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Corporate Work Culture – An Empirical Research in Leading Chemical Company

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Abstract - The study entitled “Corporate Work Culture - an Empirical Research in leading chemical company”. Corporate work culture normally differs between companies to company. Based on the work culture, the team spirit among the employees will influence their working pattern. In this research, the researcher has taken 115 samples from the total population. The primary data was collected through questionnaire method using simple random sampling technique. The secondary data has been collected from books, journals and internet. The collected data has been technically analyzed by using the tools like percentage analysis, chi-square and ANOVA. With the help of analyzed data findings and suggestions are made. The most of the respondents are agreed regarding with the satisfaction of employees working environment by the company. Suggestions are given based on study result.

Index Terms: Organizational Culture, team work,

INTRODUCTION:

Organizational culture is an idea in the field of organizational studies and management which describes the psychology, attitude, experiences, beliefs and values (personal and cultural values) of an organization. Culture stands for symbols and values: it is the strong widely shared core values: and it’s regarded as the mortal spiritual and intellectual attainment of man. The culture of the organization is predicated through negative and positive attitudes of organizational members. Attitude comprises three elements which affects (feelings, emotional) cognitions (knowledge, beliefs, values) and behavior. Culture facilitates a harmonious and balance cultivation of all faculties in man, intellect, emotion, intuition, sense and perception. Culture plays the role of a guide, which makes human being confirm to accepted ways of life. Culture is a way of understanding the various facets of work behavior.

In the 1980’s, we saw an increase in the attention paid to organizational culture as an important determinant of organizational success. Many experts began to argue that developing a strong organisational culture is essential for success. While the link between organisational culture and organisational effectiveness is far from certain, there is no denying that each organisation has a unique social structure and that these social structures drive much of the individual behaviour observed in organizations.

Organizational culture is six types of important. (i) Talent attractor (ii) Engages people (iii) Make everyone more successful. (iv) Operates social glue (v) Act as a control system (vi) Helps in sense making

SCOPE OF THE STUDY

The term corporate work culture in it is border sense covers various aspects of employments and non-employments condition of work culture.

The study covers the overall corporate culture of employees, that is their job satisfaction working environment, working hours, working stress, their relations with their colleagues, skill and abilities, infrastructure provide etc….

The present study aim at to find out the mission and goal statements are communicated in the organization clearly, to evaluate the consistency in development of the organization, to access the involvement of the employees
in team work, to understand the adaptability of the employees in work culture. The study is a dependent on the opinion expressed by all the employees of all the departments.

- Understand the causes of performance problem
- Enhance the professional perception of the employees.
- Foster a team oriented co-operative environment.
- Enhance employee’s relationship.
- Provide constructive feedback to their performance.
- Encourage the resolve of the employees to change the negative behavior pattern.

**OBJECTIVES OF THE STUDY**

- To find out the mission and goal statements are communicated in the organization clearly.
- To evaluate the consistency in development of the organization.
- To access the involvement of the employees in team work.
- To understand the adaptability of the employees in work culture.

**REVIEW OF LITERATURE**

Edgar H. Schein (2005) The companies with adaptive culture outperform other companies with four times more revenue growth, eight more employees, twelve times more stock price and growth and seven hundred and six times more net income growth. Chow (2000), Agarwel et al. (1999) and Lee and Mathur (1998) National culture has the potentially to influence the relation between the organizational culture and individual outcomes. Herzberg and Heifetz (1998) found that culture drives the organization and its action. It is somewhat like the operating system of the organization. Louis (1985) Organizational cultures have been shown to affect workers commitment to and identification with the group and organization, as well as their sense of involvement with their work assignment. Siehl & Martin (1984) Organizational culture can be thought of as the glue that holds an organization together through a sharing of patterns of meaning. The culture focuses on the values, beliefs, and expectations that members come to share. Schein (1989) referred to various “cultural elements” such as the physical layout of an organization’s offices, rules of interactions that are taught to new comes, basic values that come to be seen as the organization’s ideology or philosophy and the underlying conceptual categories and assumptions that enables people to communicate and to interpret everyday occurrences. Harris and Moss holder (1996) pointed out that organizational culture and climate stands as the center for which all other factors of human resource management derive. It is believed that culture influences individual attitude concerning outcomes, such as commitment, motivation, morale, and satisfaction. Gordon (1991) acquires that organizational climate is strongly influenced by the characteristics of the industry to industry in which the organization operates and that organizational operates and that organization within the industry shares certain climate elements. Robbins (1986) on the other hand, defines organizational culture as 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 Aztar (2003) Organizational culture is the combination of important assumptions that are shared in common by each members 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. Brodsky 1994 The role of organizational culture in influencing employee behavior appears to be increasingly important since last two decades. As organizations have widened spans of control, flattened structure, introduced teams, reduced formalization, and empowered employees, the shared meaning provided by a strong culture ensures that everyone is pointed in the same direction.
RESEARCH METHODOLOGY

Methodology is a plan of action for a research project and explains in detail how data is collected, analysis and presented, so that they will provide meaningful information. This section is to give enough background on the technical aspects of the study to allow the reader to appraise the quality of the information obtained

Research is a combination of both experience &reasoning and must be regarded as the most successful to the discovery of truth (national sciences).

RESEARCH DESIGN

A research design is an arrangement of condition for collection and analysis of the data in manner that aims to combine relevance to the research purpose with economy in procedure.

The study is descriptive in nature i.e., descriptive research. Descriptive research is concerned with describing the characteristics of a particular individual or group. This includes surveys and fact-findings enquire of different kinds. The main characteristic of this method is that the researcher has no control over the variables; one can only report what has happened or what is happening. Thus the research design in case of descriptive study is a comparative design throwing light on all the areas and must be prepared keeping the objectives of the study and the resources available.

SIZE OF THE SAMPLE

A random sampling method was adopted due to the existence of a large number of employees is the various divisions. 200 employees from the various divisions of the company were selected for the study and the total responds is 115 out of 200 employees.

The data needed for the research study were collected by two sources primary source and secondary source. Primary data was collected by using questionnaire from 115 employees. Simple random sampling technique has been adopted. The secondary data were collected from records, reports and published materials. In addition to these, standards text books of various authors, internet, and magazines journals were referred. The study is descriptive and analytical in nature so the following tools is applied (i) Percentage method (ii) Chi-square test (iii) ANOVA

HYPOTHESIS TESTING

H0: There is no significant relationship between Qualification and co-ordination and integration between departments are consistent.

H1: There is significant relationship between Qualification and co-ordination and integration between departments are consistent.

FINDINGS

It is found that most of the respondents individual and teams have clearly defined goals and mission. The organization has given adequate knowledge regarding their clear mission and goals of the business. The majority of the respondents strongly agreed in individual and teams are measured and rewarded goals are achieved. The employees are coordinate with team work to achieve the goal. The company has clear strategic direction to achieve their goals. The superior directed their subordinates with efficiently regarding how to achieve their strategies of business. The vision of the organization is achievable in future. The employees are working dedicatedly to achieve their vision of their leader with full involvement. So they have more confident to achieve their vision. The coordination and integration between departments are consistent. The organization provides counseling to their employees through external counselors about how to work with coordinately. The organization has highest priority and support to meeting the needs of clients and customer. The employees working together collaboratively preferring co-operation over competition. The employees coordinate to work to overcome heavy competition.
employees always looking for new strategies to better serve clients and customer. It is expressed that the employees aware about the team often needs support to get the job done effectively. The team work for the employees to fulfill the particular task to support the company. The employees make use of one another’s unique strength and abilities. They influence and affect their workplace through ideas and involvement. The employees are flexible and adaptable to the organization. From the chi square analysis it is inferred that there is significant difference between qualification & co-ordination and integration between departments are consistent. From the ANOVA analysis it is found that there is no significant difference between experience & people are always looking for new ways to better serve clients and customer.

SUGGESTIONS

Organization must provide effective awareness program to the employees, will help the employees to know about the company’s goals and mission of the business. The company provides the reward individual based to give the particular task are completed that the employees. It is noted that in most of the time only the reward system adopted. It is also suggested that other type of reward is adopted.

Clear communication between the employer and employees will facilitate to achieve their strategic goal in proper direction. Proper organization structure will make the employees to about their roles and their reporting. This will improve relationship between the employees and their superior for reaching their goals.

The company must give more important to the clients and customer. So the organization to support for the meeting needs to clients and customer. Through the findings, it is found that the welfare facilities are satisfied to the expected level. So the company can provide them the same continuously and develop more efficiently, and also other facilities can be concentrated in a better way up to the expected level of employee. Existing welfare measures provided by the company are very much satisfied by the employees. Thus these welfare measures increase the satisfaction level of the employee in their workplace.

The most of the employees are aware of the nutritious food, transport facilities and their importance. Thus the company can provide best food and good transport to the employees. Company should take care of the feelings and needs of the employees working in the organization.

CONCLUSION

The study about the corporate work culture 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 corporate work culture and employee team spirit. Because of this favorable culture the employees’ show positive behaviors like high involvement, highly commitment to the organization, highly motivated and highly flexible to the organizational changes etc.

REFERENCES

