



<https://doi.org/10.5281/zenodo.15228205>

Effect of Computer Usage on Organizational Culture: A Study of Anambra State Housing Development Corporation (ASHDC)

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This study examines the impact of computer usage on organizational culture at the Anambra State Housing Development Corporation (ASHDC). With the increasing reliance on digital technologies in modern organizations, understanding how computerization influences work processes, employee interactions, and overall organizational effectiveness is crucial. The study adopted a qualitative approach, utilizing questionnaire and document analysis to assess the extent to which computer usage has transformed ASHDC's culture. Findings revealed that while computerization has enhanced efficiency, communication, and record-keeping, challenges such as resistance to change, inadequate training, and cybersecurity concerns persist. The study highlighted the need for strategic interventions, including capacity-building programs, improved cybersecurity measures, and effective change management strategies to maximize the benefits of computer usage. These findings contribute to the broader discourse on digital transformation in public sector organizations, emphasizing the role of technology in shaping workplace culture and performance.

Keywords: Computer Usage, Organizational Culture, Digital Transformation, Housing Development Corporation

INTRODUCTION

The rapid advancement of digital technology has significantly transformed the way organizations function, particularly in public administration. The Anambra State Housing

Development Corporation (ASHDC) is no exception, as it has adopted computer-based systems to improve operational efficiency, transparency, and accountability in housing administration. As governments worldwide continue to embrace digital transformation, it becomes essential to explore how the use of computers influences workplace culture, employee behavior, and overall institutional performance. Organizational culture is defined by the shared values, beliefs, and behaviors that shape how employees interact and perform their duties. It determines workplace dynamics, decision-making processes, and overall efficiency. The introduction of computers at ASHDC has not only modernized housing administration but has also redefined how employees collaborate, communicate, and adapt to new ways of working. Studies have shown that technology plays a crucial role in reshaping workplace structures, improving employee engagement, and setting new standards for work ethics (Zornić et al., 2011; Erdurmazlı, 2020).

John-Akamelu and Iyidiobi (2019) conducted a study on the effects of e-administration in Anambra State and found a direct link between digital systems and increased efficiency in public sector operations. Their research emphasized that technology enhances transparency and accountability by reducing administrative malpractices and improving traceability. This shift is in line with the broader global movement toward digital governance, where technology is used to enhance efficiency and accountability in public administration. Furthermore, Oni, Musa, and Oni (2020) identified key factors that influence the adoption of electronic systems, including technological competence, financial costs, and regulatory frameworks. These factors do not only affect administrative efficiency but also shape organizational culture by determining how employees and management interact with technology. One of the most significant ways that computer usage has transformed ASHDC is through improved communication and collaboration. Traditional methods of housing administration relied heavily on manual processes, which were time-consuming and prone to errors. With the introduction of computerized systems, employees can now access real-time data, automate repetitive tasks, and communicate more effectively across departments. This has resulted in faster decision-making, better coordination, and increased productivity. However, the transition to digital systems has also required employees to develop new skills and adjust to changing job roles. Training and professional development have become essential components of this transformation. Employees at ASHDC are now expected to have basic technological skills to navigate digital housing platforms, process transactions, and generate reports efficiently. As Erdurmazlı (2020) points out, technological advancements do more than just upgrade infrastructure—they also influence human interactions, workplace relationships, and managerial strategies. Organizations that successfully integrate technology into their culture often experience increased motivation and job satisfaction among employees, as they feel more competent and better equipped to handle their responsibilities.

Despite the many benefits of computer usage, there are also challenges associated with digitalization in housing administration. One major concern is data security. As ASHDC relies more on computerized systems, there is an increasing need to protect sensitive housing information from cyber threats, hacking, and data breaches. Umaru, Nasiru, and Yusuf (2019) emphasize that without a robust IT security framework, public institutions risk losing public trust and exposing confidential data. Additionally, some employees may struggle with adapting to new technology, leading to resistance to change or a decline in job performance. This study aims to explore the impact of computer usage on the organizational culture of ASHDC by analyzing its effects on work processes, employee adaptability, leadership styles, and institutional efficiency. Specifically, it seeks to determine how organizational culture influences employee behavior and performance in the course of work, the role of organizational culture in enhancing communication within ASHDC, and the extent to which organizational culture encourages teamwork among employees. It also aims to evaluate whether employees

are motivated to uphold and live up to the organization's values and analyze how organizational culture ensures a management style characterized by teamwork, consensus, and participation.

LITERATURE REVIEW

Conceptual Clarification

Concept of Computer

A computer, as defined by Rapaport (2018), is an advanced electronic apparatus that operates either independently or as an interconnected system of devices. It is designed to store, manipulate, and transmit information while also executing complex computations with remarkable speed and accuracy. Additionally, computers play a crucial role in controlling and regulating various other machines and devices, making them indispensable in numerous industries and everyday activities. One of the fundamental capabilities of a computer is its ability to receive data and process it according to a set of predefined or variable procedural instructions, commonly referred to as programs or software. These instructions enable the device to perform a wide range of tasks, from simple arithmetic operations to highly sophisticated computations and automated decision-making. Modern computers, particularly personal computers, have become essential tools in both professional and domestic settings, offering users the ability to manage text, edit images and videos, create and play music, and browse the Internet. Computers facilitate seamless communication between individuals through various digital means, including email, social media platforms, video conferencing, and instant messaging services. The evolution of computer technology has also expanded their role in entertainment, as they serve as platforms for gaming, streaming multimedia content, and engaging in virtual reality experiences.

A computer, as described in *What is a Computer?* (2021), is an electronic device that specializes in the transformation of raw data into meaningful information. Data, in this context, refers to any collection of facts, figures, or measurements, such as academic scores, personal details like name, age, gender, weight, and height, or even broader economic indicators like national income, savings, and investments. By systematically organizing and processing this data, computers facilitate efficient decision-making and problem-solving in various fields. A computer can also be defined in terms of its core functionalities. First, it has the ability to accept data input from users through various input devices such as keyboards, mice, scanners, and sensors. Second, it can store this data securely in memory or storage devices for future use. Third, the computer processes the stored data based on specific instructions provided by software programs, enabling it to perform calculations, analyze patterns, and execute tasks with speed and precision. Fourth, it allows users to retrieve stored information whenever needed, making it a highly efficient tool for managing and accessing data. Finally, the computer can present the processed information in a structured and readable format, whether in digital displays, printed documents, or graphical visualizations. As technology evolves, computers have become more sophisticated, integrating artificial intelligence, automation, and real-time data processing capabilities. They are now indispensable tools in education, business, healthcare, scientific research, and communication, significantly transforming how individuals and organizations handle information. The deeper understanding of these functions unfolds as one delves further into the study of computing and its applications.

A computer, as described in *Computer Fundamental* (2021), is a sophisticated electronic system designed to receive raw data from users, process it based on predefined instructions, generate meaningful results, and store this information for future reference. This processing capability is governed by a structured set of commands, known as a program or software, which dictates how the computer interprets and manipulates data. By executing these programs, computers perform a wide range of tasks, from simple calculations to complex

problem-solving, making them indispensable tools across various domains. At its core, a computer consists of both hardware and software components. Hardware refers to the physical elements of the system, including the central processing unit (CPU), memory, storage devices, input peripherals like keyboards and mice, and output devices such as monitors and printers. Software, on the other hand, encompasses the programs and operating systems that enable the hardware to function effectively. The operating system acts as a bridge between the hardware and the user, ensuring seamless interaction and resource management. Beyond basic functionalities, modern computers are designed to maximize efficiency, connectivity, and automation. They integrate with peripheral devices, allowing users to expand their capabilities through external storage, network connections, and specialized tools for various applications. Understanding the foundational aspects of computer technology, including its hardware, software, and operational mechanisms, is essential for leveraging its full potential in personal, academic, and professional settings.

Organizational Culture

According to Bamidele (2022), organizational culture reflects a shared view held by members of the organization. It encompasses the collective values, beliefs, and behaviors that shape interactions, decision-making processes, and the overall work environment. This shared perspective influences employee attitudes, motivation, and the degree of alignment with the organization's objectives. A well-established organizational culture fosters collaboration, enhances productivity, and strengthens employee commitment. According to Bamidele, organizations with strong cultures often experience higher levels of job satisfaction and operational efficiency. Leadership plays a vital role in shaping and sustaining this culture, as their actions and policies set the tone for workplace norms and expectations. Furthermore, organizational culture is dynamic and evolves in response to internal and external factors such as leadership transitions, market trends, and technological advancements. According to Bamidele, understanding and effectively managing this culture is essential for long-term success, as it directly impacts employee performance, innovation, and overall organizational growth.

According to the *Business Dictionary* (n.d.), organizational culture is defined as the underlying beliefs, assumptions, values, and ways of interacting that contribute to the unique social and psychological environment of an organization. This culture influences how employees engage with one another, approach their tasks, and align with the company's mission and goals. A strong organizational culture fosters a sense of belonging and shared purpose among employees, ultimately impacting job satisfaction, performance, and overall business success. According to the *Business Dictionary*, these cultural elements shape workplace dynamics, guiding decision-making processes and defining acceptable behaviors within the organization. Organizational culture is not static; it evolves over time as businesses adapt to new challenges, leadership changes, and external market forces. Companies that actively cultivate and reinforce a positive culture are better positioned to drive innovation, retain talent, and maintain a competitive edge in their industry.

Effect of computer usage on organizational culture

John-Akamelu and Iyidiobi (2019) noted the direct correlation between the adoption of e-taxation and increased tax revenue but also shed light on the pivotal role this digital approach played in curbing tax malpractice within Anambra state. They highlighted the significant paradigm shift in the revenue landscape of Anambra state, underscoring the transformative influence of e-taxation. The study provided empirical evidence that the adoption of electronic tax systems contributed positively to the enhancement of tax collection mechanisms. This shift towards digital platforms streamlined the tax collection process, making it more efficient and

less susceptible to fraudulent activities. One of the noteworthy discoveries was the tangible reduction in tax malpractice attributed to the implementation of e-taxation. By leveraging technology, Anambra state witnessed a decline in illicit practices related to tax evasion and fraud. The inherent transparency and traceability of electronic tax systems not only deterred potential wrongdoers but also instilled a sense of accountability in the tax collection process.

Zornić, Plojović, Ujkanović and Ribić (2011) emphasized the profound impact of communication technologies on organizational culture across various business sectors. The swift evolution of these technologies has triggered substantial and accelerated transformations within organizations. In response, companies are increasingly fostering a culture that aligns with contemporary leadership practices, embracing a visionary philosophy, and adapting their organizational structures to the ever-changing business landscape. They maintained that the integration of information technology is not merely about adopting new tools; it extends to cultivating a culture that encourages innovation, flexibility, and adaptability. Leadership plays a pivotal role in steering this transformation, emphasizing the importance of clearly defined objectives, responsive organizational structures, and a dynamic approach to the business environment. As a result, organizations strive to create a conducive working climate that facilitates collaboration, creativity, and efficient management of resources. One key aspect highlighted by Zornić et al. (2021) is the imperative for employees to be well-versed in information technology. Training programs become essential to equip the workforce with the necessary skills and competencies to navigate the digital landscape. Motivating employees to embrace these technological advancements is equally crucial to ensure a smooth integration of information technology into daily operations. Furthermore, they stressed the significance of aligning employee behavior with the company's short-term and long-term goals. Direct management of employees becomes a strategic component in this endeavor, requiring a nuanced approach that considers the evolving nature of technology and its impact on organizational dynamics.

Erdurmazlı, (2020) posited a compelling perspective by highlighting the multifaceted impact of information technologies on organizational cultures. This assertion underscores the notion that the influence of information technologies extends beyond a mere surface-level interaction, delving into both direct and indirect effects. The direct effects are observable in the transformation and reconfiguration of organizational structures, where information technologies act as catalysts for change. In the realm of organizational structures, these technologies serve as dynamic tools reshaping the traditional hierarchies and communication channels. As digital infrastructures become integral components of the organizational framework, they introduce novel avenues for collaboration, decision-making, and resource allocation. Consequently, this restructuring of organizational architecture can catalyze shifts in cultural dynamics, fostering adaptability and innovation. Moreover, Erdurmazlı (2020) emphasizes the indirect effects that permeate various facets of organizational life. Information technologies exert influence on the intricate processes and activities within these structures, driving efficiency and streamlining workflows. Automation, data analytics, and communication tools, for instance, contribute to heightened productivity and responsiveness, subsequently molding the organizational culture to embrace a more agile and data-driven mindset. Furthermore, the impact extends to human relations within the organizational context. As individuals navigate a technologically infused environment, interpersonal interactions, collaboration, and communication channels undergo transformations. Virtual platforms, digital communication tools, and collaborative software reshape how employees connect and collaborate, thereby influencing the social fabric of the organization. The integration of technology may foster a culture of open communication, knowledge sharing, and cross-functional collaboration, fostering a sense of unity and interconnectedness among team members.

Review of Empirical Literature

Oni, Musa, and Oni (2020), investigated the factors influencing the adoption of e-revenue in state internal revenue services. It employed quantitative research methods and develops a conceptual model integrating technology, organization, and environment factors. The study identifies key factors such as technological competence, financial cost, internal need, satisfaction with the existing system, competitive pressure, taxpayer readiness, and government regulation. Data from 140 staff members in Nigeria's State Internal Revenue Service departments were analyzed using PLS-SEM. The results highlighted that financial cost, satisfaction with the existing system, internal need, government regulation, and competitive pressure significantly impact e-revenue adoption in Nigeria.

Umaru, Nasiru and Yusuf (2019) explored the impact of information technology (IT) on tax administration in Adamawa State Board of Internal Revenue in Yola, Nigeria. It highlights that IT plays a crucial role in improving the accuracy, reliability, and speed of information processing for efficient tax administration. However, the study notes that the Board has faced challenges such as cybercrimes and financial manipulations, leading to improper financial record-keeping. The primary goal of the study is to assess IT's impact within this context, utilizing a survey method with 483 respondents, including both senior and junior staff. The study employed regression analysis to test its hypothesis and found that IT significantly affects tax administration in Adamawa State Board of Internal Revenue. It also identified issues with IT infrastructure maintenance, the absence of a web portal for electronic tax filing, and inadequate online facilities for tax collection. To address these concerns, the paper recommends regular IT infrastructure maintenance, the establishment of a web portal for electronic tax filing, and the provision of better online facilities to enhance tax collection processes, ultimately improving overall efficiency in tax administration.

Izevbigie, Arodoye, and Moses (2019) examined the link between information communication technology (ICT) and tax administration in Nigeria. The study utilized annual data from 1981 to 2015 to analyze how ICT influences tax revenue and its usage in tax administration. The findings indicated a positive correlation between ICT and tax revenue; however, it revealed that Nigeria hasn't fully embraced ICT in tax administration, as shown by low tax compliance rates. To enhance tax administration efficiency and effectiveness, the researchers suggested several recommendations. These include government involvement in employing tax consultants and ensuring that relevant tax agencies have access to and utilize updated ICT tools and software. In essence, the research underscores the potential benefits of ICT adoption in Nigerian tax administration and highlights the need for government support and modernization in this regard.

The study by Nadziakiewicz and Obi (2023) examines how information technology (IT) integration influences organizational culture and management at First City Monument Bank (FCMB) in Nigeria. The research identifies key factors that contribute to successful IT adoption and assesses both its positive and negative impacts on business operations and leadership. The study focuses on various aspects of organizational culture, including communication, training, job delivery, business development, employee motivation, and sectoral productivity in the Nigerian banking industry. Data collected between 2021 and 2023 indicate that technological advancements have had mixed effects on FCMB's corporate culture and management. The research is significant as it addresses a gap in literature on IT's impact in Nigeria's banking sector.

Adekiya, Adekiya, Tiago, and Bernardes (2020) investigate the impact of organizational culture on the success of ICT projects in public higher learning institutions in Nigeria. The study highlights that many projects in developing countries fail due to a lack of attention to critical success factors, with organizational culture being one of them. Using a

cross-sectional survey, data were collected from 63 employees and project managers involved in ICT infrastructure projects across three institutions. Findings reveal that these infrastructures are perceived as successful, meeting and even exceeding expectations. Moreover, a positive relationship is established between organizational culture and project success, suggesting that fostering a strong organizational culture can enhance project outcomes. The study recommends that institutions leverage culture as a strategic tool for improving ICT project success.

Adereolu and Olawale (2023) examine the relationship between organizational culture, information technology use, and evidence-based practice among university librarians in South-West Nigeria. Evidence-based practice is essential for problem-solving and decision-making in library services, yet librarian engagement in this practice remains low. The study emphasizes the role of university library management in fostering a strong organizational culture and promoting IT use to enhance evidence-based practice. Using a survey research design, data were collected from 226 professional librarians across 19 universities, with a response rate of 77.8%. Statistical analysis, including simple and multiple regression, revealed that organizational culture and IT use significantly influence evidence-based practice. The study recommends that university libraries sustain and improve these factors to enhance librarians' decision-making and service quality.

Adamu, Mohammed, Adamu, and Tukur (n.d.) explore the impact of social media and organizational culture on the adoption of green information technology (IT) in Nigeria. The study examines the role of social media platforms in promoting sustainable IT practices and the development of environmentally friendly IT systems. It assesses the influence of social media on green IT initiatives, its penetration rate in Nigeria, and how different platforms contribute to awareness and adoption. Additionally, the research analyzes how organizational culture affects the willingness of institutions to implement new technologies. The study establishes a link between social media use and the promotion of green IT while providing recommendations for leveraging social media to drive sustainability efforts. It also suggests strategies for managers and stakeholders to balance organizational culture with technological change, fostering green IT practices in Nigeria.

Ejigu, Siponen, and Muluneh (2024) examine the impact of organizational culture on employee compliance with information security policies. The study develops a theoretical model and utilizes a quantitative survey research approach, collecting data from employees at the Commercial Bank of Ethiopia. The data were analyzed using analysis of moment structures software. Findings reveal that organizational culture significantly influences employee adherence to information security policies, emphasizing the need to align security measures with the prevailing organizational culture. The study provides empirical evidence supporting the role of culture in information security compliance. Given its focus on Ethiopia, the authors recommend further research in other countries to validate and generalize the findings. The study highlights that technical and managerial security measures alone are insufficient, and organizations must foster a culture that actively supports information security practices.

Mamza, Bassi, and Mohammed (2015) investigate the impact of library staff organizational culture on the implementation of automation in federal university libraries in Nigeria's North-East Zone. The study aims to assess the level of automation implementation and the perception of library staff regarding the influence of organizational values and norms on this process. Using a survey research method, data were collected from 125 professional and non-professional library staff members across three federal universities: Abubakar Tafawa Balewa University Bauchi, Modibbo Adama University of Technology Yola, and the University of Maiduguri. Descriptive statistics were used to analyze responses, while chi-square tests were conducted to examine two null hypotheses. Findings indicate that the implementation of library automation is very low and that organizational values and norms play a significant role in the process. The study recommends that universities should align

institutional values with those of library staff and ensure that their corporate norms are respected to facilitate the successful adoption of automated systems.

RESEARCH METHOD

The study adopted a descriptive survey design to examine the effect of computer usage on organizational culture Anambra State Housing Development Corporation (ASHDC), Awka. Data was collected from both primary sources, through structured questionnaires administered to employees, and secondary sources, including internal records and academic literature. The questionnaire was designed to extract comprehensive information on the subject, ensuring a thorough analysis of the effect of computer usage on organizational culture. The study population comprised 331 staff members, including both permanent and outsourced personnel, enabling a holistic understanding of workforce experiences. Given the manageable size, a census approach was adopted, eliminating selection bias and ensuring inclusivity. Descriptive analysis was employed for data interpretation, using statistical techniques such as frequency tables and percentages to summarize and present findings

RESULTS AND DISCUSSION

Table 1: The use of computer facilities ensures job accuracy

Response	Frequency	Percent	Valid Percent
SA	209	64.3%	64.7%
A	50	15.4%	15.5%
U	28	8.6%	8.7%
D	15	4.6%	4.6%
SD	21	6.5%	6.5%
Total	323	99.4%	100.0%

Source: Field Survey, 2025

The table above indicates that two hundred and nine (209) respondents which representing 64.7% strongly agreed that the use of computer facilities ensures job accuracy While 15.5% of the respondents which represents fifty (50) agreed to that. Twenty-eight (28) respondents which represent 8.7% are strongly disagreed. Whereas, fifteen (15) respondents which represent 4.6% disagreed. Finally, twenty-one respondents which represent 6.5% were undecided.

Table 2: The use of computer eliminates time wasting

Response	Frequency	Percent	Valid Percent
SA	209	64.3%	64.7%
A	50	15.4%	15.5%
U	28	8.6%	8.7%
D	15	4.6%	4.6%
SD	21	6.5%	6.5%
Total	323	99.4%	100.0%

Source: Field Survey, 2025

The table above indicates that two hundred and eighteen (218) respondents which representing 67.5% strongly agreed that the use of computer eliminates time wasting While 15.8% of the respondents which represents fifty-one (51) agreed to that. Nine (9) respondents which represent 2.8% were undecided. Whereas, twenty-four (24) respondents which represent 7.4% disagreed. Finally, twenty-one respondents which represent 6.5% are strongly disagreed.

Table 3: Computer creates neat and accurate documentation of information

Response	Frequency	Percent	Valid Percent
SA	120	36.9%	37.2%
A	157	48.3%	48.6%
U	18	5.5%	5.6%
D	17	5.2%	5.3%
SD	11	3.4%	3.4%
Total	323	99.4%	100.0%

Source: Field Survey, 2025

The table above indicates that one hundred and twenty (120) respondents which representing 37.2% strongly agreed that Computer creates neat and accurate documentation of information while 48.6% of the respondents which represents one hundred and fifty-seven (157) agreed to that. Eighteen (18) respondents which represent 5.6% were undecided. Whereas, seventeen (17) respondents which represent 5.3% disagreed. Finally, eleven respondents which represent 3.4% are strongly disagreed.

Table 4: The use of computer enhances productivity of information managers

Response	Frequency	Percent	Valid Percent
SA	112	34.5%	34.7%
A	161	49.5%	49.8%
U	20	6.2%	6.2%
D	8	2.5%	2.5%
SD	22	6.8%	6.8%
Total	323	99.4%	100.0%

Source: Field Survey, 2025

The table above indicates that one hundred and twelve (112) respondents which representing 34.7% strongly agreed that the use of computer enhances productivity of information managers. While 49.8% of the respondents which represents one hundred and sixty-one (161) agreed to that. Twenty (20) respondents which represent 6.2% were undecided. Whereas, eight (8) respondents which represent 2.5% disagreed. Finally, twenty-two respondents which represent 6.8% are strongly disagreed.

Table 5: Computer ensures quick data processing

Response	Frequency	Percent	Valid Percent
SA	193	59.4%	59.8%
A	80	24.6%	24.8%
U	27	8.3%	8.4%
D	12	3.7%	3.7%
SD	11	3.4%	3.4%
Total	323	99.4%	100.0%

Source: Field Survey, 2025

The table above indicates that one hundred and ninety-three (193) respondents which representing 59.8% strongly agreed that Computer ensures quick data processing, While 24.8% of the respondents which represents eighty (80) agreed to that. Twenty-seven (27) respondents which represent 8.4% were undecided. Whereas, twelve (12) respondents which represent 3.7% disagreed. Finally, eleven respondents which represent 3.4% are strongly disagreed.

Discussion of Findings

The study on the effect of computer usage on organizational culture at the Anambra State Housing Development Corporation (ASHDC) provided a comprehensive analysis of how digitalization has influenced work processes, employee behavior, and overall efficiency. The study's findings reveal a strong consensus among employees regarding the positive impact of computer usage on efficiency. Across all evaluated parameters—job accuracy, time management, documentation, productivity, and data processing—more than 80% of respondents agreed that digital tools have enhanced workplace operations. The consistently low level of disagreement (below 15%) suggests minimal resistance to technology adoption within the organization. From these findings, the study draws important implications. Employees recognize the advantages of digital tools in reducing errors, eliminating redundant processes, and improving decision-making. However, challenges such as cybersecurity risks and employee adaptability highlight areas where further improvements are needed. Strengthening IT security measures, implementing continuous training programs, and fostering a digital-first workplace culture could help maximize the benefits of technology adoption. Expanding digital infrastructure and addressing change management concerns would further support the organization's transition to a technology-driven culture.

CONCLUSION

The study on the effect of computer usage on organizational culture at the Anambra State Housing Development Corporation (ASHDC) concludes that digitalization has significantly transformed workplace operations, improving efficiency, accuracy, and productivity. The findings indicated that employees widely acknowledge the benefits of computer usage in enhancing job performance, streamlining documentation, and facilitating better decision-making processes. The high level of agreement among respondents highlighted the positive impact of technology on organizational culture, fostering a more dynamic, responsive, and data-driven work environment. Despite these advantages, challenges such as cybersecurity risks, digital literacy gaps, and resistance to change remain key concerns. Addressing these issues through targeted training programs, improved IT security infrastructure, and proactive change management strategies will be essential for sustaining the benefits of digital adoption. The study emphasizes the need for continuous investment in digital infrastructure and policy frameworks that support a technology-driven workplace.

RECOMMENDATIONS

Based on the findings of this study, several recommendations are proposed to enhance the impact of computer usage on organizational culture at the Anambra State Housing Development Corporation (ASHDC).

First, the organization should invest in continuous training and capacity-building programs to improve employees' digital literacy and proficiency in computer-based tasks.

Regular workshops and refresher courses will help staff adapt to evolving technologies, reducing resistance to digital transformation.

Second, ASHDC should strengthen its cybersecurity infrastructure to protect sensitive data and prevent cyber threats. This includes implementing robust security policies, using encrypted systems, and educating employees on best practices for data protection.

Third, management should foster a more technology-driven workplace by promoting policies that encourage innovation and the integration of digital tools in decision-making processes. Providing incentives for employees who embrace technology can further enhance organizational efficiency and performance.

Fourth, to address resistance to change, the leadership should implement effective change management strategies, including clear communication of the benefits of computerization, stakeholder engagement, and gradual transition processes that allow employees to adjust to new digital systems.

Lastly, the government should provide adequate funding to support the digital transformation of public sector organizations, ensuring that ASHDC has access to modern computing resources, software, and infrastructure necessary for optimal performance.

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