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A Study on Organizational Culture and its Impact at Chalthan Sugar Factory

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Abstract: ***This study examines about the organizational culture and its effects on employees at chalthan sugar factory in kadodara taluka of Surat in Gujarat. This paper focus to the effects of organizational culture in organization. In this research we have used descriptive method. The participants in the survey are 100 employees. The objective of this study to understand organizational culture and employee's satisfaction with present organization culture. The organization is recognizing the important of satisfying the employees and retaining them by maintaining the positive and good organizational culture in organization. In this paper primary data were collected through personal interview using structured questionnaire as well as secondary data were through the previously journals and yearbook.***
Keywords: organizational culture, behaviour, impact, employees

I. INTRODUCTION

The term culture is stated as the set of values, customs, beliefs and behaviours that are commonly followed by the society. And organizational culture is a collection of values, beliefs and norms shared by its member and reflected in organizational practices and goals. The important of this study is to know that how organization culture can affect the performance of employees in the organization. After the finding in this research work, the result will be used to improve the current practice in organization in regards to how culture affects its employee performance which help to create more awareness regarding organizational culture thereby increasing productivity that ends up affecting profit of the organization of the organization positively.

The understanding of the relationship between employee's job performance and culture of the organization is the main research subject because it is ascertain by different studies that individuals work performance is crucial of success of organization. This environment can be developed by the culture of their organization. Strong culture will make it easy to communicate openly and participate in most efficient and effective way in the decision making and customer satisfaction as the organizational structure has bit long hierarchy system whereby the director tends to be the top level followed by operational managers then the team leaders at the front liners.

II. OBJECTIVE OF THE STUDY

The objective of this research is to understand the existing organizational culture of shree chalthan vibhag khand udhyog sarkari mandli, to analysis the employee satisfaction with present organisational culture and climate and employees expectation towards organizational performance.

III. REVIEW OF LITERATURE

Past research has shown the organizational culture and its impact on employees. R Durgadev, S Vasantha and Seyed Ali Akbar Ahmadi, YasharSalamzadeh, Mohammadreza Daraej Jamshid Akbari found that organizational culture are highly affects the employee's performance and their attitude regarding the work. According to Anil Kumar Singh, HRM practices and organizational culture has shows that significant, positive and meaningful relationship between employees performance and their working attitude. Which lead to them to work harder and indirectly this all is affecting the organization profit positively

Balancing life and work is increasingly important for employees in deciding whether to stick with an employer. In healthy organizational culture, managers provide ways to maintain that balance, so here Sophia V. Marinova shows in her study that companies that promote these above kinds of option are less likely to lose workers who can boost their success. No organization thrives without retaining its brightest performers. When employees rake their talents elsewhere, one deciding factor is the organizational culture or working environment.

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In another study by the Sirajudeen.M, Tamilenthi.S, Mohamed Irshath shows that employees highly satisfied with the current culture because of favourable culture adopted in organization which shows positive behaviours like high involvement, highly commitment to the organization, highly motivated and highly flexible to the organizational changes etc. It is important to note that an effective organizational culture needs to encourage ethical behaviour and discourage unethical behaviour. Granted, ethical behaviour may cost the organization at the short-term, but long term, the organization wins.

A. Definition of Organization Culture

According to Cambridge dictionary, culture can be defined as the way life, especially the general customs and beliefs, of particular group of people at a particular time. Organizational culture is also described by Needle (2004) as the behaviour or interaction of human within an organization. There are many researchers that have linked culture in the organization with much different organizational behaviour. The culture of organization is highlighted to bring out every important component of the organization.

IV. RESEARCH METHODOLOGY

This present study attempts to study organizational culture and its impact on employee's performance. The necessary data were collected through structured questionnaire. Descriptive type of methodology was followed. The study depends on primary and secondary data.

A. Area Of Study

Organisational culture and its impact on employee's performance are relevant to sugar factory because of multi culture environment in the workplace. The study covers (chalthan) sugar factory.

B. Sampling Size

The primary data were collected through survey method. Survey was conducted directly through personal interview and questionnaire. Total 100 questionnaires were distributed.

C. Questionnaire Design

The primary data were collected through questionnaire survey. The respondents were asked to give their opinion on organizational culture, commitment of employees working in the organization and their performance of the employees. The opening division of the survey comprises of employees individual.

V. CONCLUSION

The objective and purpose of this research it to examine how organizational culture affects the employee's performance and base on the finding the following will be the conclusion. The study concludes that the organizational culture has a great impact on employee's performance.

According to research conducted the organizational culture at chalthan sugar factory is quite satisfactory and motivating as per members of organization. The communication patter is good to particular levels. The reward system, training and development program are quite effective here. And here the member of chalthan sugar factory has not given opportunity to suggest in some of case or conflicts. So this should be considered. And if we talk about overall then the research say that the organizational culture of chalthan sugar factory is effective but not highly effective.

And this study also found that there organizational culture has positive and significant impact on the employee's performance. The regular activities in the organization, influences the performance of its employees and it helps each of the employees the set target and how these set target can be achieve, this medium of regular awareness of the organizational that help the employees to be more focused on their performance.

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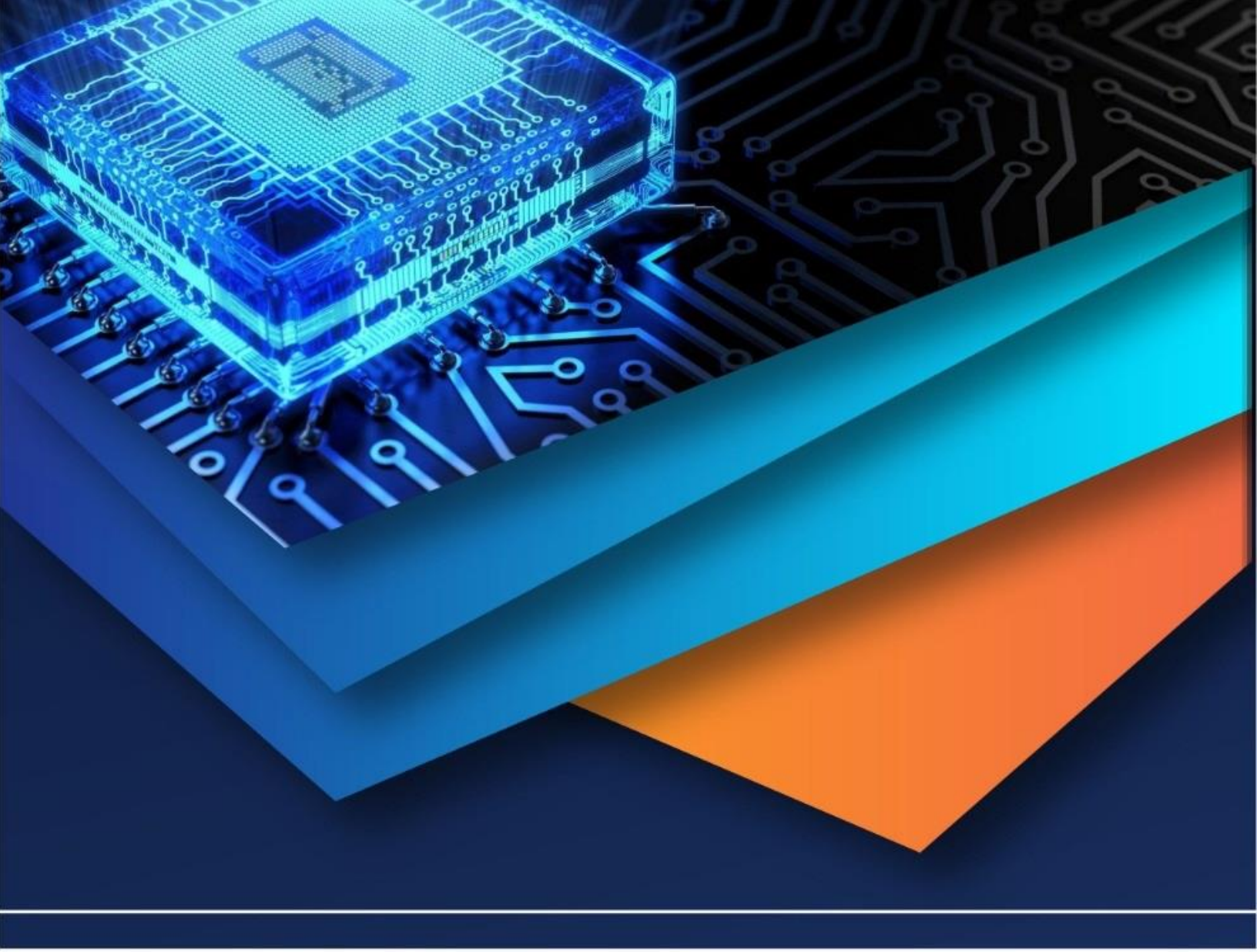

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