

A STUDY ON ORGANIZATIONAL CLIMATE AND ITS IMPACT OF EMPLOYEE BEHAVIOUR

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ABSTRACT

The primary objective of the study is to know about the satisfaction level of employees in the organization. This study using 100 samples in population way. The primary data were collected through structured questionnaire which consists of 20 questions. Secondary data collected from various books and journals. The data is collected and then undergone a limited statistical tool such as, percentage, regression, ANOVA. Through the various employees outcomes it was able to analyze the various measurement and development activities that improve the employee's behavior in the organization.

KEYWORDS: organisation culture, employee performance, satisfaction, employee behaviour etc.,

INTRODUCTION

The research looks at the link between organizational culture and employees behavior. This will act as the foundation of the strategies or methods that employees can use to achieve organizational goals because organizational culture is defined as the associated norms of an organization while employees behavior is seen as the outward expression of an employee's perception of organizational culture. Then organizational culture precedes employee behavior. Leaders have the ability to influence and manage organizational culture when this is done effectively.

REVIEW OF LITERATURE

Robbins (1986) on the other hand, defines organizational culture as a uniform perception of an organization which has common characteristics. Organizational culture, according to the author, is something descriptive and effectively it can distinguish one particular organization from another. It can also integrate individuals and groups of organization systems.

According to **Azhar (2003)** organizational culture is the combination of important assumptions that are shared in common by each member of an organization and are often

unstated. Organizational culture is basically made up by two major common assumptions: values and beliefs. Values are the assumptions that have been forwarded by the leaders of the organization and considered to be ideals that are desired by all the members of an organization. Beliefs on the other hand are the assumptions about the reality and created by experience.

RESEARCH METHODOLOGY

- **This research is about an organizational culture and its impacts of employee's behavior**

OBJECTIVES OF STUDY:

- To assess the existing culture of the organization and to find its impacts on employee behavior.

Source of data:

- Primary data were collected from the employees at Electrograms by using structured questionnaire
- Secondary data were collected from journals and websites

Research design:

Descriptive research design has been employed for this study.

Sampling techniques:

The simple random techniques were used in selecting the samples.

Sample size and data collection:

100 employees were chosen as sample size for the study and data is collected through a structured questionnaire.

All the questions relating to the research variables are set in five point likert scale. And ratings were given to each point such as 5-strongly agree, 4- agree, 3- neutral, 2-disagree and 1- strongly disagree

DATA ANALYSIS AND INTERPRETATION

TO ASSESS THE EXISTING CULTURE OF THE ORGANIZATION AND TO FIND ITS IMPACTS ON EMPLOYEE BEHAVIOR

ANOVA

VARIABLES		SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
Policies And The Organization Structure	Between Groups	113.737	4	28.434	164.986	.000
	Within Groups	16.373	95	.172		
	Total	130.110	99			
Trusting Are Friendly Relation	Between Groups	137.929	4	34.482	657.723	.000
	Within Groups	4.981	95	.052		
	Total	142.910	99			
People Voluntary Own Up Their Mistake	Between Groups	116.884	4	29.221	155.382	.000
	Within Groups	17.866	95	.188		
	Total	134.750	99			
Freedom To Plan And Act In Ones Ownshere	Between Groups	120.094	4	30.024	254.308	.000
	Within Groups	11.216	95	.118		
	Total	131.310	99			
People Are Proud Of Belonging This Organization	Between Groups	104.295	4	26.074	159.861	.000
	Within Groups	15.495	95	.163		
	Total	119.790	99			

INTERPRETATION:

From the above table, all the variables of like policies and the organization structure , friendly relation, people voluntary own up their mistake , people voluntary own up their mistake , people are proud of belonging to this organization has p value less than 0.05 it leads to accept alternative hypothesis. Therefore the existing culture of an organization has significant impact on employee behavior.

CONCLUSIONS

The culture within an organization is very important, playing a large role in whether it is a happy and healthy environment in which to work. In communicating and promoting the organizational ethos to employees their acknowledgement and acceptance of its can influences their work behavior and attitude. The results of these study reveals that there is significant impact of existing organizational culture on employee behavior.

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