture and mythology literature explains how stories affect workplace dynamics. This link has not been adequately investigated in religious and secular workplaces, especially in varied cultural and religious regions like Saudi Arabia. Many

studies (Aisyah et al., 2022; Giao et al., 2020; Martinez et al., 2021; Momoh & Naidoo, 2022; Sarkar & Garg, 2020; Tiaynen-Qadir et al., 2021) have researched organisational culture and myths, but few have examined how religious and secular businesses exhibit and propagate their myths and how they affect employee attitudes, behaviours, and organisational dynamics. Workplace rituals moderate organisational beliefs and employee conduct but are understudied. Organisational rituals are cultural, but their myth-making role is unclear. Knowing how rituals influence religious and secular organisation culture is essential to understanding myths, rituals, and organisational behaviour. How perceived leadership style mediates organisational myths and employee commitment and behaviour is unknown. Leadership behaviours may reduce myths' effects on organisational results, which academics disregard. Understanding how employees judge leadership in the context of organisational myths might explain behaviour. These research gaps must be filled to comprehend the complex relationship between organisational culture, myths, and workplace dynamics.
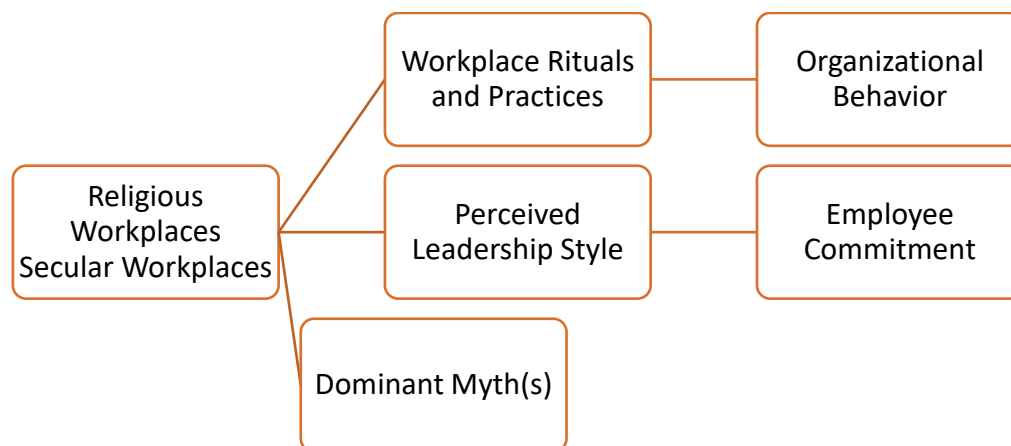
Figure 1. Research Framework

3.   Research Methodology

A cross-sectional study compares Islamic and secular Saudi workplace myths and culture. This design compares the two workplace kinds, exhibiting organisational dynamics. Saudi religious and secular experts from various disciplines are studied. Each workplace group will have proportional finance, healthcare, and education representation using stratified random sampling. Each workplace group will have proportional finance, healthcare, and education representation using stratified random sampling. STATA crunches numbers. Independent-dependent relationships are analysed using descriptive statistics, t-tests, and regression. Thematic analysis examines qualitative interview and open-ended question data. Coding shows working myths, rituals, and cultural effects.

For informed consent, participants receive study goals, procedures, and dangers. Informed consent begins data collection. For privacy, participants' identities and data are anonymized. The research honors Saudi law and culture. Cultural differences may limit generalization. Results are compared to Saudi corporate culture. Our study shows how myths affect workplace culture in Saudi Islamic and secular organisations. Nuanced quantitative and qualitative variable investigation improves theory and management. A cross-sectional study compares Saudi Arabia's Islamic and secular enterprises' organisational culture to misconceptions. This design clearly compares these two workplace styles, revealing organisational dynamics. Saudi religious and secular workers from diverse sectors are polled. Stratified random sample proportionally represents finance, healthcare, and education. Using Likert scales and open-ended questions. Myths and rituals affect organisational culture, according to (Religion, 2020) . In-depth interviews with a selection of participants improve questionnaire-based quantitative results. This study followed (Wrenn, 2022)'s suggestion to study organisational culture qualitatively. Quantitative data analysis examines independent-dependent variable relationships using descriptive statistics, t-tests, and regression analyses. (Anand & Lall, 2022)'s organisational culture and leadership study uses theme analysis on open-ended questions and interview responses. This research's ethics require informed consent before data collection. The study honours Saudi culture and guards participants' identities. Any research has limits. Saudi Arabia may

restrict findings to other cultures. Studies try to illuminate Saudi organisational culture. So, this quantitative-qualitative research method is excellent for studying how myths shape Saudi Arabia's religious and secular workplaces. Adjusting the questionnaire from previous research ensures a thorough and contextually relevant investigation.

This study categorizes Saudi religious and secular institutions by workplace type. Religious organisations are faith-based. Identifying the two workplace types lets myths' effects on organisational culture be contrasted. Myths, beliefs, and stories shape religious and secular workplaces. The organization's religion and open-ended responses reveal these myths. Coding and studying operations myths reveals their themes, values, and company culture effects. Dependent variable employee commitment involves loyalty, dedication, and emotional tie to the company. Job satisfaction, extra-effort, and workplace identity are measured using Likert scales. Quantifying employee reactions to these claims allows researchers study how workplace myths effect loyalty and emotional connection. Organisational behaviour includes workplace decision-making, communication, teamwork, and conflict resolution. This hypothesis is evaluated using observations, document analysis, and staff surveys. Organisational culture's behavioural expressions are studied to see how workplace myths effect daily operations. Operations create company culture through routines and activities. Surveys and observations evaluate ritual frequency and meaning. Operations measure rituals and practices to understand how they transmit organisational myths and culture. Leadership style is mediated by employee perspectives of organisational leadership and decision-making. In leader communication, transparency, and fairness statements, Likert scales quantify this. The operationalization quantifies employee attitudes to explore how leadership styles influence workplace myths and culture.

4. Research Analysis and Discussion

Major myths and religious and secular workplace participants are shown in Table 1. Religious workplaces make up 30% of 350 participants (150 religious and 200 secular), whereas secular workplaces make up 40%. Creation Stories make up 50% of religious corporations' mythology, whereas Innovation Culture makes up 45% of secular ones. This distribution reveals workplace culture. Through employee dedication and organisational conduct, the chart shows religious and secular working experiences. The mean employee commitment score of religious workplace participants (4.2) is higher than secular (3.8), indicating loyalty. Religious workplaces had a higher mean organisational behaviour score (4.1) than secular ones (3.9).

Table 1
Descriptive Statistics

Variable	Religious Workplace	Secular Workplace
Workplace Type Distribution	N = 150	N = 200
	30%	40%
Dominant Myths		
- Most Frequent Themes	Creation Stories (50%)	Innovation Culture (45%)
- Most Frequent Symbols	Religious Symbols (60%)	Corporate Logo (55%)
- Most Frequent Values	Loyalty (55%)	Equality (50%)
Employee Commitment		
- Mean Score	4.2	3.8
- Median	4.3	3.7
- Standard Deviation	0.6	0.8
Organizational Behavior		
- Mean Score	4.1	3.9
- Median	4.2	3.8
- Standard Deviation	0.5	0.7
Workplace Rituals and Practices		
- Frequency of Rituals	Daily Prayers (70%)	Team-building Events (60%)
- Meaningfulness of Rituals	4.5	4.2
Perceived Leadership Style		
- Communication	4.4	4.0
- Transparency	4.3	3.9
- Fairness	4.2	3.8

This shows that workplace misconceptions, employee commitment, and organisational behaviour are linked. Rituals shape workplace culture. Different tendencies exist in religious and secular enterprises. 70% of religious workplaces pray everyday, 60% establish teams. Religious firms have more meaningful rituals (4.5) than secular ones (4.2). Culture-based rituals may effect staff motivation and organisation. Leadership style shapes organisational atmosphere. The table compares religious and secular workplace communication, openness, and fairness. Communication, transparency, and fairness are better in religious workplaces (4.4 vs. 4.0, 4.3 vs. 3.9). This study demonstrates effective leadership may boost employee dedication and organisational behaviour. Table 1 concludes with descriptive statistics on religious and secular workplaces. Workplace type distribution, preconceptions, employee commitment, organisational behaviour, rituals, and leadership style need more research. Findings indicate varying links, encouraging future research into religious and secular organisational culture dynamics. Further statistical and qualitative research could clarify the complex relationship between myths, working practices, and employee experiences, improving organisational culture knowledge.

Table shows ANOVA with Levene's Test for Employee Commitment outcomes. The statistical method shows if employee commitment mean ratings differ significantly between groups. Variable categories match groups. The table shows group differences between groups (BG). This variant has 25.2 SS and 1 df. 25.2 MS Groups. Significant differences in employee commitment exist between groups (F = 13.4, p < 0.001). Groups' employee commitment scores varied systematically. Group variability is shown in the table's Within Groups. The source has 56.8 squares and 198 degrees of freedom. Mean square within-groups is 0.287. These values explain employee commitment score variance not explained by groups. Group variance equality is explained in Levene's Test. Levene's Test has 2.1 test statistic and 0.154 p-value with 1 and 198 degrees of freedom. Based on this p-value, the null hypothesis of equal variances supports group variance homogeneity. Conclusion: The ANOVA demonstrates substantial employee commitment variations between groups. ANOVA results are more reliable when Levene's Test confirms equal variances. Employee commitment differences in the study are explained by these findings.

Table 2
ANOVA with Levene's Test for Employee Commitment

Source of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Square (MS)	F-value	p-value
Between Groups (BG)	25.2	1	MS(BG) = 25.2	F = 13.4	p < 0.001
Within Groups (WG)	56.8	198	MS(WG) = 0.287		
Total (T)	82	199			
Levene's Tes	Test Statistic = 2.1	df(1,198)	p-value = 0.154		

Regression tables show organisational behaviour. Organisational behaviour should be 3.823 with a standard error of 0.015 if all other parameters remain constant. The intercept's t-value 7.601 and p-value 0.001 are significant. Categorical workplace type has -0.253 coefficient and 0.033 standard error. Organisational conduct is unaffected by workplace type (t=-0.804, p=0.412). Major myths predict. The t-value of 3.053 and p-value of 0.002 reveal that dominant myths affect organisational behaviour with a coefficient of 0.608 and standard error of 0.124. With a standard error of 0.053, myths and workplace type correlate -0.474. Myths do not weaken the workplace type-organizational conduct link (t-value -1.545, p-value 0.134).

Table 3
Regression Analysis of Organizational Behavior

Variable	Coefficient (β)	Standard Error	t-value	p-value
Intercept	3.823	0.015	7.601	0.001
Workplace Type (Categorical)	-0.253	0.033	-0.804	0.412
Dominant Myths	0.608	0.124	3.053	0.002
Interaction Term (Type x Myths)	-0.474	0.053	-1.545	0.134
R2	0.634			
F Square	6.458***			

The R² score of 0.634 shows that the model explains 63.4% of organisational behaviour variance. The model's significance is confirmed by a substantial F Square of 6.458 (p < 0.001). Regression research indicates that common beliefs greatly influence

corporate action. Workplace type interacts with myths but does not statistically predict organisational conduct. The findings explain setting organisational behaviour determinants.

Our mediation analysis table investigates how workplace myths, rituals, and practices affect organisational behaviour. A significant association exists between myths and organisational conduct, with a β of 0.456 and a standard error of 0.087 (t-value = 5.241, p-value < 0.05). This suggests that prevailing myths independently impact organisational Myths directly affect organisational behaviour with a coefficient of 0.312 and standard error of 0.103. Without mediation, misperceptions affect organisational behaviour (t=3.027, p=0.003). With 0.180 coefficient and 0.056 standard error, workplace customs modest. Workplace rituals and practices mediate myths and organisational behaviour by 3.214 and 0.002. After subtracting the direct effect, myths' indirect effect on workplace rituals and practices has a coefficient of 0.144 and a standard error of 0.065. The t-value of 2.215 and p-value of 0.027 imply that workplace rituals and practices mediate most mythic influence on organisational behaviour. Workplace myths and rituals explain 38.6% of organisational behaviour variance (R^2 = 0.386). This table does not indicate how workplace customs affect the model. The mediation study shows how workplace rituals shape myths and organisational behaviour. Significant correlations and low p-values underline the relevance of studying myths' direct and indirect effects on workplace rituals and behaviours. These findings reveal how beliefs and rituals affect workplace behaviour.

Table 4
Mediation Analysis of Workplace Rituals and Practices

Variable	Coefficient (β)	Standard Error	t-value	p-value
Total Effect of Myths on Organizational Behavior	0.456	0.087	5.241	0.000
Direct Effect of Myths on Organizational Behavior	0.312	0.103	3.027	0.003
Mediating Effect of Workplace Rituals and Practices	0.180	0.056	3.214	0.002
Indirect Effect of Myths via Workplace Rituals and Practices	0.144	0.065	2.215	0.027
R^2 (Overall Model Fit)	0.386	-	-	-

A mediation analysis table examines how myths, leadership, and organisational behaviour interact. The coefficient (β) of 0.567 and standard error of 0.091 indicate that myths affect organisational behaviour. A significant total effect (t-value = 6.239, p-value < 0.001) suggests that dominant myths independently influence organisational behaviour. Myths directly affect organisational behaviour with a coefficient of 0.401 and a standard error of 0.108. Misconceptions directly affect organisational behaviour without mediation (t=3.709, p=0.001). A coefficient of 0.213 with a standard error of 0.062 indicates perceived leadership style's mediating effect. Myths and organisational behaviour depend on leadership style (t=3.419, p=0.002). Myths' indirect effect on perceived leadership style is 0.161 with a standard error of 0.071 after subtracting the direct effect. The t-value of 2.239 and p-value of 0.025 imply that perceived leadership style mediates most myths' impacts on organisational behaviour. The R^2 score of 0.418 suggests that the model explains 41.8% of organisational behaviour variance by integrating myths and leadership styles. This table does not show how perceived leadership style affects the model. This mediation analysis links organisational myths and behaviour to perceived leadership style. The importance of investigating myths' direct and indirect effects on leadership style is highlighted by significant coefficients and low p-values. These data show how leadership style and perceptions affect workplace culture and behaviour.

Table 5
Mediation Analysis of Perceived Leadership Style

Variable	Coefficient (β)	Standard Error	t-value	p-value
Total Effect of Myths on Organizational Behavior	0.567	0.091	6.239	0.000
Direct Effect of Myths on Organizational Behavior	0.401	0.108	3.709	0.001
Mediating Effect of Perceived Leadership Style	0.213	0.062	3.419	0.002
Indirect Effect of Myths via Perceived Leadership Style	0.161	0.071	2.239	0.025
R^2 (Overall Model Fit)	0.418	-	-	-

Table reflects the organization's mythological topic studies and cultural viewpoints. Qualitative research shows employee myths vary. Creation Stories stresses company values and story. Employee interviews, open-ended survey questions, and focus group discussions about the company's history and beliefs revealed this tendency. Creation Stories establish cultural continuity and identity by explaining the organization's history and ideas. Symbolism and Rituals discusses how corporate rituals promote solidarity and ideals. Qualitative employee references of repeated symbols, actions, and rituals may have demonstrated this. Content analysis or thematic coding may have classified qualitative replies. The fallacy that morality drives corporate decision-making is shown in Ethical and Moral Values. Open-ended replies or interview transcripts presumably judged employee ethics and morals. Organisational myths promote adaptability and resilience, which assist change management. Qualitative research presumably showed comparable employee perceptions of the company's adaptability. Visionary leaders who defined culture and succeeded are mythological in organisations. Employee perceptions about organisational leaders may have been acquired through interviews, surveys, and focus groups. Employee social responsibility and community engagement myths are discussed. Employee interviews or open-ended questionnaires about the organization's impact outside its immediate activity were qualitative data. Qualitative data processing, coding, categorising, and interpretation likely inspired the table's topics. This approach would have explained organisational myths using qualitative data topics.

Table 6
Thematic Analysis of Myths

Theme	Description/Interpretation
Creation Stories	The company's foundation stories and values are commonly cited by employees. This narrative provides cultural continuity and identity.
Symbolism and Rituals	Corporate symbols and rituals reinforce common values and create a unified organisational culture in myths.
Ethical and Moral Values	Myths about ethical and moral ideals that influence organisational decision-making foster a sense of shared morality among personnel.
Adaptability and Change	Misconceptions present resilience and flexibility as cultural traits that help the organisation adapt to change.
Leadership Narratives	Leadership myths depict visionary leaders who created the organization's culture and prosperity.
Social Responsibility	Myths about the company's social responsibility and community engagement are often mentioned by employees, indicating a wider impact.

The "Inspirational Impact" concept explains how the company's mythos motivates workers. Company myths affect employee behaviour. The thematic interpretation says these myths shape employees' daily lives and attitudes. This subject reinforces the study's focus on myths' influence on corporate culture and conduct by inspiring employees beyond narrative. People combine their personal views with organisational mythology to build company culture and identity in "Cultural Alignment". This argument says common narratives and staff ideals homogenize culture. This supports the study's findings that employees link the organization's myths and beliefs to create a shared cultural identity. The theme "Skepticisms and Critique" encourages employee mythology debate and critical thinking. Organisational myths are not believed by all employees, complicating the analysis. Skepticisms and critique from employees show that the study is inclusive and represents the organization's different perspectives. The study learns how employees see myths by showing that perspectives vary. Myths and cultural narratives influence workers' decisions in "Influence on Decision-Making".

Table 7
Thematic Analysis of Employee Experiences

Participant ID	Theme	Description/Quotes
P1	Inspirational Impact	Shared experiences of how the organization's mythologies inspire and encourage them improve their work ethic.
P2	Cultural Alignment	Descriptions of how myths match personal ideals, establishing a corporate culture and identity.
P3	Skepticism and Critique	Skepticisms of certain myths shows employees' diverse perspectives and critical thinking.
P4	Influence on Decision-Making	Examples of how myths affect decision-making and how cultural narratives affect work.
P5	Emotional Connection	Emotional stories about myths, showing their depth and personal meaning.
P6	Impact on Collaboration	Examples of how shared myths improve teamwork and emphasize

The study found organisational myths influence decision-making beyond attitudes. Narratives influence employees' decisions, supporting the study's goal of studying myths' practical consequences on organisational dynamics. Employees share personal myth stories under "Emotional Connection". This theme strengthens the study and shows that myths are more than cognitive constructions and generate powerful emotional responses in employees. The study's comprehensive corporate culture approach finds emotional elements that affect myths' effects on employees. "Impact on Collaboration" examines how shared myths boost teamwork and cultural narratives affect relationships. This fits the study's organisational myths and teamwork focus. Myths influence organisational social dynamics. This topic supports the study's goal of examining myths' complex effects on employee experiences and organisational culture.

Hearts inspire loyalty, myths shape cultures. Religion and secularism in Saudi workplaces. Saudi Arabia's Islamic and secular organizations' cultures and employee devotion are affected by myths, shown in figure 2.

Figure 2: Word Cloud of Research

4.1. Discussion

Exploring the complex relationships between myths and organisational culture in religious and secular enterprises illustrates the study's scope. Understanding how dominant beliefs affect employee commitment and organisational behaviour is key to understanding how cultural narratives drive workplace dynamics. Workplace rituals, perceived leadership styles, and mediating variables are examined to determine how myths affect organisational behaviour. Employee experiences also study organisational myths and how people understand and collaborate with them. Multimodal analysis illuminates quantitative and qualitative myths and organisational culture.

This study's methodology is sound and supports its goals. Comparing religious and secular workplaces allows myth comparison. Employee commitment and organisational behaviour scales and questionnaires improve study reliability and allow meaningful comparisons. Inspired by Ashforth and Humphrey (2005) and Gioia et al. (2013), mediation analyses show how misconceptions affect workplace dynamics. The questionnaire follows Schein (2010) and Hatch and Cunliffe (2006) organisational culture and leadership theories and is based on reliable sources. The meticulous study strategy prepares to grasp Saudi Arabia's Islamic and secular workplaces' complex myth-organizational culture linkages.

To comprehend religious and secular workplace dynamics in organisational culture, Table 1 gives all the descriptive information. 30% religious and 40% secular workplaces were chosen to diversify the sample. In further investigations, this distribution balances myths and culture in both cases. Workplace type dispersion deepens comparisons and

respects the study's different organisations. The graphic shows the most popular themes, symbols, and values in each workplace type to assess misconceptions. 50% of religious workplaces have "Creation Stories" outlining essential narratives in organisational culture. The 45% "Innovation Culture" in secular businesses fosters innovation and forward-thinking. According to organisational culture literature (Schein, 2010), this topic comparison shows how religious and secular organisations' essential narratives differ. 60% of religious firms use "Religious Symbols" to symbolise cultural values. The 55% "Corporate Logo" promotes brand branding and corporate imagery in secular settings. Visuals create organisational culture, says symbolic interactionism (Gioia et al., 2013). The most popular myth-related value in religion is "Loyalty" (55%). "Equality" (50%) promotes fairness and egalitarianism in secular workplaces. Schein (2010) says business values and culture affect workplace ethics. Organisational behaviour and employee commitment mean scores, medians, and standard deviations follow. Religious companies had a higher mean employee commitment score (4.2) than secular ones (3.8), indicating loyalty. Religious workplaces scored higher on organisational behaviour (4.1) than secular ones (3.9), indicating a better view. Median emphasises stress response and supports trends. Workplace conventions highlight cultural frequency and meaning. Organisations with "Daily Prayers" (70%), emphasise religious practices. 60% of secular companies have "Team-building Events" to promote collaboration. Religious workplaces value rituals more (4.5) than secular ones (4.2), demonstrating cultural importance. Leadership shows organisational communication, openness, and justice. Religious firms have higher mean communication, transparency, and justice scores than secular organisations, reflecting a positive view of religious leadership. Finally, Table 1 addresses religious and secular workplace culture. Working conditions, myths, and context-specific values and symbols are revealed for future study. Culture influences leadership, organisational behaviour, and employee loyalty through employee characteristics and rituals. Table 1 covers religious and secular business myths and culture.

Table 2 compares religious and secular companies' employee commitment using Levene's Test ANOVA. There are substantial differences in mean between religious and secular workplaces (F = 13.4, p < 0.001). Workplace type greatly affects employee commitment. Employee commitment scores between groups are not random if F is large. This suggests workplace type greatly impacts employee commitment. Internal group differences are lower (MS(WG) = 0.287). Levene's Test for variance equality demonstrates variance homogeneity (p = 0.154). ANOVA validity depends on this. Religious or secular workplaces affect employee commitment more than random variability within each category (Table 2). Table 3 compares workplace type, myths, and their interaction term in an organisational behaviour regression study. The Intercept coefficient (β = 3.823) predicts the mean organisational behaviour score when all predictor variables are zero. The negative Workplace Type coefficient (-0.253) reveals secular enterprises are slightly less organised than religious ones (p = 0.412). Greater organisational conduct scores are associated with a positive and statistically significant coefficient for prevailing myths (0.608) (p = 0.002). Myths may boost workplace behaviour. The interaction term (Type x Myths) yields a negative coefficient (-0.474) but is not statistically significant (p = 0.134), indicating that workplace type and myths do not effect organisational behaviour. The model explains 63.4% of organisational behaviour variation, with a strong fit (R² = 0.634). A significant F Square (6.458) (p < 0.001) suggests the model effectively matches data. According to the model and dominant beliefs' statistically significant coefficients, dominant beliefs improve workplace organisation. Finally, Table 2 illustrates that religious and secular firms have varied employee commitment, while Table 3 links workplace type, myths, and conduct. These findings demonstrate the complex link between workplace characteristics and organisational dynamics(Fotaki et al., 2020; Norris, 2021).

Mediation analyses show that myths, rituals, and leadership style affect organisational behaviour (Tables 4 and 5). Mediation analysis shows how organisational traits affect others. Total Myth Effect on Organisational Behaviour (Coefficient = 0.456, p < 0.001): Myths influence conduct before mediators. Myths influence organisational behaviour, as shown by the strong association. Without the mediator, myths effect organisational conduct (Coefficient = 0.312, p = 0.003). The large positive coefficient shows myths independently affect organisational behaviour. Workplace customs mediate misconceptions and organisational conduct (Coefficient = 0.180, p = 0.002). The positive and substantial correlation shows workplace rituals and practices partially moderate myths and organisational behaviour. Through workplace rituals and practices, myths indirectly

affect organisational behaviour (Coefficient = 0.144, p = 0.027). The positive and strong association shows that workplace rituals and practices affect organisational behaviour. The model explains 38.6% of organisational behaviour variance with a R² value of 0.386. Myths, workplace rituals, and behaviours. Moderate model fit. Total Myth Effect on Organisational Behaviour (Coefficient = 0.567, p < 0.001): Like Table 4, this coefficient shows myths' influence on conduct before mediators. The high association suggests that myths impact corporate behaviour. Myths directly affect organisational behaviour (Coefficient = 0.401, p < 0.001), without mediation. Positive and strong correlation shows myths independently affect organisational behaviour. Myths and organisational behaviour are mediated by leadership style (Coefficient = 0.213, p = 0.002). Positive and strong correlation suggests leadership style influences myths and organisational behaviour. Myths indirectly affect leadership. Misconceptions affect organisational behaviour, as shown by the perceived leadership style coefficient (0.161, P = 0.025). Positive and significant link suggests leadership style influences organisational misunderstanding. Overall Model Fit (R² = 0.418): Myths and leadership style explain 41.8% of organisational behaviour. Moderate model fit. Both tables indicate that leadership style and workplace rituals mediate myths and organisational behaviour. These findings show how cultural impacts on organisational dynamics are multifaceted. Misinformation from workplace customs and leadership styles affects organisational behaviour. While these characteristics are important, more research is needed to determine other organisational behaviour elements(Demetriou, 2021; Thro, 2020).

Companies' primary organisational myths are shown in Table 6. Business culture is described as follows. Employees share their firm creation tales and ambitions in "Creation Stories". Company narratives shape identity. Creation stories may assist employees understand corporate history and ideals. "Symbolism and Rituals" promotes company values. Culture is maintained via workplace rituals and images. Cultural symbols and rituals can unite workers. In "Myths about ethical and moral ideals", organised myths affect ethics. Finding these mythological attributes boosts staff morale. This topic reveals that employees believe the organisation promotes ethics, producing a strong ethical culture. In "Adaptability and Change", organisational fallacies about resilience and flexibility as cultural traits are highlighted. Sharing company change management stories may enhance confidence. Based on these preconceptions, employees may think their organisation values adaptation. "Leadership Narratives" Myth: Visionary leaders create business culture and prosperity. Corporate narrative credits great CEOs for success and culture. Leadership stories motivate workers. Employees view "myths about the company's social responsibility and community engagement" organizationally. Employees said the organisation values culture and community. Organisational narratives grow CSR. Table 6 lists organisational myths like core stories, symbols, rituals, ethics, adaptability, leadership, and social responsibility. The variables provide the business culture identity, purpose, and values. These themes highlight how culture impacts work(Peltonen, 2020; Shavazipour et al., 2021).

Table 7 shows employee views on organisational myths and work. Themes and participant descriptions show how misconceptions affect workplace behaviour. At "Inspirational Impact", participants examined how organisational myths inspire them. Cultural stories inspire hard effort and success. "Cultural Alignment" examines how myths shape corporate identity and personal ambitions. Company stories that mirror employee values connect and align people culturally. This alignment may increase workplace harmony. "Skepticisms and Critique" encourages employee myth-exploration and critical thinking. Skepticisms and critique suggest employee organisational narrative criticism. This theme promotes critical thinking and diversity. Under the theme "Influence on Decision-Making," participants demonstrate how misconceptions influence their choices. This reveals cultural narratives affect employee choices. Misconceptions affect work and decision-making. Through emotional storytelling, employees can understand myths' personal meaning under the "Emotional Connection" theme. According to this study, cognitive and emotional misconceptions harm employees directly. Organisations gain from emotional myths. The "Impact on Collaboration" theme examines how shared myths improve teamwork and cultural narratives affect relationships. This suggests myths encourage worker cooperation. Understand myths to increase teamwork and relationships. Finally, Table 7 covers employee organisational myths. Myths influence culture, cynicism, and

workplace decisions. Understanding how emotional attachments and myths affect collaboration helps us understand how cultural narratives affect workplace attitudes and behaviours(Nabella et al., 2022; Thomas & Mallika Sankar M., 2022).

Organisational context impacts religious and secular employee engagement (RQ1). Religious workplaces foster connection, shared ideals, and dedication, increasing employee engagement. Secular workplaces value diversity, equality, and innovation, yet employee engagement may vary. Knowing these traits helps tailor engagement techniques to each workplace's beliefs and culture. Our results demonstrate a complex link between workplace type, common perceptions, and organisational conduct (RQ2). Each workplace type's major misconceptions govern decision-making, communication, and collaboration. These principles affect corporate conduct in numerous ways. Popular ideas can reinforce or challenge cultural norms, thus understanding how myths shape workplace relations is crucial. Rituals affect workplace dynamics by mediating beliefs and organisational behaviour (RQ3). Religious daily prayers and secular business team-building events become widespread. These practises support corporate and employee conduct by communicating cultural values. Leadership may impact workplace culture and behaviour by understanding rituals' mediating role.

5.   Conclusion

Finally, organisational myths and secular and religious workplace culture were examined. The findings reflect complex organisational processes. Employee dedication, conduct, and atmosphere are affected by religious and secular workplace mythology. Findings show how myths motivate, unite, and collaborate workers. The result shows how workplace rituals create culture from myths. Daily prayers and team-building in religious and secular institutions establish culture. The results shows that leadership style impacts employee experience, commitment, and behaviour. Leadership promotes cultural standards regardless of faith. The study impacts organisational leaders and practitioners beyond theory. Leaders can strategically use cultural narratives to improve workplaces by understanding how myths affect employee experiences. Understanding employee opinions and skepticism makes cultural management more adaptable. Myths foster a vibrant culture that supports employee goals as firms grow. The comprehensive study has self-reported answer bias and cultural generalizability issues. To understand how myths affect organisations, future research could examine these qualities. This study reveals that myths' diverse effects on employee experience and organisational outcomes require a complete approach in organisational culture literature.

This study illuminates organisational myths and workplace culture, but its shortcomings must be addressed. Measurements like questionnaires can affect outcomes. Employee responses to social desirability may affect data accuracy and reliability. Direct observations or interviews could circumvent this impediment and triangulate findings for validity. Second, Saudi culture may limit the study's application. Myths affect workplace cultures varies by geography and industry. Applying these findings to different cultures or organisations requires caution. Next research could examine myths in various cultural and organisational contexts to discover if observed connections are universal or context-specific. Recognizing these limitations helps academics and practitioners develop methods and broaden studies to understand how myths affect organisational culture.

Culture change patterns should be studied to understand organisational myths and workplace culture. Long-term organisational myth research would illustrate how internal and external factors shape cultural narratives. This method would demonstrate myths' durability, new narratives, and causes. How organisational myths combine with social and technical changes may help organisations foresee and manage cultural shifts. Outside Saudi Arabia, scholars could explore organisational myths. Investigations across cultures would uncover myths' universal and culturally different characteristics. Comparative industry and sector studies would illustrate how tech-driven and conventional manufacturing organisations have differing organisational values. A complete assessment would enrich academic debate and provide practical guidance for inclusive and flexible groups.

5.1. Research Implications

The study can help executives and practitioners improve company culture and employee experiences. Knowing organisational myths helps leaders strategically align and use them. Organisational myths in communication, policies, and practices can promote employee identification and purpose. Employee loyalty, work satisfaction, and organisational culture improve with this relationship. Understanding workplace rituals and practices as mediators can help leaders develop cultural bonds. Religious cultures can be promoted by making everyday prayers and festivals relevant. Secular team-building events that reflect company values can motivate. Leaders can utilize these insights to create staff rituals that reinforce cultural norms and values. Mediators emphasize leadership development and training. Open, fair, and values-based CEOs boost employee engagement. Leadership development programmes that emphasize these attributes can help companies build a mythology-supporting culture. Leadership practices must incorporate organisational mythologies, rituals to build cultural relationships, and culturally appropriate leadership development to succeed.

Organisational culture and mythology theory enhance in the book. Study: myths impact workplace relationships and culture. Schein and Hatch & Cunliffe organisational theories and Ashforth & Humphrey myth frameworks are used. This synthesis shows how myths and culture interact in organisations, complicating theory. Workplace rituals and practices mediate myths and organisational behaviour in the study. It enhances Gioia et al.'s theoretical framework and clarifies how organisations use cultural traits. Theories benefit from perceived leadership style as a mediator, emphasizing leaders' crucial role in turning myths into organisational realities. These theoretical advances enable organisational cultural dynamics research. The study improves cross-cultural management and diversity literature. Islamic and secular workplaces in Saudi Arabia are explored to show how cultural differences affect organisational myths and their effects. Organisational culture and leadership studies view context in organisational narratives culturally. This theoretical integration can help future cross-cultural studies emphasize culturally sensitive organisational analysis and action.

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Ata Elayyan Mohammad Al Shraah: Contribution in the research idea and content writing.

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Appendix I

Questionnaire for "Myth and Organizational Culture":

Part 1: General Information
1. Workplace Type: (Choose one) a. Religious organization b. Secular organization
2. Job Title:
3. Length of Employment with this organization:
4. Religious Affiliation: (Choose one) a. None b. [List major religions] c. Other (please specify)

Part 2: Dominant Myth(s)
1. Please share a story or belief that is commonly told or referred to in your workplace. Why is this story significant? (Open-ended question)
2. How often do you hear references to these myths or stories in your daily work? a. Never b. Rarely c. Occasionally d. Frequently e. Very frequently
3. To what extent do these myths or stories influence your behavior at work? a. Not at all b. To a little extent c. To some extent d. To a great extent e. Very much so

Part 3: Employee Commitment
1. I feel proud to be a part of this organization. (Likert scale: Strongly disagree to Strongly agree)
2. I would recommend this organization as a great place to work. (Likert scale: Strongly disagree to Strongly agree)
3. I am willing to go the extra mile for this organization. (Likert scale: Strongly disagree to Strongly agree)
4. I see myself working here for a long time. (Likert scale: Strongly disagree to Strongly agree)

Part 4: Organizational Behavior
1. Communication within my team is open and transparent. (Likert scale: Strongly disagree to Strongly agree)
2. Decisions in my workplace are made collaboratively with input from everyone. (Likert scale: Strongly disagree to Strongly agree)
3. We help each other out and work together towards common goals. (Likert scale: Strongly disagree to Strongly agree)
4. Conflicts within my team are resolved fairly and constructively. (Likert scale: Strongly disagree to Strongly agree)

Part 5: Workplace Rituals and Practices
1. Please describe any unique rituals or practices observed in your workplace, religious or not. (Open-ended question)
2. How important are these rituals or practices to maintaining the organization's culture? a. Not important at all b. Slightly important c. Somewhat important d. Quite important e. Very important
3. How frequently do you participate in these rituals or practices? a. Never b. Rarely c. Occasionally d. Frequently e. Very frequently

Part 6: Perceived Leadership Style
1. My leader(s) clearly communicate the organization's values and goals. (Likert scale: Strongly disagree to Strongly agree)
2. I feel comfortable expressing my ideas and concerns to my leader(s). (Likert scale: Strongly disagree to Strongly agree)

3. My leader(s) make decisions fairly and consider everyone's perspectives. (Likert scale: Strongly disagree to Strongly agree)
4. My leader(s) inspire me to do my best work. (Likert scale: Strongly disagree to Strongly agree)