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A Study of Effectiveness of Organizational Culture

Nishit Ghadiyali[1], Nimisha Jariwala[2]
[1, 2]*B. V. Patel Institute of Management, Uka Tarsadia University, Surat, Gujarat.*

***Abstract:** This report has been prepared in the fulfillment of research project to be carried out in BBA final year course. For preparing the project report. I have visited the Bhawsar Chemical PVT LTD, during the suggested period of time for the 30 days and to get necessary information. The behind visiting the organization and preparing the report is to study about the Effectiveness OF Organizational Culture. Questionnaire is prepared in English. Questionnaire includes various questions about culture, job, communication, internal environment, health care etc Total 12 questions were included in the questionnaire.It is found that organization is following strongly safety measures for the employees and labours. It is observed that organization is taking care of employees and labours health. The employees and the labours are found that they are almost satisfied with the culture of the organization. They still want that the organization help them more in financial things so that they can full the basic need of there family more comfortably.*

I. INTRODUCTION

The topic of culture and effectiveness is of central importance in organizational studies, but progress in the development of theory and research has been slowed by a formidable set of research problems. For example, an integrative theory must encompass a broad range of phenomena extending from core assumptions to visible artifacts, and from social structures to individual meaning. Such a theory must also address culture as a symbolic representation of past attempts at adaptation and survival as well as a set of limiting or enabling conditions for future adaptation.

In today's increasing competitive conditions, reaching desired organizational efficiency level attracts both academician's and practitioners' interest much more. The factors influencing organizational efficiency are examined with highly increasing importance. Considering organizational culture as one of the factors, the effect of the types of organizational culture on organizational efficiency is questioned. The determining effect of organizational environment getting complex on the strategy that enable achieving organizational level can play a significant role on the relationship between organizational culture and organizational efficiency. The individual effect of the organizational leaders on the efficiency strategies is viewed in terms of their values. In this study, relationship between organizational culture and organizational efficiency and the effect of stability or variability of internal and external environment on this relation are investigated.

II. OBJECTIVE OF STUDY

A. To access the organizational culture at "BHAWSAR CHEMICAL PVT LTD", Vyara.
B. To know the employee perceptions towards there organizational culture.
C. To identify the factors affecting the organizational culture of the company.

III. RESEARCH METHOD

1) Problem Statement: A study on Effectiveness of Organizational Culture
2) Research Gap: As a student I didn't got enough time to survey in a proper manner.
3) Research Design: Descriptive Research
4) Data Collection
a) Primary Data: As this data means that the researchers from first hand sources, using method like survey, Questionnaire.
b) Instruments Of Data Collection: Questionnaire.
c) Type Of Question Asked In These Instrument: Open ended and close ended.
5) Sampling Method
a) Population Definition: Population sampling is the process of taking a subset of subjects that is representative of the entire population.
b) Sample Size: 50
c) Sample Area: In this study the respondents were selected from Bhawsar Chemical Pvt Ltd.

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d) Sampling Technique: Simple random sampling.

6) *Scope of the Study:* The study aim is to find out the employees and labours satisfaction towards the organizational culture at "Bhawsar Chemical Pvt Ltd". So it is essential to find that the employees and the labours are satisfied with the culture of the organization .

7) *Research Plan:* The researcher has researched with the objective of the " Effectiveness of organizational culture" for fulfilling the objective of researcher has collected data with queationnaire. For collecting the data population size was 70. After collecting data it were coded and interpreted accordingly.

IV. LITERATURE REVIEW

Nico Martins, Melinde Coetzee, (2007) A study on Organisational culture, Employee satisfaction, Perceived leader emotional competency and personality type: An exploratory study in a south African engineering company. The objective of this study was to investigate employees' experiences of their organisation's culture and general satisfaction levels and to explore whether potential explanations for these could be derived from measures of the perceived emotional competency and dominant personality type of senior management as aspects of their predominant leadership style. The conclusion is that in the introduction it was pointed out that organisational culture and employee satisfaction surveys are regarded as an important means of predicting employees' commitment to and satisfaction with the company (Rollinson, 2005). The goal of the study was therefore firstly to explore how different biographical groups of employees' experience and feel about their organisation's culture.

Eric D. Carlstro ¨m and Inger Ekman, (2012) A study on Organisational culture and change: implementing person-centred care. The purpose of this paper is to explore the connection between organisational cultures and the employee's resistance to change at five hospital wards in Western Sweden. The results indicate that a culture with a dominating focus on social competence decreases "routine seeking behaviour", i.e. tendencies to uphold stable routines and a reluctance to give up old habits. The results indicate that a culture of flexibility, cohesion and trust negatively covariate with the overall need for a stable and well-defined framework.

Cadden, Trevor; Marshall, Donna; Cao, Guangming, (2013) A study on Opposites attract: organisational culture and supply chain performance. To measure the organisational culture of buyer and supplier organisations (tier one and two) within a best performing supply chain and an underperforming supply chain. To provide a tentative organisational cultural fit model to support high performance outcomes in strategic buyer-supplier relationships. The findings indicate that organisations in the high-performing supply chain have significantly different cultural profiles, having significant differences across all six cultural dimensions. Organisations in the low- performing supply chain have almost identical profiles across all six cultural dimensions with significantly lower mean scores across each dimension. The qualitative data reveal the importance of a supply chain that is results-based, employee-focused, flexible, pragmatic, externally-focused, and which thrives on constructive criticism.

Charles Egbu, Catherine Gaskell and Jaki Howes, (2001) A study on The role of organizational culture and motivation in the effective utilization of information technology for teamworking in construction. The objective is to identify the potential of IT to contribute to close integration between clients, design and project team members at all stages during the briefing, design and construction cycle. The paper has considered the role of information technology in improving teamworking in organizations. Consideration has also been given to the relationship between teamworking and culture. There are many factors that influence the utilization and exploitation of IT for improved teamworking. These include communication, motivation, leadership, decision making and empowerment, creativity and innovation, organizational structure and training, education and development.

Olu Ojo, (2009) A study on Impact Assessment Of Corporate Culture On Employee Job Performance. The objective is to study the organizational culture affects employee job performance. In this study, the researcher tried to look at the impact of corporate culture on employee job performance with evidence from Nigerian banking industry. Questionnaires were administered to respondents who were randomly selected from sampled banks to find out their opinions and views on whether corporate culture has an impact on employee job performance.

Karl-Erik Sveiby, Roland Simons, (2002) A Study on Collaborative Climate and Effectiveness of Knowledge Work. The objective of this study was to find from ATU overall highlight a poor collaborative climate in combination with a general lack of trust among employees both towards their colleagues, their managers and the organisation as a whole. In this article we propose that improving the collaborative climate is one of the major answers to Drucker's 21st Century management challenge; effectiveness of knowledge work. We have developed a theory for identifying the human infrastructure for knowledge sharing and knowledge creation Collaborative Climate and proposed a method for measuring it

Umit S Bititci, Garengo & Trevor Turner, (2003) A study on Dynamics of Performance Measurement and Organisational Culture. The objective of this is to study the organisational culture and management styles have an impact on how performance measurement

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systems are implemented and used. The findings from the cases studies suggest that there is indeed interplay organisational culture, management style, and performance measurement. In fact, this interplay is bi-directional As all the case studies presented seemed to have started with a power culture, we can conclude that authoritative style is an essential requirement when the organization demonstrates a power culture.

Deanne N. Den Hartog, Erasmus University Rotterdam3, (2004) A study on High performance work systems, organisational culture and firm effectiveness. Objective of the study was to know the role of employees or `human resources' in enhancing organisational performance or creating sustained competitive advantage has attracted much research attention. This study assessed the high performance work practices/outcomes link in a sample of 175 Dutch firms. An extensive (yet not exhaustive) set of practices mentioned in the high performance work systems literature was included in the study. We found a combination of practices involving rigorous selection, extensive employee development and an overarching philosophy. The high performance work systems literature tends to focus rather narrowly on the relationship between such systems and hard indicators of firm performance**.**

Sharon Kempa, (2001) A study on An examination of organisational culture , The Regent Hotel, Sydney. Objective of the study is to choice strategies that are utilised by hospitality organisations can have a significant impact on their performance. The distinctive features of the Regent Hotel, Sydney that appear to explain the success of the cultural approach as an instrument of strategy are: decentralised power structures, shared goals of the organisation and its employees, organisational stability and growth, and planning that includes sufficient organisational slack. Firstly, the approach only works well with informed and enthusiastic people. Secondly, it consumes large amounts of time to implement, as highlighted earlier.

Shuchih Ernest Chang, (2001) A study on Exploring organizational culture for information security management. The objective of this study is to find out how organizational culture influences ISM effectiveness, to discuss the relationships between organizational culture traits. Security is a major concern in electronic commerce and knowledge economy, a higher level of perceived security leads to higher customer satisfaction and trust (Huang et al., 2004; Flavián and Guinalíu, 2006), and a higher level of customer satisfaction can eventually create more transaction opportunities and benefit the businesses (Sudaporn and Ogenyi, 2004).

Ken W. Parry, (2003) A study on Leadership, culture and performance: The case of the New Zealand public sector. The objective of this study is to see attempts to test hypothesised relationships between manifestations of leadership, culture type and effectiveness in the public sector. One limitation of this research is that the same person provided data on leadership and culture/climate as provided data on the perceived effectiveness of the organisation or work unit. Because the main aim of this research was to undertake comparisons between theoretical propositions via comparative modelling, however, it is asserted that any impact of same-source bias would be the same across all models, and therefore would not contribute to any differences between models. There are indications that the organisational culture of the public sector could be more transformational and less transactional, and that this would be beneficial for that sector.

Riketta, (2002) A study onThe effect of organisational culture and leadership style on job satisfaction and organisational commitment. The objective of this study is to analysis the effect of organisational culture and leadership style on job satisfaction and organisational commitment in Australian and Hong Kong. This study has investigated the effect of organisational culture and leadership style on job satisfaction and organisational commitment in Australian and Hong Kong samples. Also, differences between the two samples on mean values of these variables were also investigated. The results of this study revealed that the Australian managers scored more highly the innovative and supportive culture measures, and on job satisfaction and organisational commitment. MASOOD, (2006) A study on Transformational leadership and organizational culture: the situational strength perspective. The objective of this study is to provides a new leadership alignment model incorporating various concepts focusing on leadership styles, organizational leadership, and situational strength. It can also be seen that the results did not provide a complete correlation between type of leadership and situational strength: 65 per cent of the transformational leaders showed a preference for a weak situational strength, whereas 35 per cent showed a preference for strong situational strength. Studying each variable affecting the situational strength and the leader's preference could rectify the discrepancy in these results. Similarly, 74 per cent of the non-transformational leaders showed a preference for a strong situational strength, whereas 26 per cent showed a preference for a weak situational strength Lesley Willcoxson, (2000) A study on The management of organizational culture. The objective of this study is to identify and discuss some of the significant issues relating to the management of an organisation's culture. The perspective adopted will determine the focus of cultural change, development or maintenance activities, that is, whether they are to involve the whole organisation, identified sub-cultures, or small cells brought together for specific projects. There are no definitive answers to questions about the most appropriate way to change or maintain an organisational culture in order to provide for success or, indeed, whether change or maintenance is required in a given context to answer these question is the essential challenge facing the strategic leader.

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Elena Parmelli1, Gerd Flodgren, Fiona Beyer, Nick Baillie, Mary Ellen Schaafsma and Martin P Eccles, (2011) A study on The effectiveness of strategies to change organizational culture to improve healthcare performance. The objectives of this study is to determine the effectiveness of strategies to change organisational culture in improving healthcare performance and to examine the effectiveness of these strategies according to different patterns of organisational culture. Current available evidence does not identify any effective, generalisable strategies to change organisational culture. Healthcare organisations considering implementing interventions aimed at changing culture should seriously consider conducting an evaluation to strengthen the evidence about this topic.

Ul Mujeeb Ehtesham, Tahir Masood Muhammad, Shakil Ahmad Muhammad, (2011) A study on Relationship between Organizational Culture and Performance Management Practices. The objective of this study is to expand the base of knowledge and empirically test the relationship between the components of organizational culture and performance management practices. The research is mainly aimed to investigate the relationship between organizational culture and the practices of performance management. Results show that adaptability and mission has significant positive values in correlation for PMP. All the variables must be positive to get better results from PM Practices. Traditionally organizational culture and design of human resource management practices such as performance management have been studied independently for organizational success.

Thokozani S B Maseko, (2017) A study on Strong vs. Weak Organizational Culture. The objective of this study is to compare the impact of strong and weak Organizational culture on employee motivateion. In entanglement, the importance of Organizational culture in an Organizational cannot be overemphasised. Organizational culture plays a significant role in motivating employees. Both strong and weak Organizational cultures can utilise intrinsic and extrinsic motivational factors to keep employees motivated.

Seyyed Motahareh Davoodalmousavi, (2013) A study on The correlation between organizational culture and job satisfaction of employees in biotechnology production companies. The objective of this study is the correlation between organizational culture and job satisfaction of employees in biotechnology companies. Culture of an organization is miniature of the process of cultural macro-environment organization and cultural boundaries that are defined by this process. Each organization aspects of national culture, regional and occupational and jobs in which they will operate were exhibits. In fact, the main core of organization cultural represents values that all the members of organization are jointed in this organization and based on these values behaviors are shaped with organization.

Salman Habib, Saira Aslam, Amjad Hussain, Sana Yasmeen, Muhammad Ibrahim, (2014) A study on The Impact of Organizational Culture on Job Satisfaction, Employess Commitment and Turn over Intention. The objective of this study is the effect of the organizational culture in employee commitment and retention if the organizational culture is positive and flexible then it will enhance the performance of the employees and their commitment. Organizational culture has strong and deep impact on the performance of the employees, that help employees to be satisfied themselves with organization and that cause to improve in the productivity of employee's. On the basis of findings of this research we conclude that there is positive and significant correlation among Impact of organizational culture on employees commitment, job satisfaction and employees retention.

Cui Xiaoming, Hu Junchen, (2012) A study on Organization Culture and Corporate Performance. The objective of this study is to see the relationship between the organization culture and corporate performance. The mechanism is still in hide, which required more studies to examine possible moderators or mediators. And maybe the organization culture is a moderator or mediator itself; the "culture rigidity" must be accounted into theory and modeling. Most of these papers are conducted from case study or field study, which lack of reliability and validity.

Nidhin S, Komal Chopra, (2015) A study on organisational culture and its impact on business operations and quality. The objective of this study is to see the organisational culture and its impact on business operations and quality. The study focused on analysis of various factors affecting the organisation culture. From the data collected it can be concluded that the majority of the respondents are between the age between 25 – 40 years and fall under the middle level managerial category.

Mustafa Zeyada, (2018) A study on Organizational Culture and its Impact on Organizational Citizenship Behavior. The overall objective of this paper has been to highlight in the letters of the social process some of the more cultural and expressive characters of organizational life. The strong organizational culture of (collective action, adaptability, innovation, and homogeneity) influences organizational citizenship behaviors that benefit the organization. Organizational culture in the leadership of the Organization should contribute to long-term success. The cultural characteristics of the Organization shall be limited to the Organization alone and shall not be common and widespread among the competing organizations.

Wendell C. Taylor, Richard R. Suminski, Bhibha M. Das, Raheem J. Paxton and Derek W. Craig, (2018) A study on Organisational culture and Implication for workplace intervention to reduce the sitting time among office. The objective of this study is systematic

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review, we summarized the empirical literature investigating organizational culture and sedentary behavior in the workplace and identify gaps in the knowledge base. Work place interventions to reduce sitting time at work may benefit from considering elements of organizational culture; however, the evidence to date is sparse and more high-quality studies in this area are needed. To advance the field of workplace health promotion, organizational culture, and interventions to reduce sitting at work, we present 11 recommendations.

Esra Aktaúa, Iúık Çiçekb, Mithat Kıyakc, (2011) A study on The Effect Of Organizational Culture On Organizational Efficiency. The objective of this study is increasing competitive conditions, reaching desired organizational efficiency level attracts both academician's and practitioners' interest much more. It has been observed in this research that the self-direction feature of CEO/top managers in the organization is related to stimulation and power. The managers with the higher self-direction character could be referred to as being more influential in this sense. The individuals with higher self-direction and stimulation pay relatively a less importance to the quality in organizational efficiency criteria. The culture of clan and the culture of adhocracy -as expected- have been found as negatively related to the organizational environment factor which emphasizes organizational structure, work in organization, and external competition.

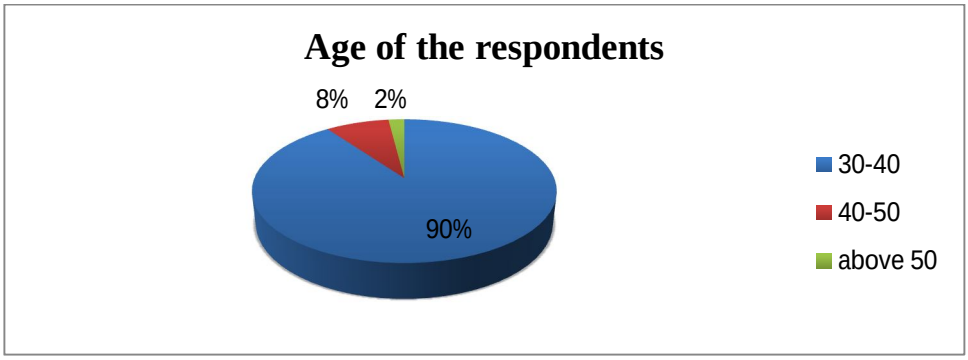
Fakhar Shahzad, Rana Adeel Luqman, Ayesha Rashid Khan, Lalarukh Shabbir, (2012) A study on Impact of Organizational Culture on Organizational Performance. The objective of this article is to demonstrate conceptualization, measurement and examine various concepts on organization culture and performance. Every person or employee in the organization has own different values and beliefs that he/she works with them. Whenever join any organization he/she allowed himself to internalize first with the organization's culture to know whether he come up with them or not. Culture is being investigated to impact miscellany of organizational process.

V. RESULT AND ANALYSIS

A. *Age Of The Respondents*

Statistics		
age		
N	Valid	50
	Missing	0

age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30-40	45	90.0	90.0	90.0
	40-50	4	8.0	8.0	98.0
	above 50	1	2.0	2.0	100.0
	Total	50	100.0	100.0	



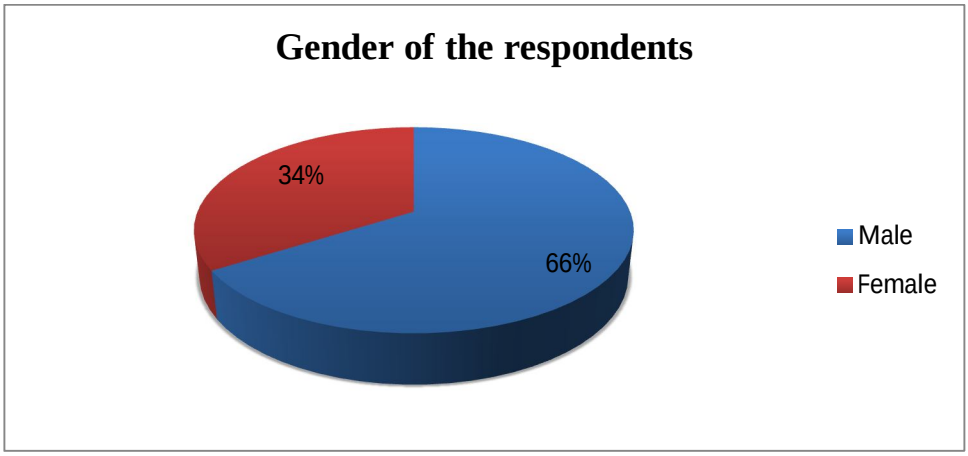
1) Interpretation: The above pie chart show the age of 50 respondents from that the 90% age of respondents is between 30-40, 8% age of respondents is between 40-50 and the remaining percentage of age is above 50.

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B. Gender of the Respondents

Statistics		
Gender		
N	Valid	50
	Missing	0

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	33	66.0	66.0	66.0
	Female	17	34.0	34.0	100.0
	Total	50	100.0	100.0	



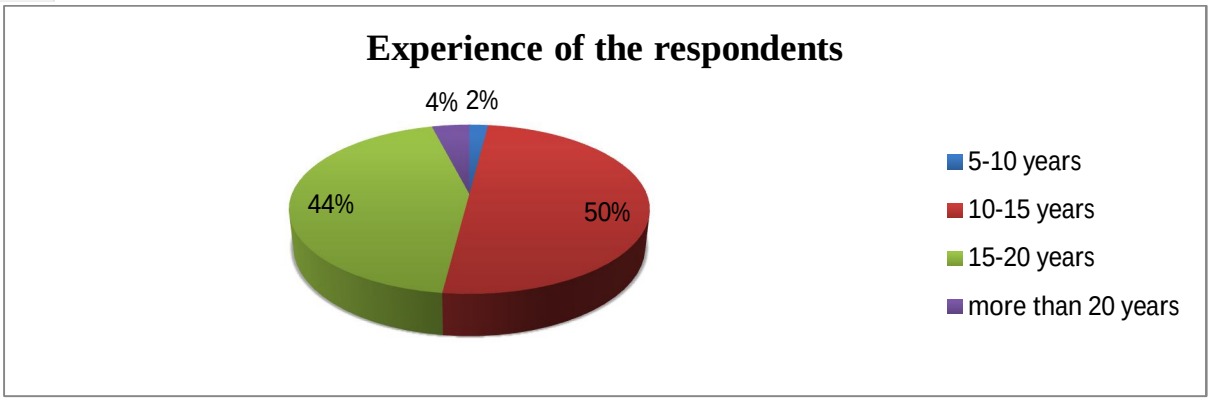
1) Interpretation: The above data show the percentage of male and female in the company there are 66% of male in company and almost 35% of them are female.

C. Experience of the Respondents

Statistics		
Exp		
N	Valid	50
	Missing	0

Exp					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5-10 years	1	2.0	2.0	2.0
	10-15 years	25	50.0	50.0	52.0
	15-20 years	22	44.0	44.0	96.0
	more than 20 years	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

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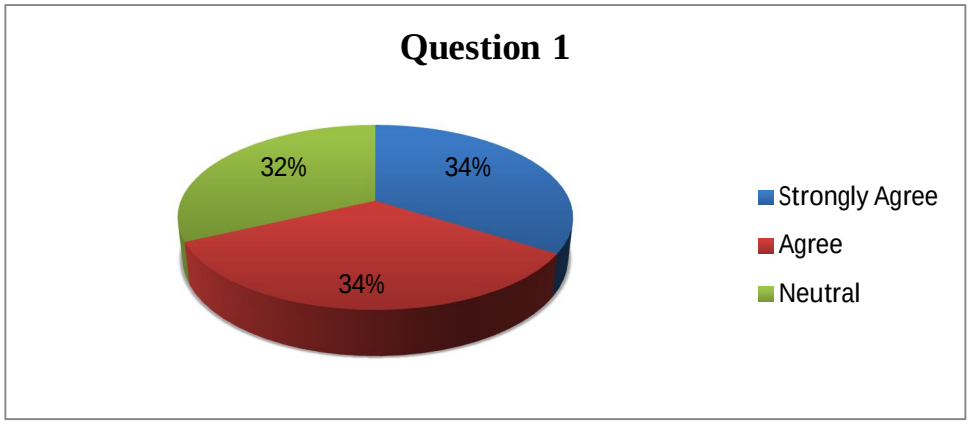


1) *Interpretation:* The above figures indicate the experience of the respondents as 50% of them have the experience of 10-15 years, 44% of them have experience of 15-20 years, 4% of them have experience of more than 20 years and 2% of them have experience of 5-10 years.

D. Question 1

Statistics		
The company has effective working culture.		
N	Valid	50
	Missing	0

The company has effective working culture.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	34.0	34.0	34.0
	Agree	17	34.0	34.0	68.0
	Neutral	16	32.0	32.0	100.0
	Total	50	100.0	100.0	



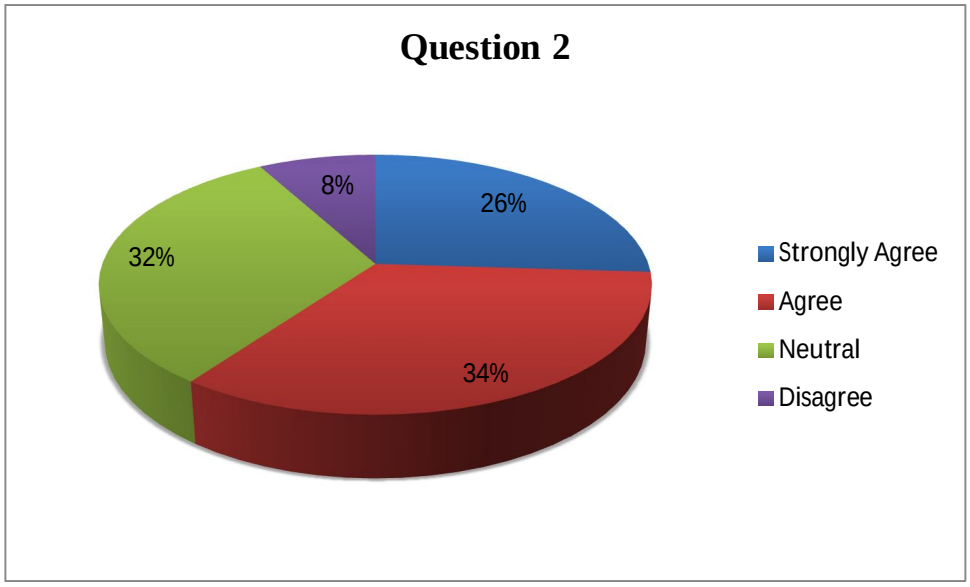
1) *Interpretation:* The pie chat show that 34% of respondents are strongly agree and agree with the working culture of the company and 32% of them are neutral.

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E. Question 2

Statistics		
A friendly atmosphere prevails among the people in our organization.		
N	Valid	50
	Missing	0

A friendly atmosphere prevails among the people in our organization.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	13	26.0	26.0	26.0
	Agree	17	34.0	34.0	60.0
	Neutral	16	32.0	32.0	92.0
	Disagree	4	8.0	8.0	100.0
	Total	50	100.0	100.0	



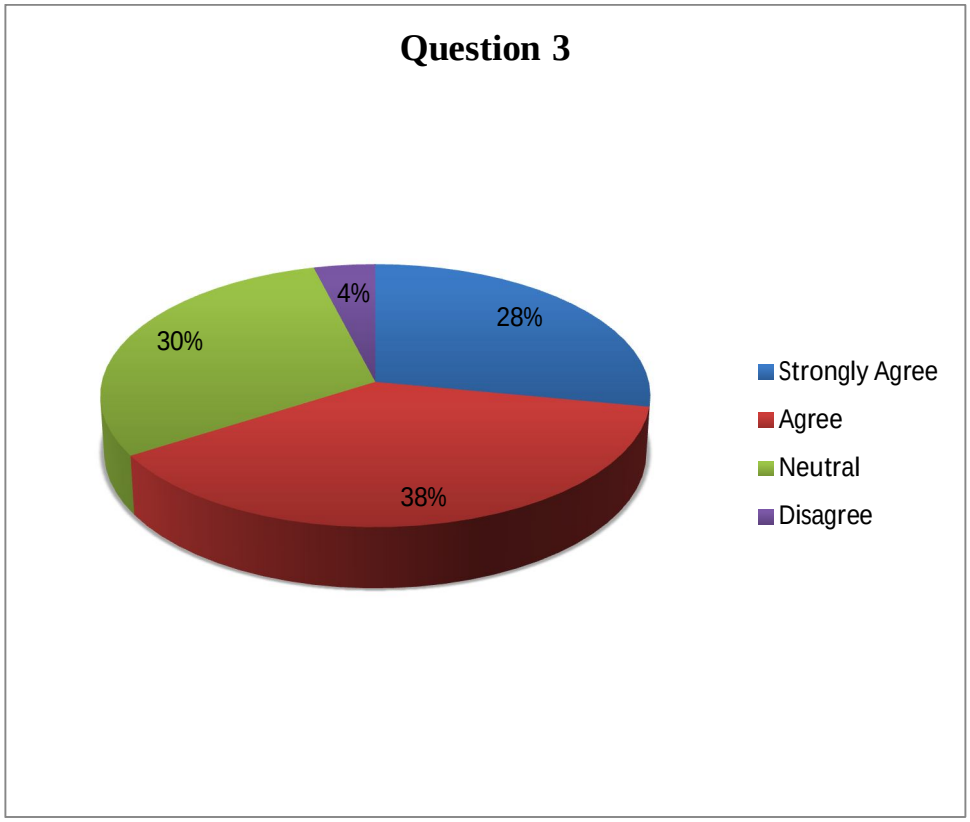
1) Interpretation: The above data show that 8% of the respondents are disagree with friendly atmosphere of the company, 26% of them are strongly agree with this question, 32% of them are neutral with atmosphere of the company and the remaining 34% of them agree with the atmosphere of the organization.

F. Question 3

Statistics		
Top management providing safeguard to their staffs in hazardous situation.		
N	Valid	50
	Missing	0

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Top management providing safeguard to their staffs in hazardous situation.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	14	28.0	28.0	28.0
	Agree	19	38.0	38.0	66.0
	Neutral	15	30.0	30.0	96.0
	Disagree	2	4.0	4.0	100.0
	Total	50	100.0	100.0	



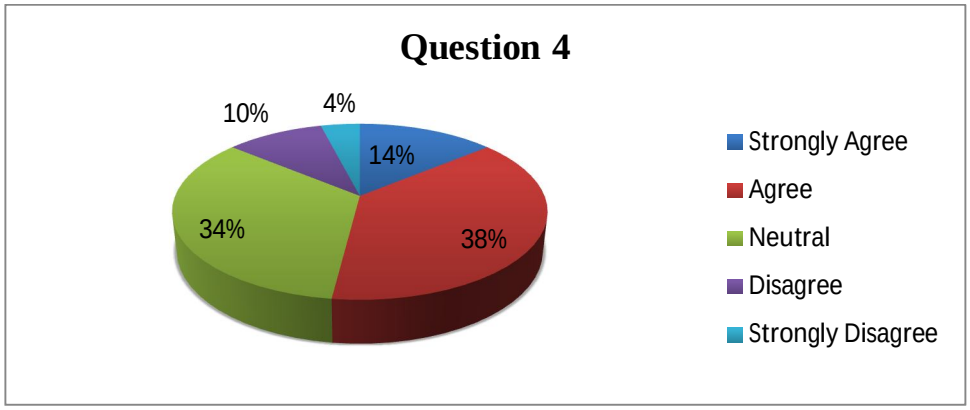
1) *Interpretation:* The pie chart show that almost 40% of the respondents are agree with the safeguard provided to the staff, 30% of them have the neutral answer, 28% of them strongly agree and rest 4% of them disagree with the statement.

G. Question 4

Statistics		
My ogranisaton cares for the financial stability of its employees.		
N	Valid	50
	Missing	0

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My ogranisaton cares for the financial stability of its employees.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	14.0	14.0	14.0
	Agree	19	38.0	38.0	52.0
	Neutral	17	34.0	34.0	86.0
	Disagree	5	10.0	10.0	96.0
	Strongly Disagree	2	4.0	4.0	100.0
	Total	50	100.0	100.0	



1) Interpretation: The data show that 4% of them strongly disagree with the financial care for the employees, 10% of them are disagree, 14% of them are Strongly agree that organization provide the financial care to the employees, 34% of them are neutral with there answer and rest of 38% of them agree.

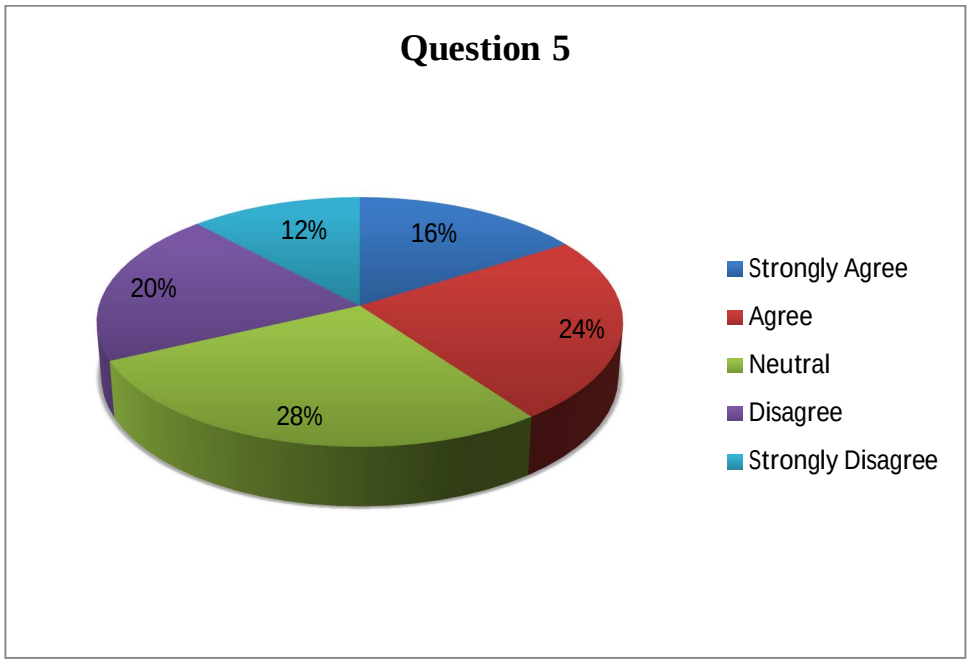
H. Question 5

Statistics		
Organization culture is one of important aspect for job satisfaction of employees.		
N	Valid	50
	Missing	0

Organization culture is one of important aspect for job satisfaction of employees.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	16.0	16.0	16.0
	Agree	12	24.0	24.0	40.0
	Neutral	14	28.0	28.0	68.0
	Disagree	10	20.0	20.0	88.0
	Strongly Disagree	6	12.0	12.0	100.0
	Total	50	100.0	100.0	

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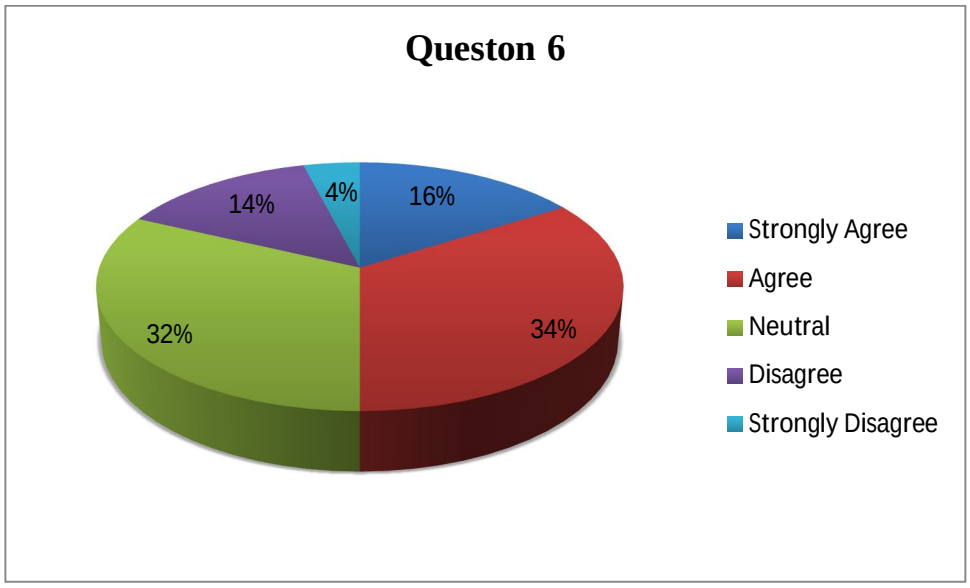
1) Interpretation: The pie chart indicate 28% of them are neutral with the job satisfaction, 24% of the agree, 20% of them disagree with the statement, 16% of them Strongly agree and 12% of them strongly disagree.

I. Question 6

Statistics		
In the organization communication is used as an effective way of getting relevant feedback and critical information for corrective action.		
N	Valid	50
	Missing	0

In the organization communication is used as an effective way of getting relevant feedback and critical information for corrective action.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	16.0	16.0	16.0
	Agree	17	34.0	34.0	50.0
	Neutral	16	32.0	32.0	82.0
	Disagree	7	14.0	14.0	96.0
	Strongly Disagree	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

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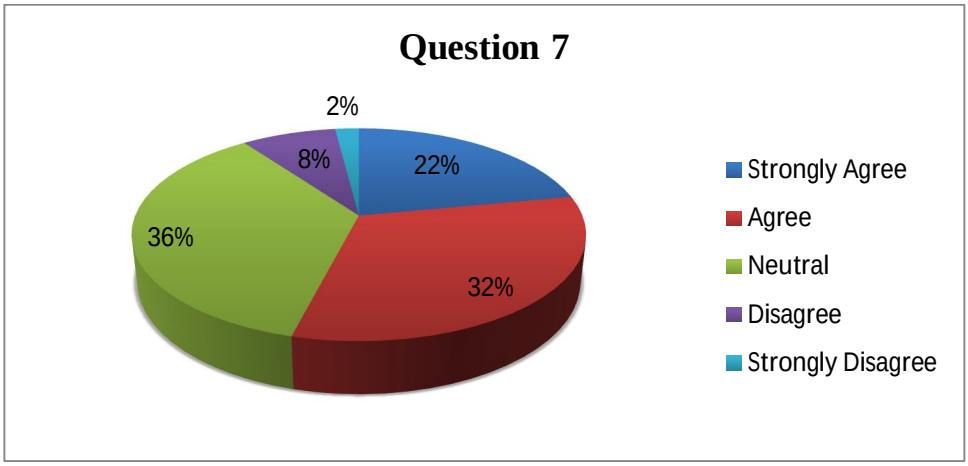
1) Interpretation: The figure show the percentage of respondents in this 4% of them strongly disagree with the communication way of taking the feedback, 14% of them disagree, 16% of them strongly agree, 32% of them have neutral answer and remaining 34% of them agree.

J. Question 7

Statistics		
In the organization people are always working together to solve problems with team spirit.		
N	Valid	50
	Missing	0

In the organization people are always working together to solve problems with team spirit.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	22.0	22.0	22.0
	Agree	16	32.0	32.0	54.0
	Neutral	18	36.0	36.0	90.0
	Disagree	4	8.0	8.0	98.0
	Strongly Disagree	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

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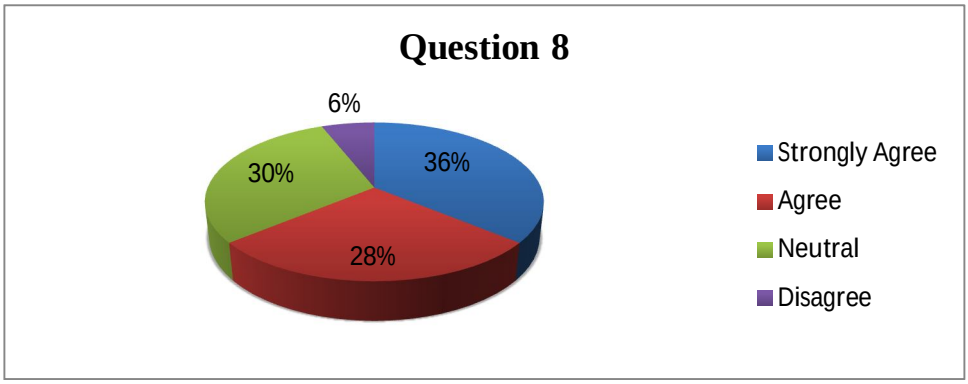


1) *Interpretation:* The data show 36% of them have the neutral opinion that people work together to solve the problems, 32% of them agree, 22% of them strongly agree, 8% of them disagree and 2%of them Strongly disagree.

K. Question 8

Statistics		
Open communication and trust are important factor for the healthy organization.		
N	Valid	50
	Missing	0

Open communication and trust are important factor for the healthy organization.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	18	36.0	36.0	36.0
	Agree	14	28.0	28.0	64.0
	Neutral	15	30.0	30.0	94.0
	Disagree	3	6.0	6.0	100.0
	Total	50	100.0	100.0	



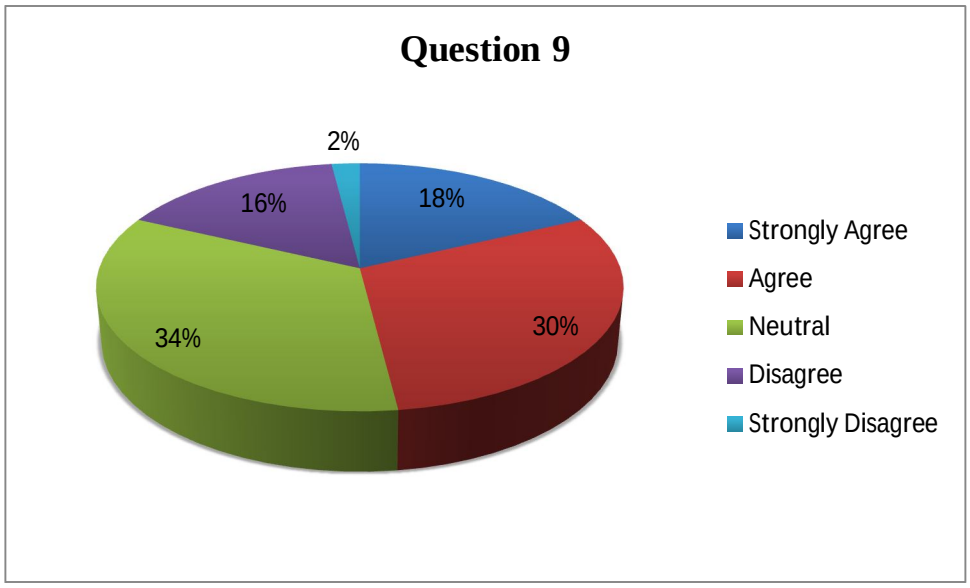
1) *Interpretation:* The data show that 6% of them disagree with statement, 28% of them agree, 30% of them are neutral and remaining 36% of them have the strongly agree answer.

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L. Question 9

Statistics		
My organization culture is rigid and complex.		
N	Valid	50
	Missing	0

My organization culture is rigid and complex.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	9	18.0	18.0	18.0
	Agree	15	30.0	30.0	48.0
	Neutral	17	34.0	34.0	82.0
	Disagree	8	16.0	16.0	98.0
	Strongly Disagree	1	2.0	2.0	100.0
	Total	50	100.0	100.0	



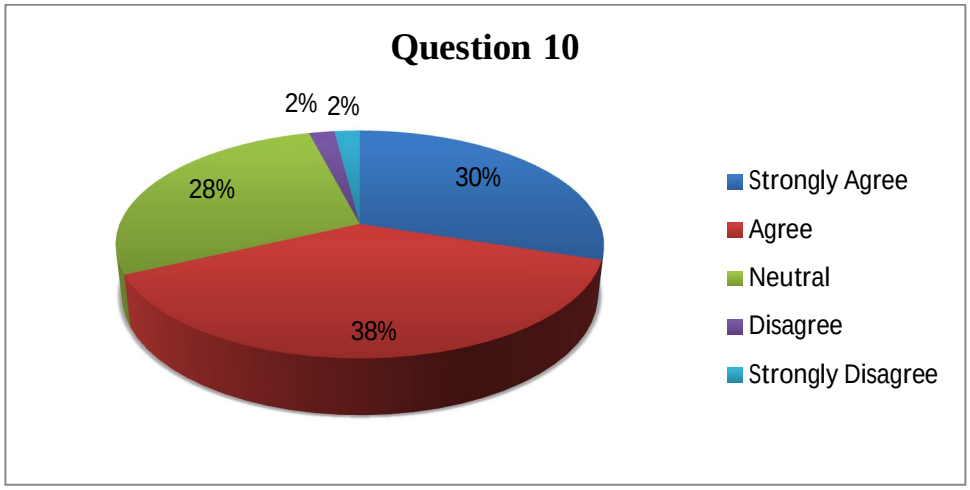
1) Interpretation: The pie chart show that 34% of them are having neutral answer regarding the statement, 30% of them are agree, 18% of them strongly agree, 16% of them disagree and rest of 2% strongly disagree.

M. Question 10

Statistics		
In my organization time to time changes been implement.		
N	Valid	50
	Missing	0

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In my organization time to time changes been implement.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	30.0	30.0	30.0
	Agree	19	38.0	38.0	68.0
	Neutral	14	28.0	28.0	96.0
	Disagree	1	2.0	2.0	98.0
	Strongly Disagree	1	2.0	2.0	100.0
	Total	50	100.0	100.0	



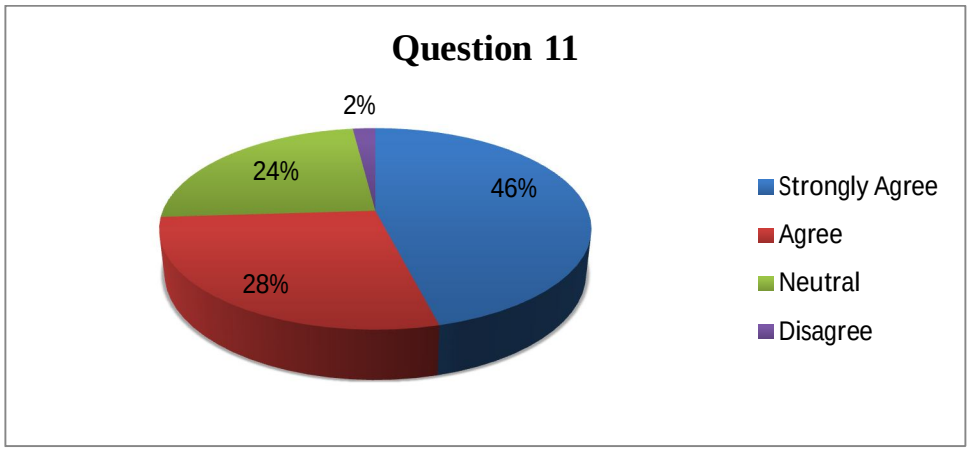
1) *Interpretation:* From the above 50 respondents 38% of them agree with the statement, 30% of them strongly agree, 28% of them have neutral answer and 2% of them agree and strongly disagree.

N. Question 11

Statistics		
Management values the labour and employees of this organization.		
N	Valid	50
	Missing	0

Management values the labour and employees of this organization.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	23	46.0	46.0	46.0
	Agree	14	28.0	28.0	74.0
	Neutral	12	24.0	24.0	98.0
	Disagree	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

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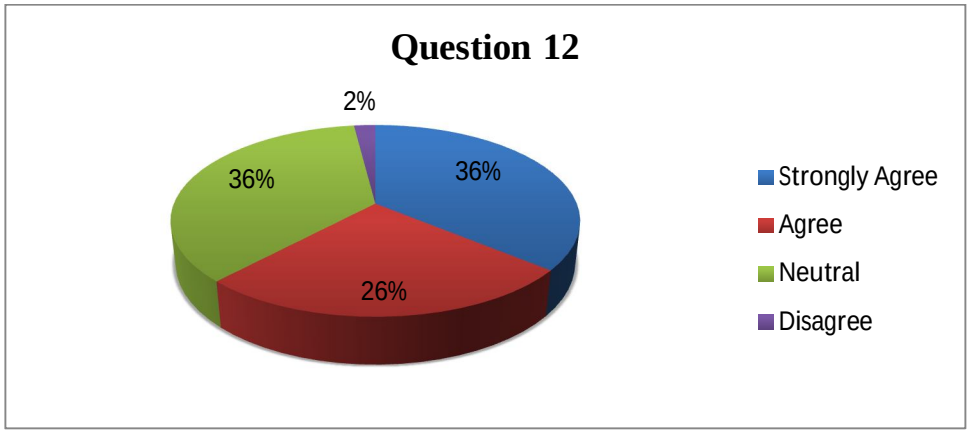


1) *Interpretation:* The data show that 46% of them strongly agree that management value the persons who are working in the organization, 28% of them agree, 24% of them have the neutral answer, 2% of them disagree with the statement.

O. Question 12

Statistics		
Top management is always taking efforts for improving culture of the organization.		
N	Valid	50
	Missing	0

Top management is always taking efforts for improving culture of the organization.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	18	36.0	36.0	36.0
	Agree	13	26.0	26.0	62.0
	Neutral	18	36.0	36.0	98.0
	Disagree	1	2.0	2.0	100.0
	Total	50	100.0	100.0	



1) *Interpretation:* From the 50 respondents 36% of them are strongly agree and neutral answer for the statement, 26% of them agree and only 2% of them disagree.

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VI. CONCLUSIONS

A. The employees and the labours are found that they are almost satisfied with the culture of the organization.

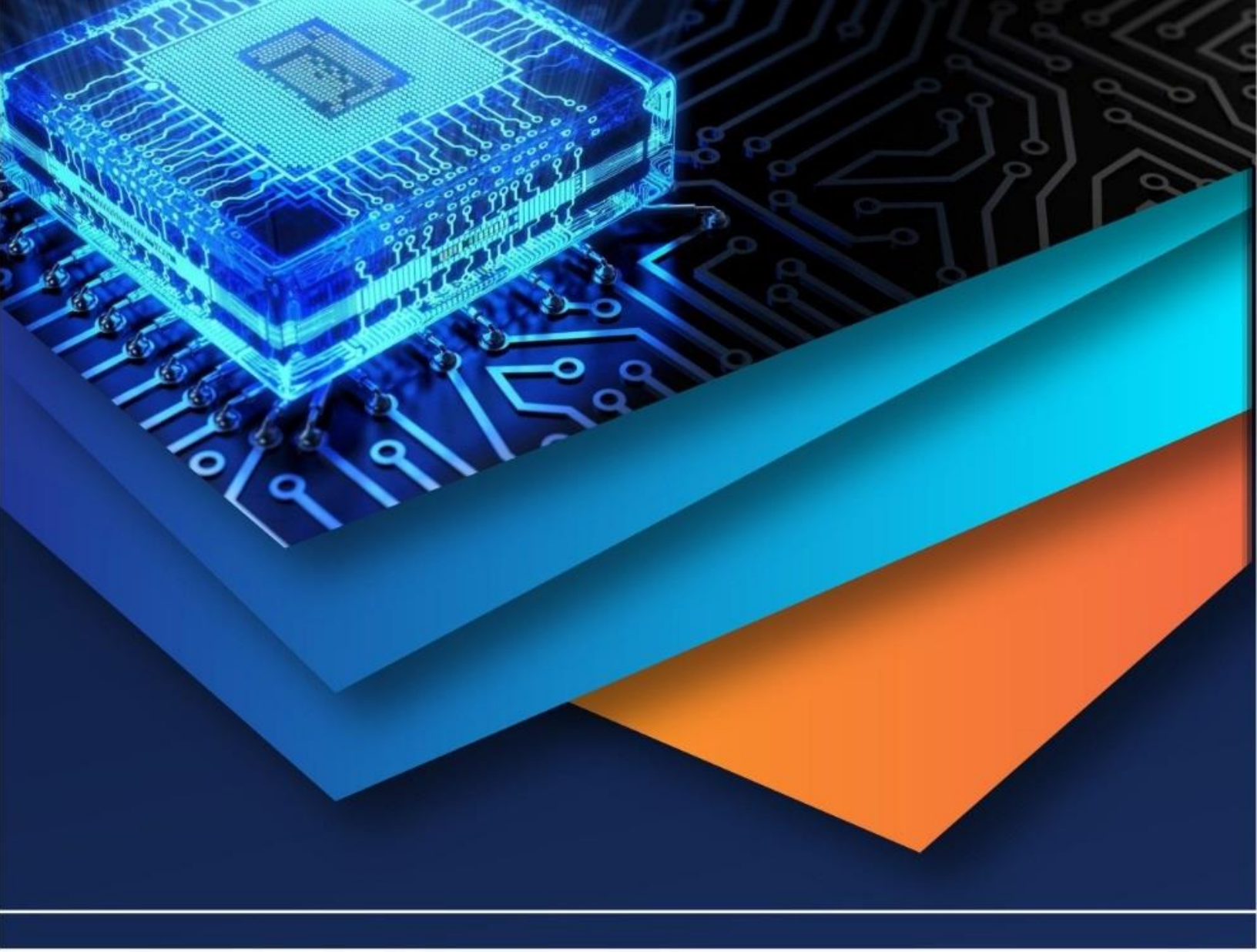
B. They still want that the organization help them more in financial things so that they can full the basic need of there family more comfortably.

C. A peaceful environment of the organization helps in maintaining satisfaction and enthusiasm to perform work among the employees and labours of the "Bhawsar Chemical Pvt Ltd" are highly satisfied with the routine and culture of the organization.

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