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A STUDY ON ORGANIZATION CULTURE AND IT'S IMPACT ON EMPLOYEES BEHAVIOR TO SAMBANDAM SPINNING MILLS

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Abstract

Organizational culture and its influence on employee behavior is fascinating and crucial for understanding workplace dynamics and productivity. This study examines the correlation between organizational culture and employee behavior, addressing key aspects such as motivation, decision-making, ethics, communication patterns, and leadership styles. By analyzing the interplay of values, norms, beliefs, and practices within organizational cultures, it aims to elucidate their impact on employee attitudes and actions, ultimately affecting organizational effectiveness. Insights from this research offer valuable guidance for fostering a positive work environment and optimizing employee engagement and productivity.

Keywords: Behavior, Motivation, Decision-making, ethics, Communication patterns, Leadership styles.

INTRODUCTION

Organizational culture is now a prevalent topic among managers, among consultants and among academics. As a mean of distinguishes the members of one group from others, enterprise culture gives identities to organizations, groups and individuals. There is no single definition for the concept of the organizational culture, instead, there are several. For instance, “the process of thinking helps in establishing one member from another on the basis of cognitive thinking” “the success guidance based upon different values and norm that makes culture effective” “the set of beliefs, behavior, norms and values helps in making culture most effective. Organization culture defines the way employees complete tasks and interact with each other in an organization. The cultural paradigm comprises various beliefs, values, rituals and symbols that govern the operating style of the people within a company. Corporate culture binds the workforce together and provide a direction for the company. In times of change, the biggest challenge for any organization may be to change its culture, as the employees are already accustomed to a certain way of doing things.

OBJECTIVE OF THE STUDY

- To study on organization culture and it's impact on employees behaviour.
- To know the existing culture of the organization and to find its impact on employee behavior at the industry at Salem.
- To identify the culture affecting the employee's performance to the organization.
- To study the employee opinion about the organizational activities.
- To make recommendations for future researches.

NEED OF THE STUDY

People are affected by the culture in which they live. Similarly, an individual working for any organization with a firmly established culture will be taught the values, beliefs, and expected

behaviours of that organization. There is at least some sound evidence that variations in cultural values may have a significant impact on employee turnover and possibly employees' job performance. Hence the study of organizational culture is important for the understanding and practice of organizational behaviour.

SCOPE OF THE STUDY

- This study focuses on today's environmental commercial success depends on employee making use of their talents in full.
- The management create the work environment to their employee.
- The management can enhance the professional perception of the employees.
- It helps to management understand the causes of performance problem.
- To understand how to assess the effectiveness of motivational practices in the organization.

LIMITATIONS OF THE STUDY

- It is difficult to elicit responses from employees who do night shifts.
- The attitude of the worker changes from time to time. Hence the result of the project maybe applicable only at present.
- We cannot get exact information because some of the employees are reluctant to share the information.

REVIEW OF LITERATURE

Alper Ertürk (2023) the purpose of this study is to explore the way to enhance openness to organizational change of employees and their participation, managerial communication and trust in one's supervisor. The results indicate that the relationship between managerial communication and openness to change mediates fully on one's supervisor, whereas it partially mediated the openness and employee participation relationship to change the employees.

Christina H. Drew (2022) gave a good example on the relationship between organizational culture and organizational behavior. In their study, their conclusion can be categorized into two: a contingency model and a universal model. The contingency model indicated that better performing organizations have strong cultures, but only if the culture fits the organization's

Geeta Rana (2021) Culture plays numerous roles within an organization. In the first place, it gives organization identities, which means it creates boundaries between one organization and others, as well as individuals. Further, culture could transform individual self-interests into something bigger which coincides with an organization's goal. Additionally, since culture regulates the behavior of the employee by providing appropriate standards, it enhances the organizational system level.

Jaebeom Suh (2020) highlights nine elements of organizational culture. The first incorporate the customs, the traditions, and the language of the firm. The second is the norms of the group and their related values and standards. The third is the espoused or ones that are formally acknowledged. The fourth is the official philosophy or the mission of the organization. The fifth is the "rules of the game" which applies to all who are a part of the organization. The sixth is the climate within the firm and how different groups interact

RESEARCH METHODOLOGY

Research design: Descriptive method research design

Sampling Method: Convenience Sampling

Sampling Techniques: Simple random sampling

Sample size: The sample size is 120 respondents

Tools used for analysis: Simple percentage analysis, Chi-Square, Correlation.

ANALYSIS & INTERPRETATION

a) Simple Percentage Analysis

The analysis provides insights into various aspects of the respondents' demographics, opinions, and perceptions related to their work environment. It covers factors such as gender distribution, age groups, marital status, education levels, monthly income, years of experience, departmental distribution, satisfaction with work-life quality, communication within the organization, interpersonal relationships, satisfaction with superiors, handling of employee problems, perception of talent attraction, job interest, willingness to work holidays, cleanliness and comfort of the workplace, utilization of skills, satisfaction with work culture, factors contributing to job culture development,

organizational climate, satisfaction with work-related suggestions and values, mutual understanding, value of the working environment, clarity of organizational values, and top indicators of employee satisfaction. These findings collectively shed light on the overall sentiment and experiences of the respondents within their organizational context, highlighting areas of satisfaction, concern, and potential improvement.

b) Chi-Square Analysis

Relationship between educational qualification and effective utilization of skills and ability by the organization culture.

Chi-Square Test	Value	df	p-value
Pearson chi-Suare	10.957	12	.533
Linkelihood Ratio	10.909	12	.537
Linear-by-Linear Association	.016	1	.899

Interpretation

There is no significant variable between education qualification and effective utilization of skills and ability by the organization culture.

Correlation Analysis	Value	Approx. T	Approx. Sig.
Pearson's R	-.180	-1.989	.049
Spearman Correlation	-.118	-1.288	.200

Years of experience and job interest show a weak negative correlation, significant at $p < 0.05$ for Pearson's coefficient (-0.180), implying a slight decline in interest with experience. Spearman's coefficient (-0.118) suggests a similar trend but lacks statistical significance.

FINDINDS

a) Simple percentage analysis:

The survey findings depict a balanced demographic distribution, with almost equal representation of males and females. Age groups were evenly spread, with no dominant cohort. Most respondents were married, and educational backgrounds varied, with the highest proportion having completed HSC. The majority fell within the Rs. 10,001-15,000 income bracket and had 1-3 years of experience, primarily in the packing department. Perceptions of work life quality, interpersonal relationships, and satisfaction with superiors were overwhelmingly positive. A significant majority felt the organization effectively handled employee issues and utilized their skills well, indicating a favorable organizational culture overall.

b) Chi-Square Analysis

There is no significant variable between education qualification and effective utilization of skills and ability by the organization culture.

c) Correlations

There no significant relationship between year of experience and your job is more interesting to work.

SUGGESTION

- Emphasize safety procedures to prevent accidents.
- Provide training on safe machine operation.
- Foster teamwork for efficient production.
- Encourage mutual support among workers.
- Promote diligence and dedication in work.

CONCLUSION

The comprehensive analysis of demographic factors and employee perceptions reveals critical insights into organizational dynamics and employee satisfaction. The data illuminate various facets, including gender distribution, age demographics, educational backgrounds, and job-related sentiments, underscoring the multifaceted nature of workforce engagement. While the findings suggest areas of strength, such as high levels of job satisfaction and perceived skill utilization effectiveness, they also pinpoint areas for improvement, such as addressing challenges related to job stress, interdepartmental cooperation, and employee welfare measures.

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