A STUDY ON EFFECTIVENESS OF ORGANISATIONAL CULTURE

R.Lakshmi[1], S.Rathika[2], C.S.Nivedha[3]

[1]PG Scholar, Department of Master of Business Administration, Prince Shri Venkateshwara Padmavathy Engineering College, Tamil Nadu, Chennai, India
[2]Associate professor and Head, Department of Master of Business Administration, Prince Shri Venkateshwara Padmavathy Engineering College, Tamil Nadu, Chennai, India
[3]Assistant Professor, Department of Master of Business Administration, Prince Shri Venkateshwara Padmavathy Engineering College, Tamil Nadu, Chennai, India

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Abstract- *Organisational culture may well be a system of philosophies, ideologies, values, assumptions, beliefs, attitude and expectation that knit the organisation together and shared by its employees. The findings of the study reveal that respondents have satisfied with organisational culture. The suggestions are provided supported findings and preparation of plan before.*

Keywords: Organisational Culture, Environmental factors, Employees, Satisfaction level.

1. INTRODUCTION

Organizational culture refers to the temperament or the traits of a corporation. It signifies the unofficial aspects of the organization rather than its skilled aspects. It emphasizes on the values, beliefs and customs of the workers of the organization and the way these aspects result into mixed meanings. Structure culture is that the set of assumptions, beliefs, values, associate degree norms that area unit shared by an organizations members. Organisational culture cares with abstractions like values and norms that penetrate the whole a section of an organization. There looks to be wide agreement that structure culture refers to a system of shared which means management by members that distinguishes the organization from utterly totally different organizations. this system of shared which means may perhaps be a set of key characteristics that the organization values.

2. NEED FOR THE STUDY:

This study is conducted to know about the employees prioritization and their relationship and coordination towards their organization and its goals, objectives. This study aims to know the culture complied in an organization and employees satisfaction towards the Effectiveness of Organizational Culture.

3. OBJECTIVES OF THE STUDY

➢ To know the employees work comfortability towards work environment
➢ To know the coordination between employers and employees.

4. SCOPE OF THE STUDY

This study is conducted to know the Effectiveness of organizational culture in a Company. This study helps to know the effectiveness and satisfaction level of the employees towards the organization.

5. REVIEW OF LITERATURE

[1]Yasas L. Pathiranage ,Lakmini V.K. Jayatilake , Ruwanabeysekera – University of Kelaniya "International Journal Of Management, Accounting and Economics" vol.7, ISSN 2383-2126 (Online) No.9,September,2020 this study tested that the Organizational Culture incorporates a strong impact on the organizational performance. Empirical evidences further showed that lack of cultural integration between member companies was a primary explanation for failure in corporate groups. it's ascertained that cultural enhancing would result performance enhancement. Business managers are recommended to ascertain an efficient organizational culture so as to boost corporate performance [2]American Psychologist – Schein, E.H(1990) "Organizational Culture and Leadership" American psychologist, 45(2), 109-119 2010, Organizational Culture is also a pattern of shared basic assumptions that the group learned because it solved its problem that has worked to an adequate degree to be considered valid and is passed on to new members because the right due to perceive, think, and feel in relevance those problems. Organizational Culture has drawn themes from anthropology, sociology, psychology, science. the foremost useful model for identifying the content dimensions of organizational cultures derives from science and psychological science. All groups and organizations face two archetypical problems (1) survival

in and adaptation to the external environment (2) integration of internal processes to form sure the capacity to still survive and adapt. [3] Hamid TohidiMohammad, Mehdi Jabbari"organizational culture and leadership Procedia – Social and Behavioural Sciences" volume 31, 2012, The concept of organizational culture within the past 15 years has more range. Organizations are political structures which supply opportunities for career development. Every organization encompasses a culture. While a weak culture, employees know just what's expected of them are idle. [4]Anusuya Mehra and Dr. Tulsee Giri Goswami "International Journal Of Management Studies'' Vol-IV, Special Issue – 4, November 2017, Organization in many industries, like energy, banking and electronics, have faced increasingly complex and changing environments led to by deregulation, historic period, foreign competition and unpredictable markets.[5] Mashal Ahmed & Saima Shafiq Islamia University of Bahawalpur, Pakistan Global Journal of Management and Business Research: A Administration and Management" Volume 14 Issue 3 Version 1.0 Year 2014, "The only thing of real importance that leaders do is to form and manage culture." "If you are doing not manage culture, it manages you, and you'll not even bear in mind of the extent to which this can be happening." (Edgar Schein).Organizational Culture is one amongst the foremost important construct in management research.[6]Anozie Obinna Paschal, Ismail Nizam International Journal – Effects of Organisational Culture on Employees Performance Vol.4(no.1), April ISSN 2289-451, The understanding of the connection between employee's job performance and culture of the organization is that the main research subject because it's ascertain by different studies that individuals work performance is crucial for achievement of organisation particularly within the call center communication industry. The regular activities within the organisation, influences the performance of its employees and it reaffirms each of the staff the set target and the way these set target is achieve, this can be a medium of normal awareness of the organisation.[7]Hoffmann 1997 a company Architecture for Sustainability International Journal for Operation and Production Management, Vol-21,ISSN 12 – 1573-1585 , Cultural Sustainability introduced a broader scope. the essential requirement is, that an organization should respect the culture of its host nation. This comprises, that a business should nor interfere and alter the culture so as to maximise its profits.

6. RESEARCH DESIGN

Research refers to an exploration for knowledge. The research design followed for the study is descriptive reasonably research. it's more specific and purposive study. Before rigorous attempts are made for descriptive study, the well-defined problem must air hand. The sample size was 150 using sampling technique, under probability sampling, representative sampling is used for this study. Data was collected through primary sources as questionnaire. We use statistical tools to urge accurate results. the subsequent statistical tools are Simple percentage, Chi-square, weighted average.

7. RESULT & DISCUSSION

In this discussion first the chi square test was implemented to test whether the age of the respondents and improvement in working conditions of the respondents are associated with each other are not.

Table No:1 Age of the respondents

	Observed N	Expected N	Residual
Below 25	20	37.5	-17.5
25 – 35	63	37.5	25.5
35 – 45	58	37.5	20.5
Above 45	9	37.5	-28.5
Total	150		

Table No: 2 Improvement in working condition of the respondents

	Observed N	Expected N	residual
Strongly agree	49	50.0	-1.0
Agree	99	50.0	49.0
Neutral	2	50.0	-48.0
Disagree	-	-	
Strongly disagree	-	-	
Total	150		

Table No: 3 Test Statistics

	Age of the respondents	Improvement in working condition of the respondents
Chi- Square	58.373[a]	94.120[b]
Df	3	2
Asymp. Sig.	.000	.000

Table no:3 shows that the minimum expected cell frequency is 37.5. The minimum expected cell frequency is 50.0.The significance 0.000 and 0.000 was occurs and it is lesser than 0.05 therefore there is no significance difference between age of the respondents and improvement in working conditions of the employees.

The second test is Weighted average method to test employees comfortability with the work environment.

Table No. 4 Employees comfortability with the work environment

S.NO	Opinion	No. Of respondents	Weight	Total score	Mean score
1	Strongly agree	48	5	240	
2	Agree	90	4	360	4.24
3	Neutral	12	3	36	
4	Disagree	-	2	-	
5	Strongly disagree	-	1	-	
Total		150		636	

Mean score = Total score / No. of respondents

= 636 / 150

= 4.24

From the above table, it is inferred that most of the respondents are Agree with comfortability with the work environment.

8. FINDINGS

- ➢ It is found that 42% of the respondents are in the age group of 25 to 35 years.
- ➢ It is found that 58% of the respondents are having 2 to 3 years of experience.
- ➢ It is found that 54% of the respondents are strongly agree that communication from management is clear and frequent.
- ➢ It is found that 59% of the respondents are agree that employees are encouraged to try new ideas.
- ➢ It is found that 48% of the respondents are agree that people behaviour are guided by policies.
- ➢ It is found that 47% of the respondents are agree that strong focus on completing work.
- ➢ It is found that 55% of the respondents are agree that employees are encouraged to use tried and tested approaches.
- ➢ It is found that 63% of the respondents are agree that organisation has become more positive.
- ➢ It is found that 60% of the respondents are agree that cordial relationship with your sub-ordinate.
- ➢ It is found that 55% of the respondents are agree that receive proper appreciation for your work.
- ➢ It is found that 53% of the respondents are agree that knowledge and skills to do your job properly.
- ➢ It is found that 51% of the respondents are agree that spend time more usefully than before.

- ➢ It is found that 49% of the respondents are agree that management provides health insurance and accident benefits to the employees.
- ➢ It is found that 46% of the respondents are strongly agree that informed about all the management policies.
- ➢ It is found that 50% of the respondents are strongly agree that management solve all your grievances.
- ➢ It is found that 54% of the respondents are strongly agree that organisation is concern for social welfare.
- ➢ It is found that 49% of the respondents are strongly agree that satisfied with the safety measures given by management.

9. SUGGESTIONS

Since most of the respondents have positive attitude about the effectiveness of organisational culture in this organisation. So the organisation can maintain the current level of working by encouraging the employees, keep them in good organisational culture or environment and also consider the employees work and attitude more as compare to previous days.

10. LIMITATIONS OF THE STUDY

- Some of the knowledge for the study could even be confidential and thus company isn't disclosing the identical.
- Respondent bias in answering the question might affect the result.

11. CONCLUSION

The culture within a company is incredibly important, playing an outsized role in whether it's a cheerful and healthy environment during which to figure. The effectiveness of organisational culture, different cultures have different ideas about what they require from their leaders, and these findings help our leaders adapt their style to be more practical in numerous cultural settings

12. REFERENCES

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