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A Study on Impact of Experience of Employees on Organizations Culture with Special Reference to IT Sector

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Abstract: ***This study investigates the organizational culture at IT Sector of Bengaluru , a global leader in connectivity and sensor solutions. It explores the company's core values, work environment, and how its culture fosters innovation, collaboration, and sustainability. By analyzing internal practices, employee engagement, and leadership strategies, the research highlights how IT Sector of Bengaluru 's culture has contributed to its business success and adaptability in a highly competitive market. The study further examines the alignment between IT Sector of Bengaluru 's organizational culture and its strategic objectives, emphasizing the importance of a strong, adaptive culture in driving organizational growth and global competitiveness.***

Keywords:
IT Sector of Bengaluru , organizational culture, innovation, collaboration and employee engagement.

I. INTRODUCTION

Organizational culture refers to the values, beliefs, and ways of working that shape how people interact and behave in a company. It affects how employees make decisions, collaborate, and contribute to the organization's success. A strong and positive culture can help a company grow, innovate, and adapt to changes in the market. IT Sector of Bengaluru , a global leader in connectivity and sensor solutions, has built a strong organizational culture that plays a key role in its success. This study looks into how IT Sector of Bengaluru 's culture helps the company achieve its goals, keeps employees motivated, and allows it to stay competitive.

Although we know that organizational culture plays a big role in a company's success, there isn't enough research on how the culture at IT Sector of Bengaluru affects its work, innovation, and employee satisfaction. IT Sector of Bengaluru is a global leader in technology, and its culture is important for staying competitive and keeping employees motivated. However, it's not clear exactly how the company's unique culture helps it adapt to changes, innovate, and maintain a happy and engaged workforce. This study aims to fill this gap by looking at how IT Sector of Bengaluru 's culture impacts its performance, innovation, and employee engagement, and how all of this contributes to the company's success.

II. LITERATURE REVIEW

(Bicer, 2022)The fundamental definitions, viewpoints, theories, and functions of organizational culture are described in this chapter and are drawn from the literature and body of information already available about organizational culture (OC). First, it is obvious that humans are inherently a part of many different cultures, frequently without having the option to select or favor any of them, including national, ethnic, religious, familial, and vocational cultures. Furthermore, after spending enough time-sharing experiences and knowledge with others or while going through both successes and failures in life, we typically form assumptions, values, and beliefs that shape our behaviors, thoughts, and decisions. Ultimately, these are the foundations of the cultures that shape us and serve as a concept for nearly everything we do in on an average day. The organizations also do this. It is considered that organizations have personalities of their own, which is known as organizational culture, much like people do. Additionally, leaders typically create and uphold the common values and ideas that make up corporate culture, which aids staff members in molding their attitudes, actions, and comprehension of the organization's goals.

(Serpa, 2016)The common way of being, thinking, and doing among a group of coordinated individuals with mutual expectations is known as organizational culture. It is formed, shared, learnt, and altered throughout time, giving every organization some predictability. Values and actions that "contribute to the unique social and psychological environment of an organization" are included in organizational culture. It is a set of accepted ideals, presumptions, and beliefs that govern how individuals act in groups. Employees are impacted by the organization's common values, which help them comprehend how to behave, dress, and carry out their duties. Organizational culture is influenced by a wide range of factors, including demographic ones.

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(Shafiq, 2014)One of the most crucial concepts in management research is organizational culture. The effect of organizational culture on organizational performance is explained in detail in this exploratory study. This investigation is being carried out in various telecom franchises located in Bahawalpur. The goal of this research is to ascertain how organizational culture affects performance to understand how an organization's culture might improve performance.

(Selvakumar, 2023)The difficulties and barriers that an organization encounters, as well as the intentional actions of management and staff, can all contribute to the formation of a company's culture. Employee performance can be significantly impacted by the culture of the company.

(Fokina, 2020)The possibility of using Western techniques to evaluate corporate culture is examined in the paper. Using a construction company as an example, where administrative staff and construction workers have different communication and geographic distances, management and performers have different perceptions of organizational culture, and management uses different methods for the first assessment. The article suggests two types of questionnaires for managers and performers to use to evaluate the components of corporate culture.

(Pathiranage, 2019)This article's goal is to show how organizational culture is conceptualized, measured, and examined in relation to business performance. An analysis of the literature on organizational culture and commercial performance opens the review. This overview of the literature contains summaries of the pertinent research on how organizational culture affects productivity and business performance, which in turn leads to business excellence inside the company.

(AWADH, 2013)The relationship between performance and organizational culture has been studied, and some researchers have found a direct correlation between the two. Finding and measuring a strong correlation between organizational culture and performance is the primary goal of this research paper.

(Lejeune, 2019)The "programs development and quality of the faculty," "social openness and community interaction," and "ability to acquire resources" are the aspects of organizational effectiveness that are most positively perceived. Specifically, there is a substantial correlation between effectiveness and two cultural dimensions: market and adhocracy. Lastly, there appears to be a correlation between improved performance and the cultural shift brought about by accreditation.

(FRAZER-JANS, 1991)This study examined the connection between organizational performance and two organizational culture elements, both of which have been emphasized in the descriptions and recommendations for prosperous private sector organizations. The study looked at several public sector organizations to determine how much positive perceptions of organizational success were correlated with the perceived level of bureaucracy and the importance placed on HRM within each organization. Two recent surveys of APS organizations provided the study's data.

(Parashar, 2021)The workplace culture is a very potent force that is intentionally and purposefully fostered and transmitted to the next generation of workers. To survive in the market and thrive in a competitive environment, organizations strengthen their culture. The work that is done within the company is influenced by its culture. Organizational culture has a variety of effects on the organization.

(Nneji, 2021)An organization's culture is a crucial element that has prompted numerous research to ascertain and establish its connection to sustainability and organizational effectiveness. It has long been seen as having a significant influence on the range of organizational procedures, workers, and their performance, as well as being a crucial component in bringing disparate corporate cultures together inside the corporate group structure (Kenny, 2012). Establishing the connection between organizational culture and performance is the aim of this review paper.

(Agrawal, 2010) The industrial sector is more collaborative, whereas the IT/ITES industries are more open and confrontational. In contrast to the public sector, the private sector has an open and trustworthy culture. The findings also show that employees with professional qualifications give greater ratings to autonomy, sincerity, and confrontation than do employees without professional qualifications. Nonetheless, there is no discernible difference between men and women's assessments of organizational culture. In contrast to the production and service sectors, consultancy places a higher importance on authenticity and autonomy.

(Ouchi, 2003)The primary concerns of organizational sociologists are reflected in the current research of organizational culture. Organizational culture research may be viewed as a return to some of the most fundamental questions regarding the nature of organizations and the best ways to analyze them, even though anthropology and cognitive psychology have made substantial contributions to this emerging subject. We examine recent theoretical and empirical research as well as theoretical and empirical contributions to the comprehension of planned organizational transformation.

(Roethlisberger, 2014)In addition to making valuable theoretical and managerial contributions, this research recorded the various peculiarities of an intriguing and economically significant work situation. The application of the organizational culture three-perspectives paradigm sheds light on the ambiguities and conflicts seen in culture effectiveness research findings.

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Although it is not a direct indicator of financial performance, appropriate cultures are necessary for effectiveness in knowledge-intensive software companies. Cultural integration is hampered by contextual particularities, which hinder the development of robust cultures. The Indian software industry places a lot of focus on culture due to several contextual variables. Formal and advanced HRM systems are becoming more and more necessary as Indian software companies mature. While acknowledging culture's limitations, this study emphasizes the importance of maintaining suitable cultures in a company that relies heavily on knowledge.

III. OBJECTIVE OF THE STUDY

1) To study the employee opinion on organization culture among IT employees
2) To assess the impact of numbers of year of experience on their option on organization culture among IT employees.

IV. RESEARCH METHODOLOGY

The study adopted a descriptive approach and distributed questionnaire to employees at different levels within IT Sector of Bengaluru. To assess their perceptions of the company's organizational culture, employee engagement, and job satisfaction, this survey was conducted. The questionnaire included both closed and open-ended questions to gather comprehensive data. The responses were analyzed using statistical methods to identify patterns and relationships between the variables.

V. ANALYSIS AND INTERPRETATION

The collected data were carefully edited coded and tabulated. The appropriate tools were applied and assessed to justify the stated objectives.

Table 1-Table showing the experience vs highly level of importance of culture

Experience	n	Mean	S. D	F	P
1 -5 years	26	2.6154	.4961		
6 -10 years	38	2.8947	.3110		
11-15 years	28	2.7143	.4600	3.156	0.028
15andabove	18	2.8889	.3233		
	110	2.7818	.4149		

From the above analysis we can say that different sectors experience have different amount of importance towards organization culture . By the p value 0.028 with is significant at 5% level, we can conclude that in IT sector the organizational culture is considers as a very important criteria.

Table 2- Table showing the experience of the employee vs the opinion on " Supervision position approach on encouragement instead of threads and criticism "

Experience	N	mean	S.D	F	P
1-5 year	26	4.1014	0.3183		
6-10 year	38	4.3373	0.3420	9.482	0.001
11-15 year	28	4.0195	0.4524		
15 above	18	3.8182	0.2958		
Total	110	4.1157	0.4018		

The above table's P value of 0.001 at 1% of percentage of signal says that the IT employees feel positive about the supervisors approach.

VI. FINDINGS OF THE STUDY

1.IT Sector of Bengaluru demonstrates the company's efforts to maintain a robust and adaptable organizational culture in the rapidly evolving tech sector of today. To remain competitive, they prioritize variety, creativity, and teamwork. The business uses its culture to increase productivity and values employee involvement and pleasure. In order to improve performance and growth, IT Sector of Bengaluru 's executives also stress the importance of matching corporate values with business objectives. The company's culture continues to be crucial to its success as it expands and experiments with new technology. The major findings of this study are the organization culture is consider as a very crucial factor by all level of employees. IT employees feel positive about the supervisors approach as they adopt encouragement instead of threads and criticism.

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VII. KEY ASPECTS OF ORGANIZATIONAL CULTURE AT IT SECTOR OF BENGALURU :

Core Values: IT Sector of Bengaluru 's culture is built on values like honesty, responsibility, teamwork, and innovation. These values guide how employees work together and make decisions. They help create a supportive work environment where everyone is focused on the company's goals.

Leadership and Communication**:** At IT Sector of Bengaluru , leaders are expected to act as role models, showing the company's values through their actions. Open and clear communication is important, as it helps employees at all levels share ideas and feedback, keeping the culture strong and unified.

Innovation and Change**:** IT Sector of Bengaluru encourages creativity and new ideas from its employees. The company's culture values innovation and helps the company adapt to new technologies and changes in the market. This focus on change and improvement helps IT Sector of Bengaluru stay ahead of competitors.

Employee Engagement: IT Sector of Bengaluru cares about the well-being and job satisfaction of its employees. By creating a positive and supportive environment, the company keeps employees motivated and engaged, which helps boost productivity and overall success.

VIII. RECOMMENDATIONS AND CONCLUSION

The IT sector can focus more on Establishing a efficient organization culture as it has a below said benefits.

1) Improved Collaboration and Efficiency**:** IT Sector of Bengaluru 's strong organizational culture encourages teamwork, which helps employees work well together, leading to better overall performance and productivity.

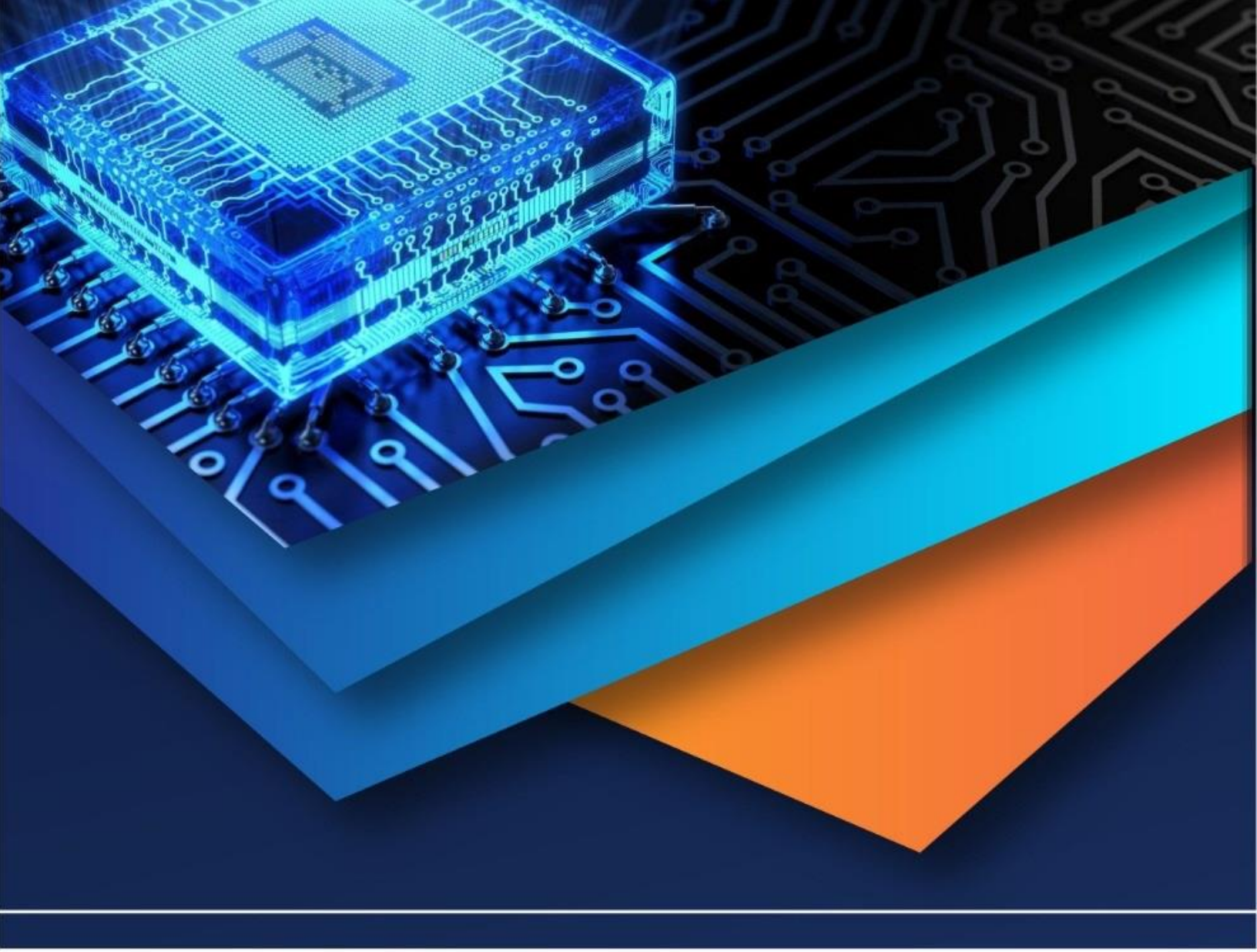
2) Innovation and Competitiveness: A culture focused on innovation pushes the company to continuously improve its products and services, keeping it competitive in the fast-evolving tech industry.

3) Employee Loyalty and Retention: A positive culture makes employees feel valued and supported, leading to higher job satisfaction and lower turnover rates, which is important for long-term success.

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