ORGANIZATION CULTURE AND ITS IMPACT ONEMPLOYEES

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ABSTRACT

An organization's culture is responsible for creating the kind of environment in which the business is managed, and has a major impact on its ultimate success or failure. As culture is created and managed, the goal should be to bring together the values, vision, and mission of the organization and articulate them appropriately to all staff members. When cultivated thoroughly throughout the organization, the company culture can serve as a catalyst to help guide the behavior that employees exhibit toward each other. At the same time, it can foster more pleasant behavior toward guests and vendors, creating a positive environment that guests will want to experience over and over again.

Culture is defined as a basic set of understandings that are shared by members of an organization that influence decision-making and are shared and passed on to new members of the organization.

On top of the expressed values, vision, and mission, organizational culture is all about the collective beliefs, ethics, and behavior that comprises the fabric of the business. It's more about a feeling that is created than specific programs that are put into place. It's affected by the way that the organization is led and is hugely influential in the organization's success.

I.   INTRODUCTION

Organizational culture plays a critical role in determining performance extent of an organization. It is the single biggest variable the personality of the organization. Organizational culture assessment surveys are a good tool for identifying organizational strengths and weaknesses. The results play a great role in providing a basis for effective action planning for organizational change and employee development. Organizational culture has a direct impact on staff motivation. In most companies, there is a big difference between what employees need to "survival" in the workplace and what they would do if put maximum effort. Positive organizational culture motivates employees to do their best for the success of the organization.

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II.   METHODOLOGY

Organizational culture plays a critical role in determining performance extent of an organization. It is the single biggest variable the personality of the organization. Organizational culture assessment surveys are a good tool for identifying organizational strengths and weaknesses. The results play a great role in providing a basis for effective action planning for organizational change and employee development. Organizational culture has a direct impact on staff motivation. In most companies, there is a big difference between what

employees need to "survival" in the workplace and what they would do if put maximum effort. Positive organizational culture motivates employees to do their best for the success of the organization.

RESEARCH DESIGN:

"A research design is the arrangement of conditions for the collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure". In this study descriptive type of the research design has been used.

DESCRIPTIVE RESEARCH DESIGN:

Descriptive research design studies are those studies, which are concerned with describing the character of a group.

DATA COLLECTION

THERE ARE TWO TYPES OF DATA COLLECTIONPRIMARY DATA

The primary data are those, which are collected a fresh and for the first time happen to be original in character. It has been collected through a questionnaire and personal interview.

SECONDARY DATA

Secondary data are that which has been collected by someone else and which has been passed through the stratified process. It has collected through the books and internet.

RESEARCH INSTRUMENT

Questionnaire containing both closed and open ended questions.

POPULATION

In population it covers 100 employees working in Turbo engineers, coimbatore.

TOOLS USED FOR ANALYSIS OF DATA

1. Simple percentage analysis
2. Chi square analysis

SIMPLE PERCENTAGE METHOD

The various factors are analyzed on the basis of the percentage of statistical among the sample size 100 from these samples the percentage of satisfied level is found to give a conclusion

$$\text{Simple percentage} = \frac{\text{Number of the respondents} \times 100}{\text{Total number of respondents}}$$

The data collected with research instruments were coded & analyzed by using simple percentage method and bar charts were also used in this study.
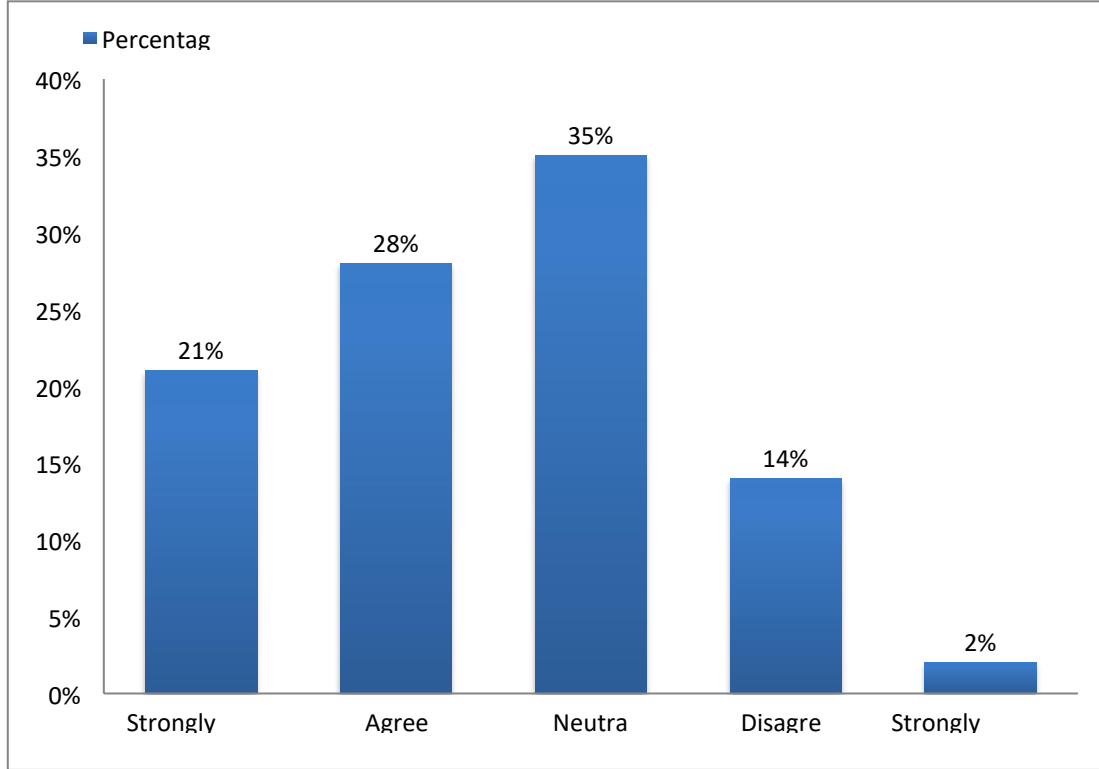
III. MODELING AND ANALYSIS

Table 1: Table Showing Proud To Be A Part In Organization

S. No	Proud to be a part in Organization	No. of respondents	Percentage (%)
1	Strongly agree	21	21
2	Agree	28	28
3	Neutral	35	35
4	Disagree	14	14
5	Strongly disagree	2	2
	Total	100	100

Source: Primary DataINTERPRETATION

The above table states that out of total respondents taken for the study, 35% of the respondents are neutral in nature about Proud to be a part in organization, 28% of the respondents are disagree, 21% Of the respondents are strongly agree, 14% of the respondents are disagree and 2% respondents are strongly disagree.

Therefore it is inferred that the most (35%) of the respondents are neutral in Proud to be a part in organization.

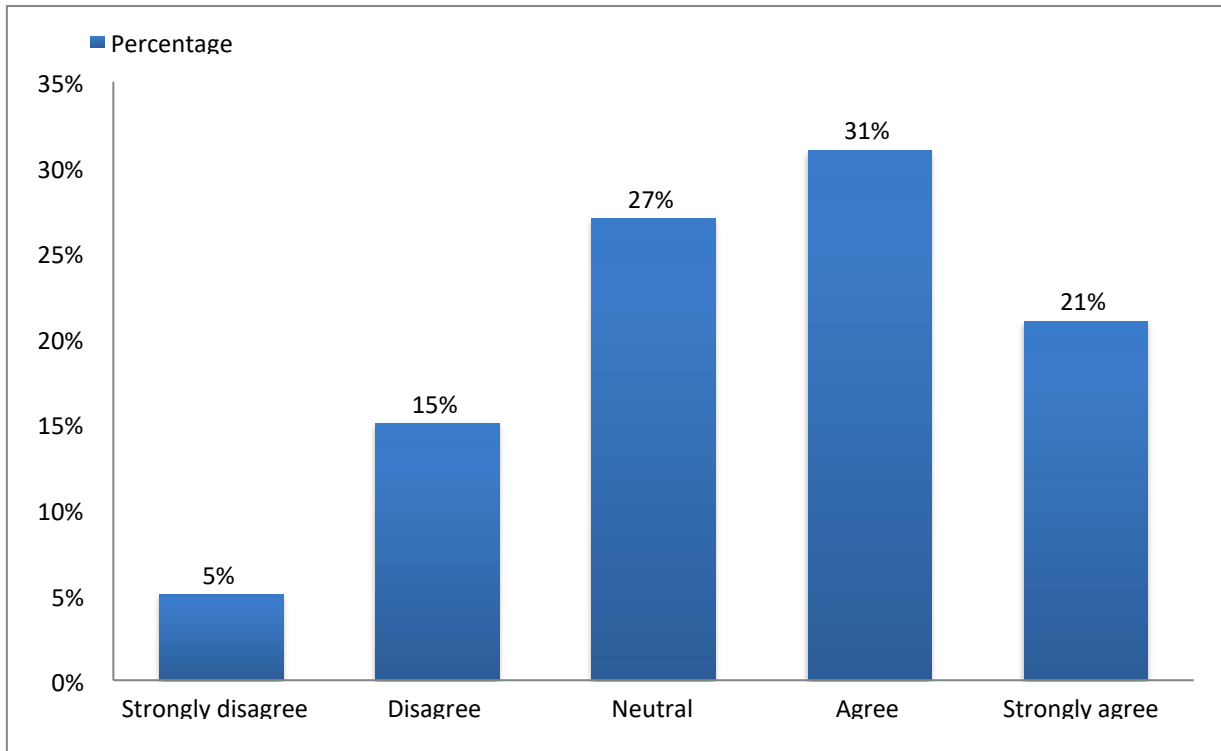**Chart 1:** Chart Showing Proud To Be A Part In Organization

Table 2: Showing Supervisor Listens To My Suggestion

S. No	Supervisor listens to my suggestion	No. of respondents	Percentage (%)
1	Strongly disagree	5	5
2	Disagree	15	15
3	Neutral	27	27
4	Agree	31	31
5	Strongly agree	21	21
	Total	100	100

Source: Primary DataINTERPRETATION

The above table reveals that out of total respondents taken for the study, 31% of the respondents are agree that Supervisor listens to my suggestion, 27% of the respondents areneutral, 21% of the respondents are strongly agree, 15% of the respondents are disagree, and 5%of respondents are strongly disagree.

Therefore it is inferred that the most (31%) of the respondents are agree that Supervisor listens to my suggestion.

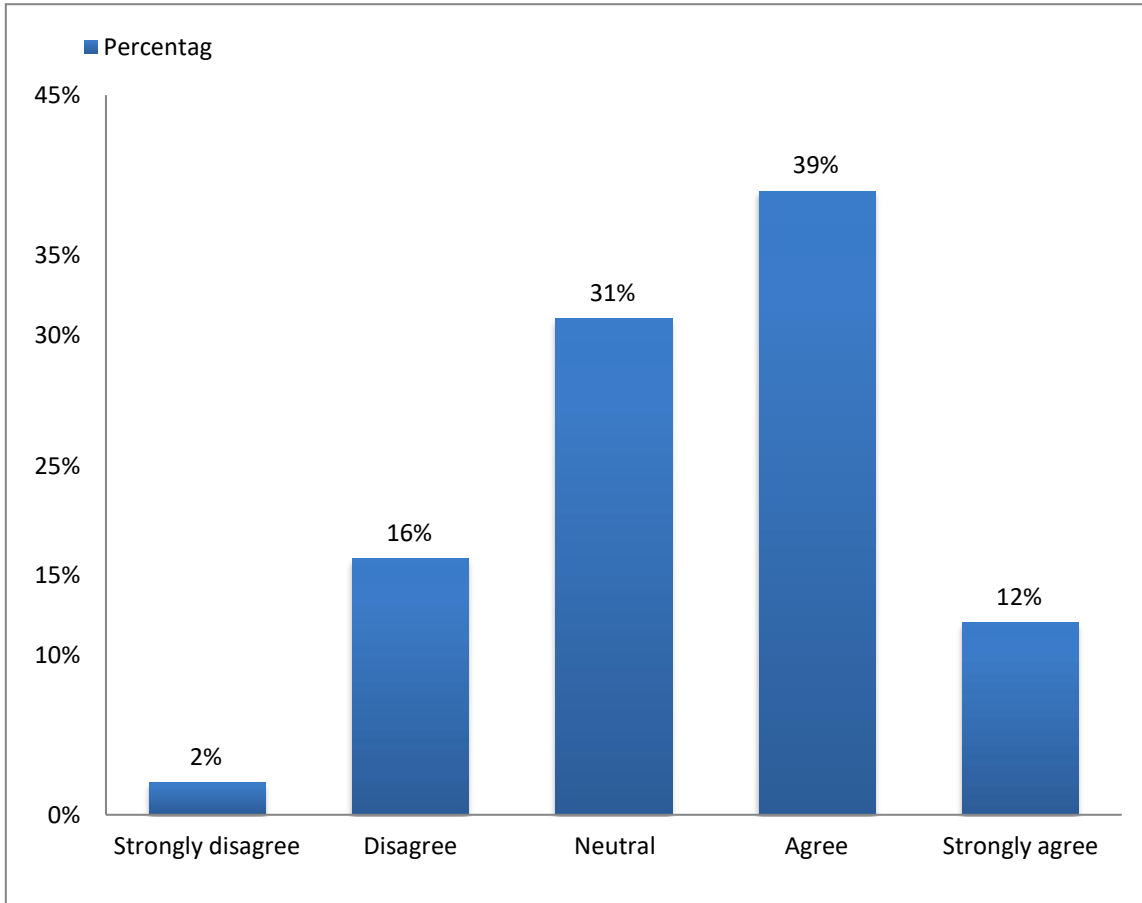**Chart 2:** Chart Showing Supervisor Listens To My Suggestion

Table 3: Showing Considering Career Path Of Employees

S. No	Considering career path of Employees	No. of respondents	Percentage (%)
1	Strongly disagree	2	2
2	Disagree	16	16
3	Neutral	31	31
4	Agree	39	39
5	Strongly agree	12	12
	Total	100	100

Source: Primary DataINTERPRETATION

The above table reveals that out of total respondents taken for the study, 39% of the respondents are agree that Considering career path of employees, 31% of the respondents are neutral, 16% Of the respondents are disagree, 12% of the respondents are strongly agree, and 2% respondents are strongly disagree.

Therefore it is inferred that the most (39%) of the respondents are agree that Considering career path of employees.

Chart 3: Chart Showing Considering Career Path Of Employees

Table 4: Table Showing Employees Make Personal Sacrifices For The Firm

S. No	Employees make personal sacrifices for the firm out	No. of respondents	Percentage (%)
1	Strongly disagree	3	3
2	Disagree	15	15
3	Neutral	33	33
4	Agree	46	46
5	Strongly agree	3	3
	Total	100	100

Source: Primary DataINTERPRETATION

The above table states that out of total respondents taken for the study, 46% of the respondents are agree that the Employees make personal sacrifices for the firm out, 33% of the respondents are neutral, 15% Of the respondents are disagree, 3% of the respondents are strongly disagree, and 3% respondents are strongly agree.

Therefore it is inferred that the most (46%) of the respondents are agree that the Employees make personal sacrifices for the firm out.
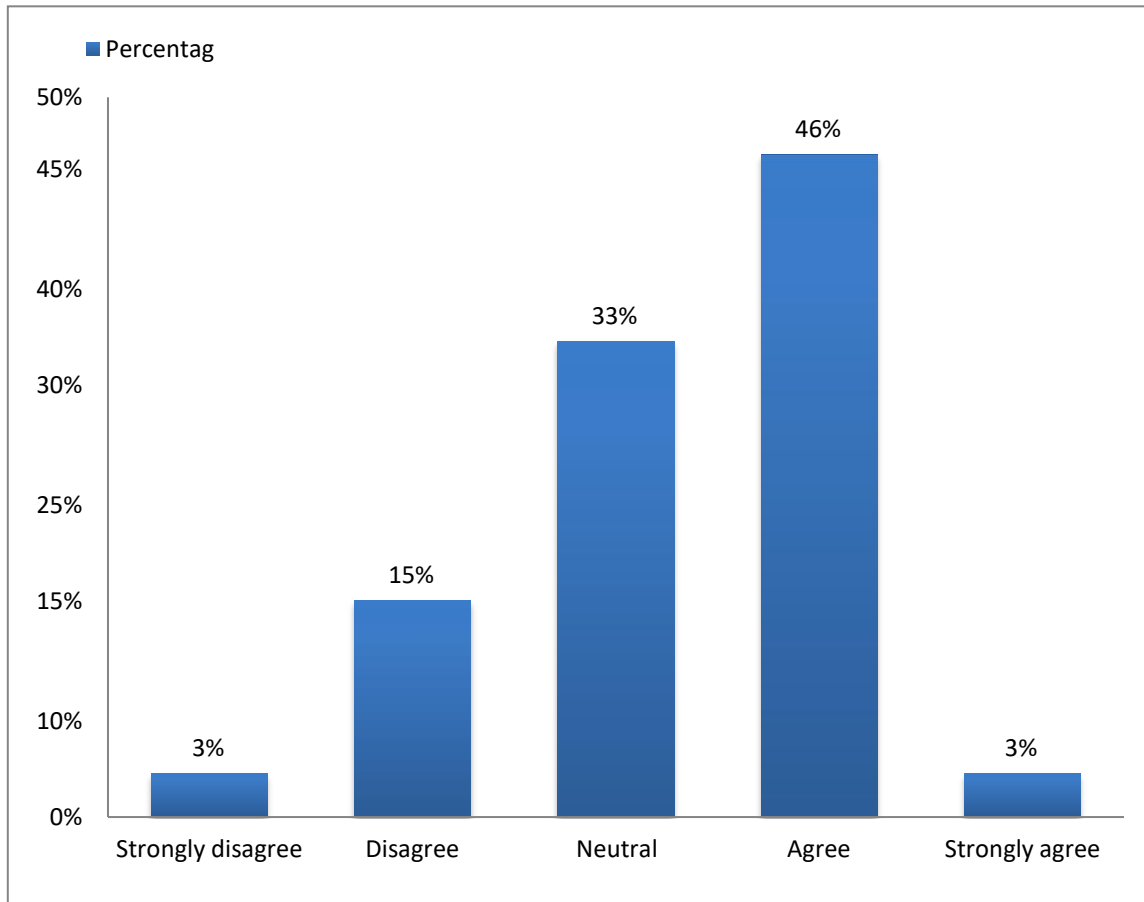
**Chart 5:** Chart Showing Employees Make Personal Sacrifices For The FirmOut

Table 6: Showing Supervisor Evaluates Performance

S. No	Supervisor evaluates performance	No. of respondents	Percentage (%)
1	Strongly disagree	5	5
2	Disagree	16	16
3	Neutral	28	28
4	Agree	44	44
5	Strongly agree	7	7
	Total	100	100

Source: Primary DataINTERPRETATION

The above table refers that out of total respondents taken for the study, 44% of the respondents are agree that Supervisor evaluates performance, 28% of the respondents are neutral, 16% of the respondents are disagree, 7% of the respondents are strongly agree, and 5% of respondents are strongly disagree.

Therefore it is inferred that the most (44%) of the respondents are agree that Supervisor evaluates performance.
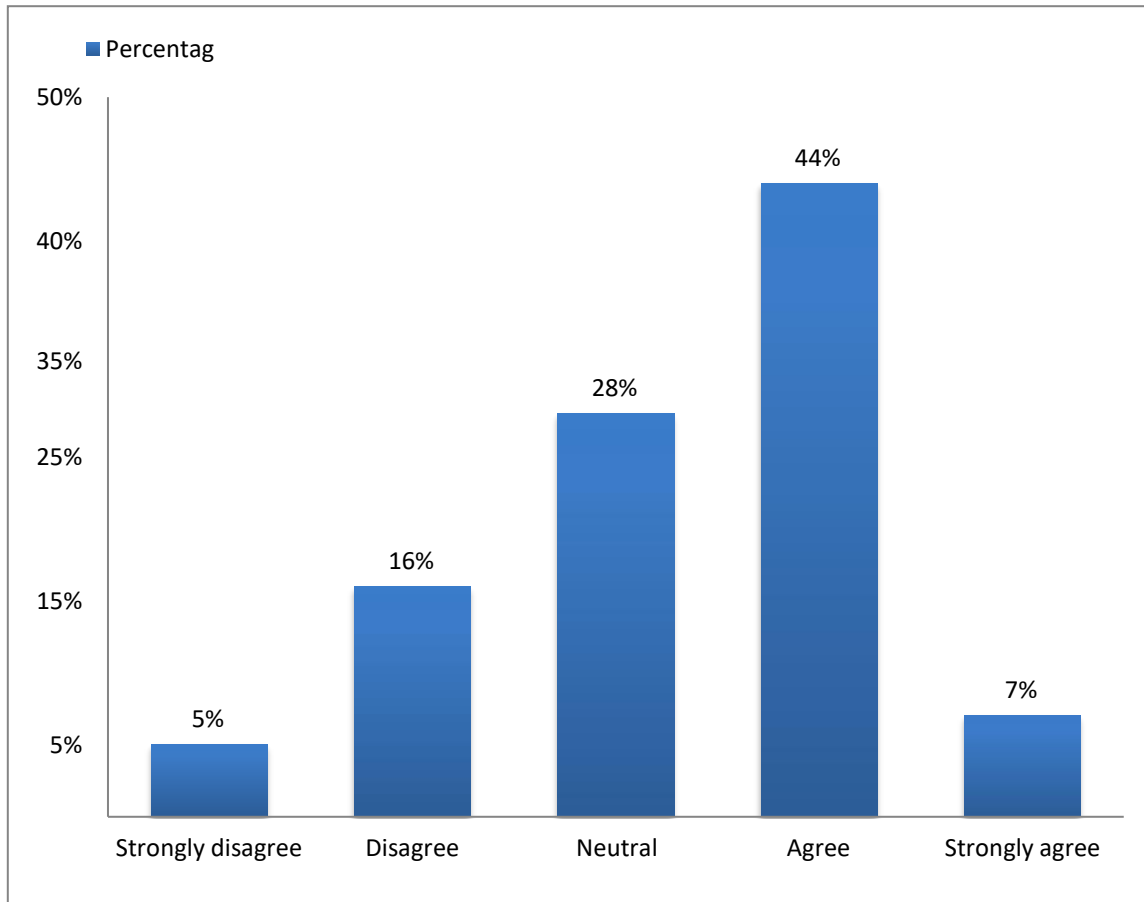
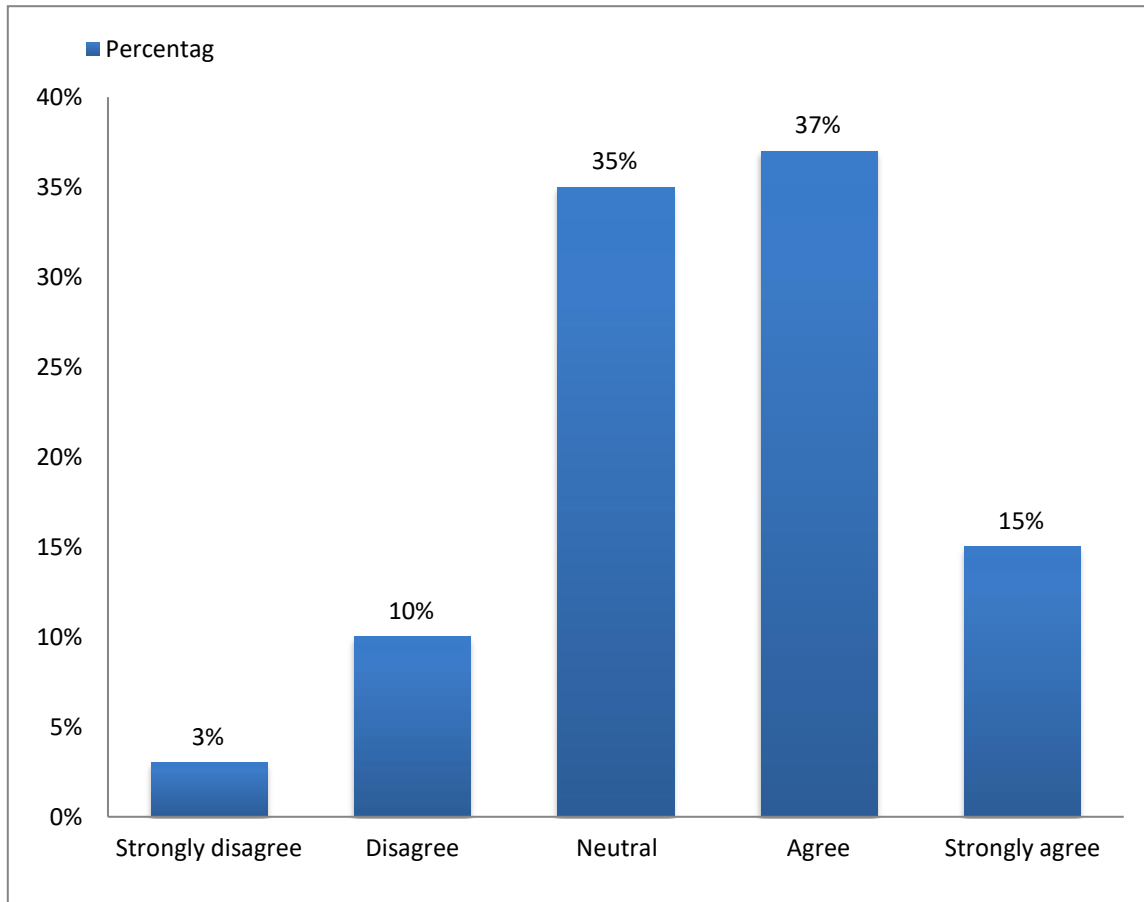**Chart 6:** Chart Showing Supervisor Evaluates Performance

Table 7: Table Showing Reward System In Turbo Is Effective

S. No	Reward system in turbo is effective	No. of respondents	Percentage (%)
1	Strongly disagree	3	3
2	Disagree	10	10
3	Neutral	35	35
4	Agree	37	37
5	Strongly agree	15	15
	Total	100	100

Source: Primary DataINTERPRETATION

The above table refers that out of total respondents taken for the study, 37% of the respondents are agree that Reward system in turbo is effective, 35% of the respondents are neutral, 15% of the respondents are strongly agree, 10% of the respondents are disagree, and 3%of respondents are strongly disagree.

Therefore it is inferred that the most (37%) of the respondents are agree that Reward system in turbo is effective.

Chart 7: Chart Showing Reward System In Turbo Is Effective

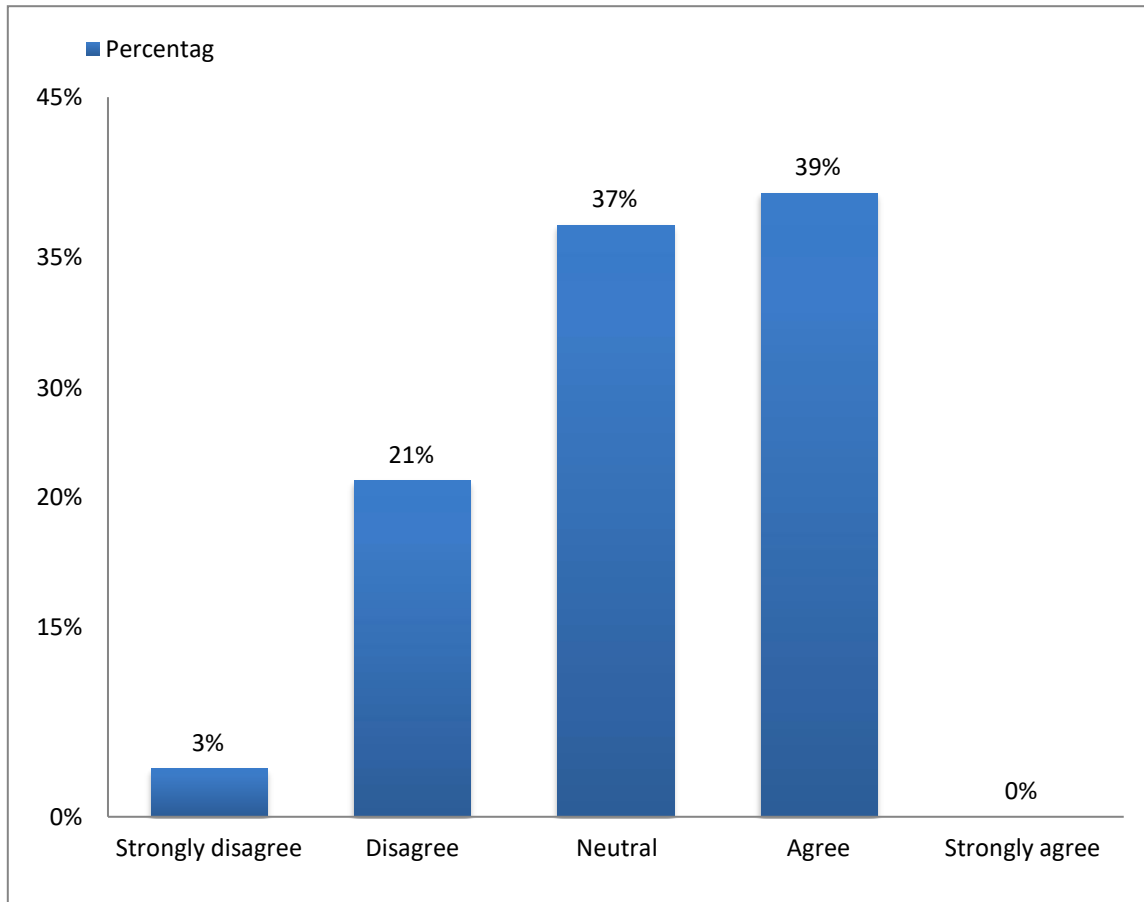**Table 8:** Table Showing Management Recognizes Employees

S. No	Management recognizes employees	No. of respondents	Percentage (%)
1	Strongly disagree	3	3
2	Disagree	21	21
3	Neutral	37	37
4	Agree	39	39
5	Strongly agree	0	0
	Total	100	100

Source: Primary DataINTERPRETATION

The above table reveals that out of total respondents taken for the study, 39% of the respondents are agree that the Management recognizes employees, 37% of the respondents are neutral, 21% of the respondents are disagree, 3% of the respondents are strongly agree.

Therefore it is inferred that the most (39%) of the respondents are agree that the Management recognizes employees.

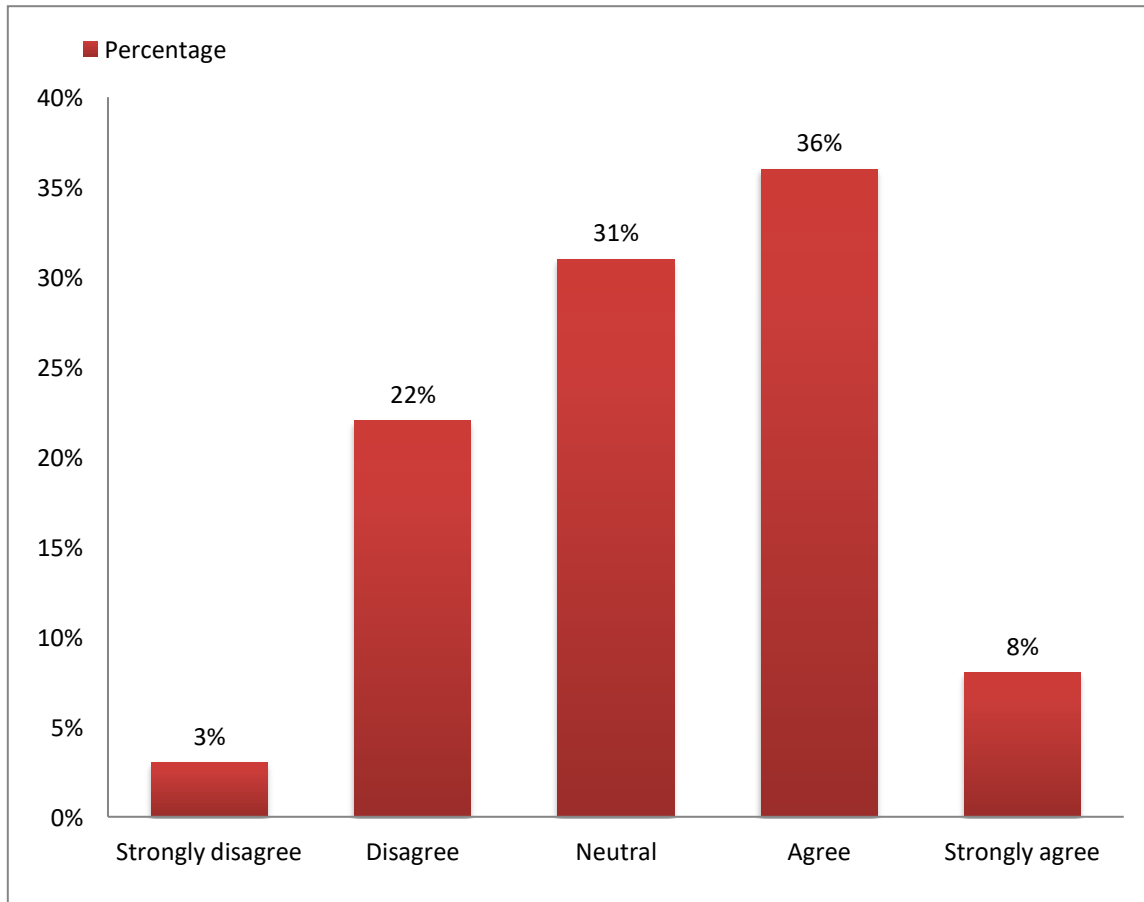**Chart 8:** Chart Showing Management Recognizes Employees

Table 9: Table Showing Reward System Results In High Performance

S. No	Reward system results in high performance	No. of respondents	Percentage (%)
1	Strongly disagree	3	3
2	Disagree	22	22
3	Neutral	31	31
4	Agree	36	36
5	Strongly agree	8	8
	Total	100	100

Source: Primary DataINTERPRETATION

The above table states that out of total respondents taken for the study, 36% of the respondents are agree that Reward system results in high performance, 31% of the respondents are neutral, 22% of the respondents are disagree, 8% of the respondents are strongly agree, and 3% of the respondents are strongly disagree

Therefore it is inferred that the most (36%) of the respondents are agree that Reward system results in high performance.

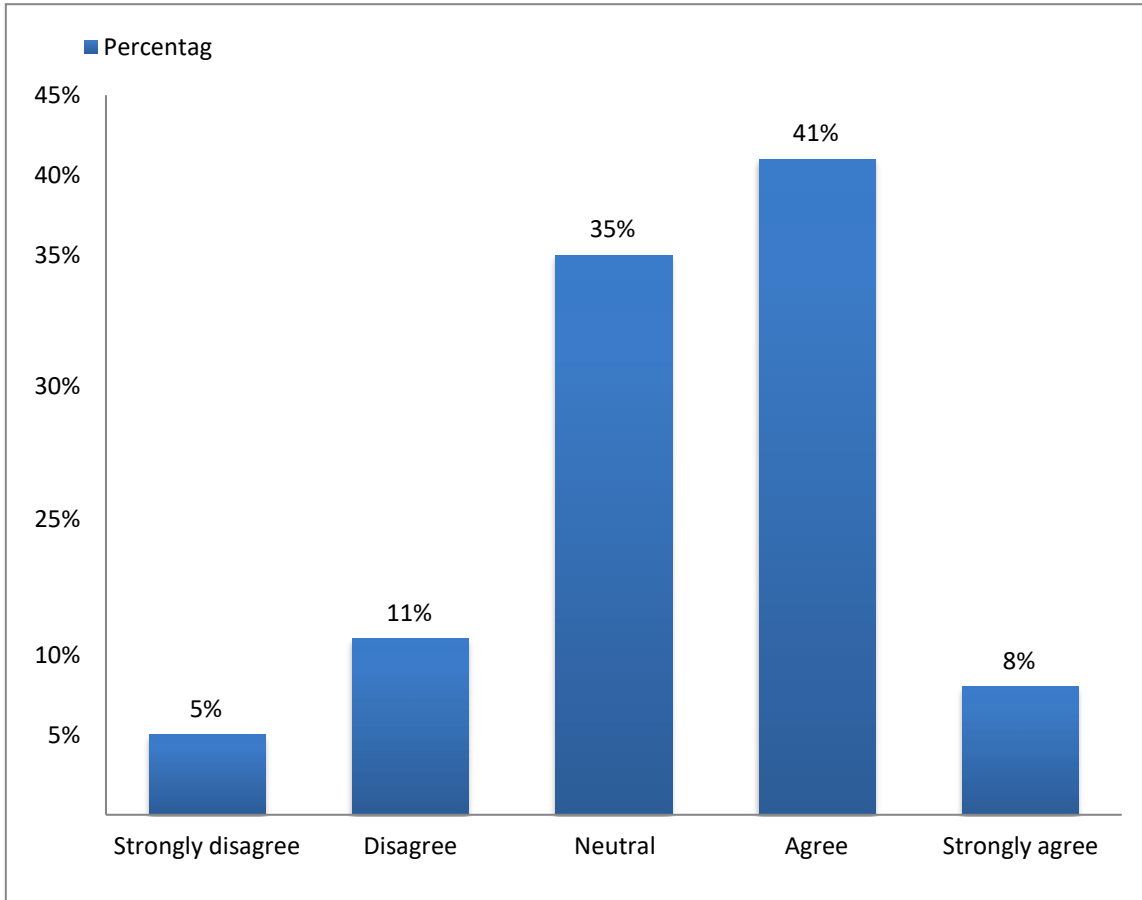**Chart 9:** Chart Showing Reward System Results In High Performance

Table 10: Table Showing Treating Employees Fairly

S. No	Treating employees fairly	No. of respondents	Percentage (%)
1	Strongly disagree	5	5
2	Disagree	11	11
3	Neutral	35	35
4	Agree	41	41
5	Strongly agree	8	8
	Total	100	100

Source: Primary DataINTERPRETATION

The above table revels that out of total respondents taken for the study, 41% of the respondents are agree that they Treating employees fairly, 35% of the respondents are neutral, 11% of the respondents are disagree, 7% of the respondents are strongly agree, and 5% of the respondents are strongly disagree

Therefore it is inferred that the most (41%) of the respondents are agree that they Treating employees fairly.

**Chart 10:** Chart Showing Treating Employees Fairly

Table 11: Table Showing Job Security Motivates Employees

S. No	Job security motivates employees	No. of respondents	Percentage (%)
1	Strongly disagree	3	3
2	Disagree	14	14
3	Neutral	31	31
4	Agree	39	39
5	Strongly agree	13	13
	Total	100	100

Source: Primary DataINTERPRETATION

The above table reveals that out of total respondents taken for the study, 39% of the respondents are agree that the Job security motivates employees, 31% of the respondents are neutral, 14% of the respondents are disagree, 13% of the respondents are strongly agree, and 3%of the respondents are strongly disagree

Therefore it is inferred that the most (39%) of the respondents are agree that the Job security motivates employees.
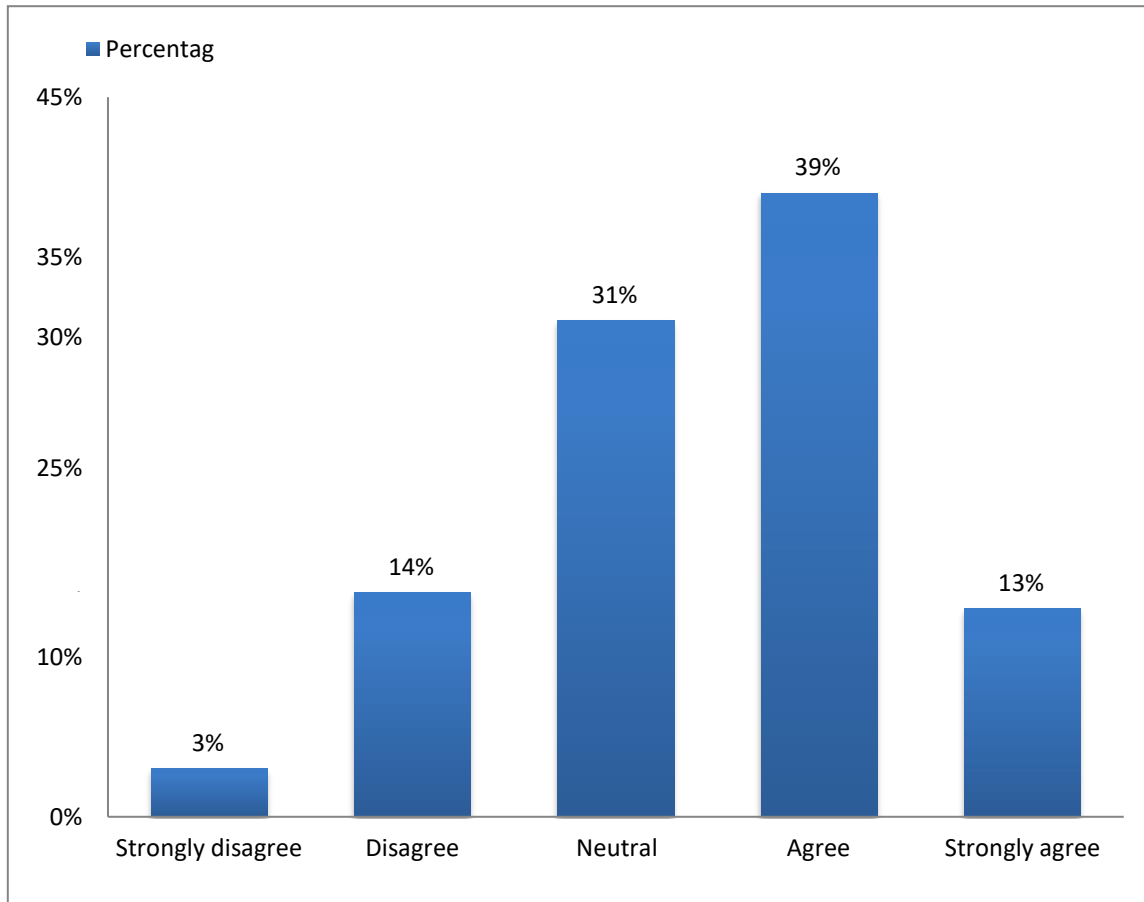
Chart 11: Chart Showing Job Security Motivates Employees

IV.   RESULTS AND DISCUSSION

- 40% of respondent falls under the age of 25 to 35 years and 36 to 45 years.
- 76% of respondent falls under the category of male.
- 62% of respondent are married.
- 70% of the respondents are Diploma.
- 42% of the respondents belong to the experience of 2-4 years.
- 42% of the respondents salary is between 10001-20000.
- 60% of the respondents are in Middle level management.
- 35% of the respondents are neutral in Proud to be a part in organization.
- 39% of the respondents are agree that Considering career path of employees.
- 46% of the respondents are agree that the Employees make personal sacrifices for the firmout.
- 31% of the respondents are agree that Supervisor listens to my suggestion.
- 44% of the respondents are agree that Supervisor evaluates performance.
- 37% of the respondents are agree that Reward system in turbo is effective.
- 39% of the respondents are agree that the Management recognizes employees.
- 36% of the respondents are agree that Reward system results in high performance.
- 41% of the respondents are agree that they Treating employees fairly.
- 39% of the respondents are agree that the Job security motivates employees.
- 53% of the respondents are agree that there is Opportunities for advancement in thisorganization.
- 41% of the respondents are agreeing that Feeling sense of pride.

V. CONCLUSION

Culture is the atmosphere of the organization, "**A Study on Influence of Organizational Culture on Employee Commitment and Job Satisfaction in Turbo Engineers**." Commitment and service delivered by employees was determined by organizational culture. The level organizational culture prevailing in Blooms Hospital was determined by these seven dimensions. Smooth relationship was observed between the management and employees. At the same time employees expects periodical review and improvements of working environment from the management. The study concludes that prevailing organizational culture was good among the employees.

It was observed that job satisfaction (working condition and relationship with coworkers) Have significantly positive relationship with organizational culture (supervisory support and involvement). And that corporate culture does not moderate the relationship between Organizational Culture and employee Job satisfaction. This may have been so because organization culture and corporate culture are similar concepts and could alternate one for the other; therefore most of the culture related issues may have been taken care of by the organization culture questions in the research questionnaire.

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