

## Abstract

The aim of the present study was to investigate the relationship between organizational culture, flourishing and Job performance with the mediating role of job satisfaction among public school teachers. The sample of research study was ( $N=203$ ) in which the sample of female was ( $n = 111$ ) and the male sample was ( $n= 92$ ). Data was collected by using Flourishing Scale( Diener et al., 2009), The school culture Triage Survey (Phillip & Wagner, 2009), The Employee Performance Scale( Wiedower, 2001) and Generic Job Satisfaction Scale ( McDonald & MacIntyre,1997). The data were analyzed by using Pearson (product moment method), Correlation, Independent sample t-test, Hierarchical Multiple Regression and Hayes Process Model 4 Mediation Analysis. The results showed that organizational culture, job satisfaction, flourishing and job performance are significant positive correlated and also revealed that organizational culture significantly predict flourishing and job performance and Hayes Process Analysis manifest these study variables partially mediated by job satisfaction. The result also showed notable mean differences between male and female participants in terms of organizational culture, job satisfaction and job performance with male scoring higher than female. Additionally, there was non- significant mean differences in flourishing score between male and female participants. Hence, the education sector has the potential to enhance employees' performance and overall success in term of work quality and organizational dedication. This can be achieved by ensuring job satisfaction through the provision of a favourable work environment, fostering positive relationships among employees, and implementing a competitive reward system. Consequently employee will be motivated to work efficiently and the demonstrate increased commitment to their respective organizations.