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A Study on Organisation Culture and Its Impact on Employee’s Behaviours in Spansys Technology Solution at Pondichery

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Abstract - The topic of the project is ‘A Study on ‘Organizational Culture’ and its Impact on employees’ behavior’. It brings out the behavioral aspect of the employees working in SPANSYS TECHNOLOGY SOLUTION. The main objective of the study is to find the overall performance of the employees. The research design used in this study is descriptive research design. Data from 85 people were collected as population study. Data was collected by survey method through structured questionnaire with close ended questions. The primary data was obtained through questionnaire and secondary data from the magazines, books and through internet. The purpose of the survey process is to provide a more accurate assessment of the existing culture from the employees’ point-of-view and also to assess their behavior’s with respect to that of the existing culture. The culture of an organization consists of the values and beliefs of the people in an organization. The organizational culture usually has values and beliefs that support the organizational goals. Organizational culture has an impact on employee’s satisfaction. The analysis was done through simple percentage analysis, chi-square, correlation, ANOVA, from the analysis it was found that the employees of SPANSYS TECHNOLOGY SOLUTION were much satisfied with their interpersonal relationships, co-ordination and integration between various departments of the organization, and also the rewards & incentives given by their management.

Index Terms: organization, Culture, Employee Behaviour, values and Beliefs.

INTRODUCTION

Organizational culture is a system of shared assumptions, values, and beliefs, which governs how people behave in organizations. These shared values have a strong influence on the people in the organization and dictate how they dress, act, and perform their jobs.

Organizational culture includes an organization's expectations, experiences, philosophy, and values that hold it together, and is expressed in its self-image, inner workings, interactions with the outside world, and future expectations. It is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are considered valid.

Types of Organizational Culture

- Academy Culture

The name says it all. Academy culture depends on employees who are highly skilled, studious and welcome further training and advancement. This type of workplace environment thrives off of intense training for employees being brought on board and ongoing training for the employees already there. Organizations that choose to follow this culture are very particular about who they hire, their existing skill sets and their willingness to learn and grow.
• **Normative Culture**

This is your everyday corporate workplace. Normative culture is very cut and dry, following strict regulations and guidelines that uphold the policies of the organization. Employees rarely deviate from their specific job role, break rules or do anything other than what is asked of them.

• **Pragmatic Culture**

You know that saying the customer is always right? Well, that is the first and only rule of a pragmatic culture workplace. The customer or client comes before anything or anyone else. Because every customer is different, these type of work places are very opposite of the normative culture environment as employees don’t adhere to strict rules.

• **Club Culture**

Nothing but the best. This type of culture requires employees to be very skilled and competent in their niche of work. Educational qualifications, prior work experience and even personal interests are taken into consideration before an employee is hired. (Learn effective hiring methods if your organization follows club culture.) Club culture can be seen in organizations like the FBI, commercial pilots and specialty branches of the military. The hiring process can be pretty intense for these work environments, requiring multiple interviews, a stellar resume (and references to back it up), and background checks and so on.

• **Baseball Team Culture**

This could be the best type of organizational culture from an employee’s stand point. Remember how pragmatic culture focuses on the customers? Well, baseball team environments say it’s all about the employees. As long as the workers are happy, comfortable and feel respected, the work will get done and the employees will want to stick with the company for the long haul.

• **Fortress Culture**

Contrary to baseball culture, fortress culture could be the worst (or the best if you’re really good at what you do) for employees. This type environment is all about the numbers. If the organization is doing well as a result of the employee’s productivity then the employees continue to have a job. If the organization begins to see a downfall in success then the individuals that aren’t pulling their weight are terminated.

• **Tough Guy Culture**

Tough guy culture is basically another way of saying micro-management. Employees are monitored every step of the way and when something does not meet the standards or expectations of the company the employee is given guidance and monitored further. It can be a tough (hence the name) environment for some to work in especially if you are independent and have a creative mind.

• **Process Culture**

This type of office culture provides a set of regulations and procedures that the employees follow. It’s different than the normative culture as the regulations are not a bullet-pointed list of do’s and don’ts so much as it is an ideology that the employees adhere to.
• **Bet Your Company Culture**

This culture is for the patient risk-takers. Organizations that follow this culture are known to literally bet the success or failure of their company on single decisions of which the outcome is completely unknown. It can be a wild ride working for this type of company as you don’t know what each day is going to bring. The consequences of the decisions made by the individuals working in the bet-your-company culture can be so dire that the company goes under; contrarily, they can be so excellent that the company thrives more than ever before.

**SCOPE**

- In this study organization culture helps to attracting and retaining the employees who are talented, innovative and dedicated to excellence.
- In this study organization culture helps to encourage the employee to stay motivated and loyal towards the management.
- Through this study organization culture creates healthy competition among the employee at work place.
- In this study corporate culture helps to maintain and improve the brand name and Reputation.

**OBJECTIVES**

- To analyze good working condition to employee.
- To study the employee attitude depends upon leadership style.
- To determine the employee involvement depends upon the reward and recognition
- To analyze the employee retention is depends upon fringe benefit.

**NEEDS**

- Organization provide enough training program and recognition program. So its helps to reduce the cost of employee turnover.
- To avoid the loss of company’s knowledge. Because organization provide effective orientation program to the employee.
- Organization culture play vital role for the firm goodwill and reputation.so its to maintain the goodwill of the company
- To reduce the interruptions in the customer service. Organization culture is also helps to maintain the good relationship between customers, clients.

**REVIEW OF LITERATURE**

*Martin (2000)*

Organization culture is responsible for creating the high level of commitment and performance as per suggestion by the results of the global research.

*Agarwal (1999)*

National culture has the potentially to influence the relation between the organizational culture and individual outcomes.
Wilderom and Berg (1998) argued that instead of striving for strong culture, researchers should attempt to reduce the gap between employees’ preferred organizational culture practices and their perception of the organizational practices.

Louis (1985)

Organization culture has been show to affect workers commitment to and identification with the group and organization, as well as their sense of involvement with their work assignment.

RESEARCH METHODOLOGY

In this study to used Descriptive research. It is a study designed to depict the participants in an accurate way. The three main ways to collect this information are: Observational, defined as a method of viewing and recording the participants. Case study, defined as an in-depth study of an individual or group of individuals and survey.

Sample size:
Sample is a subset of population out of 105 employees 85 employees were selected as sample size.

Data collection:
- Primary data
- Secondary data

Pearson’s correlation co-efficient

<table>
<thead>
<tr>
<th>EMPLOYEE DEVELOPMENT (x)</th>
<th>TRAINING AND COUNSELLING(y)</th>
</tr>
</thead>
<tbody>
<tr>
<td>79</td>
<td>74</td>
</tr>
<tr>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>0</td>
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</table>

STEP 1: N=5

<table>
<thead>
<tr>
<th>X</th>
<th>Y</th>
<th>X²</th>
<th>Y²</th>
<th>XY</th>
</tr>
</thead>
<tbody>
<tr>
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<td>74</td>
<td>6241</td>
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<td>6</td>
<td>11</td>
<td>36</td>
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<td>0</td>
</tr>
</tbody>
</table>

\[\Sigma X=85\] \[\Sigma Y=85\] \[\Sigma X^2=6377\] \[\Sigma Y^2=5597\] \[\Sigma XY=5912\]

\[r=0.997\]
Conclusion:

Since $r$ is positive, there is relation between employee development and training and counselling.

### ANOVA

<table>
<thead>
<tr>
<th>Source</th>
<th>Sum of square</th>
<th>Degree of freedom</th>
<th>Mean</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>BETWEEN ROWS</td>
<td>496</td>
<td>4</td>
<td>MSR=496/4</td>
<td>F=147/12</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>MSR=124</td>
<td></td>
</tr>
<tr>
<td>BETWEEN ERROR</td>
<td>2352</td>
<td>16</td>
<td>MSE=2352/16</td>
<td>1.185</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>MSE=147</td>
<td></td>
</tr>
</tbody>
</table>

Table value = 3.01
Calculated value = 1.185

Conclusion:
Table value > calculated value so “Alternative hypothesis is rejected”.

### FINDINGS

- In the correlation coefficient, there is positive relation between employee development and training & counseling.
- In the ANOVA, there is no significance difference between qualification and training & counseling.
- Most of the respondents are strongly agreed that they have good relationship with employee and employers. Because their superiors are equally treated their employees without partiality.
- Majority of the respondents are agreed that they are satisfied company amenities and other benefits. Because the management encouraged their employees through amenities and benefits. So the employee happy to say I am eagerly work with our company.
- 89% of respondents strongly agree, they are satisfied their communication process because in the organization to create good relation between the employer and employee so without barriers, the information passed easily to all employee.

### SUGGESTIONS

- The management may enhance the frequency of employee’s feedback and their performance.
- Organization gives practical training program to employee rather than the workshop, presentation and seminars.
- I am happy to say this apart from this above otherwise employee is highly satisfied with their organization culture.

### CONCLUSION

The study about the organizational culture and behavior on employees reveals that the workers were satisfied with their ability, co-operation, team work, involvement, supervisors, utilization of their skills and rewards etc. They are highly satisfied with the current culture of SPANSYS TECHNOLOGY SOLUTION.
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