

An Investigation into Organizational Culture and How It Affect Employee Behavior

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Abstract

This study aims to comprehend how the fundamental values, beliefs, and practise within a business impact the behaviors and attitudes of its workforce by examining the complex link between organizational culture and employee behaviour. The research reveals critical elements that affect worker motivation, job satisfaction, and performance by looking at several aspects of organizational culture, including leadership styles, communication patterns, social norms. The study offers thorough insights into how positive and unified corporate culture can improve employee engagement, stimulate creativity, and lower turnover rates through a combination of qualitative and quantitative approaches, including surveys, interviews, and case studies. The result highlight the pivotal function of organizational culture in propelling behavioural consequences and suggestions for supervisors and executives to foster a collaborative and engaging workplace that harmonizes with the objectives of the firm and the welfare of its workforce.

Keywords: Organizational culture, Employee behaviour, Values, practices, Leadership styles, Communication patterns, Employee motivation, and Job satisfaction.

1.1. Introduction

An organization's value, customs, traditions, and beliefs make up its organizational culture, which is the core of its identity. It's the ethos of the workplace as a whole, affecting hoe worker view their responsibilities, relate to one other, and approach work from organizational culture establishes the tone for the whole employee experience from the manner in which decision are made to the degree of collaboration that is promoted since corporate culture has a direct impact on employee engagement, morale, and productivity, leaders and managers must understand it and manage it effectively while a poisonous or dysfunctional culture can result in disengagement, attrition, and decreased performance, a strong and good culture can promote loyalty, creativity, and high-performing teams. In order to synchronize plans create a healthy work environment and propel organizational success executives must have a solid understanding of corporate culture.

1.2 Review of Literature

Petel, R (2024), Critical analysis highlighted how moral corporate culture shapes employee conduct employee trust, loyalty, and ethical behaviour are increased in cultures that place a high value on integrity, transparency, and ethical decision-making.

Garcia, M (2023), An extensive analysis of the impact of organizational culture on employee well-being. Garcia’s thorough analysis emphasized the significance of organizational culture in encouraging worker well-being. Work-life balance, psychological safety, and support networks are prioritized in culture that have greater levels of employee well-being and job satisfaction.

1.3 Research Gap

Even though safety training programs have proven to be beneficial, more research is necessary to determine how long-term sustainability can be achieved and how these programs will affect organizational culture and the state of safety climate.

1.4 Objectives Of The Study

- To study the organization culture of the industry.
- To analyse the impact of employees behaviour and performance.

1.5 Research Methodology

Instrumental Design: Six questions were created for each element of the structured questionnaire using Likert’s five-point rating system.

Data Collection Method: The study collected primary and secondary data on the variables influencing information collected through company employee and employer through questionnaire.

Sample Size and Sampling Technique: The sample size of the study is 150 respondents. The method of easy simple random sampling was employed to gather the data.

Data Analysis: Descriptive analysis were used to analyse the data. Percentage Analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding.

Chart Analysis is applied for better understanding of the percentage analysis and it is done via bar charts.

Organization values and mission

Particulars	Frequency	Percentage
Strongly agree	130	86.7
agree	20	13.3
Total	150	100

Table. No. 1.1 Organization value and mission

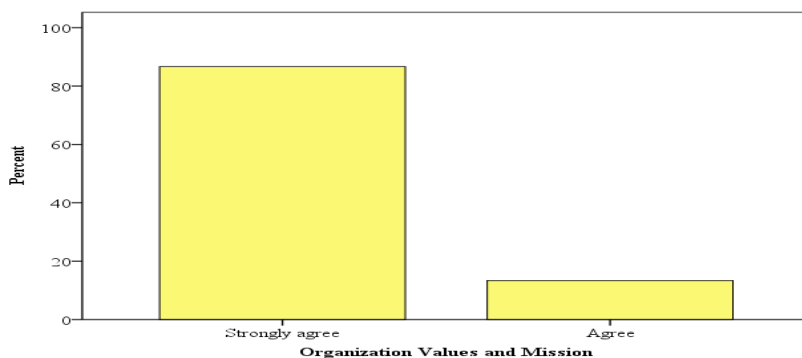


Fig. No. 1.1. Organization value and mission

Inference: From the above table, it is inferred that 86.7% of respondents are strongly agree and 13.3% of the respondents are agree.

Respect between employee and management

Particulars	Frequency	Percentage
Strongly agree	66	44.0
Agree	81	54.0
Neutral	3	2.0
Total	150	100

Table. No. 1.2 Respect between employee and management

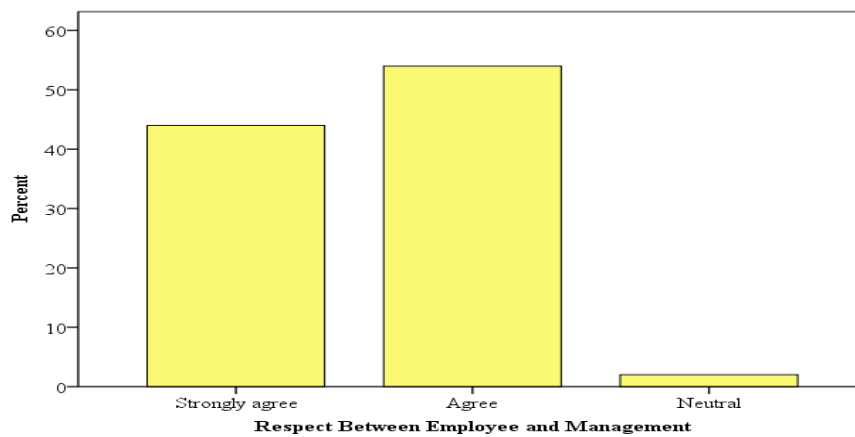


Fig. No. 1.2 Respect between employee and management

Inference: From the above table, it is inferred that 54.0% of respondents are agree, 44.0% are strongly agree and 2.0% of respondents are neutral.

Value diversity and inclusion

Particulars	Frequency	Percentage
Strongly agree	30	20.0
Agree	31	20.7
Neutral	29	19.3
Disagree	60	40.0
Total	150	100

Table. No. 1.3 Value diversity and inclusion

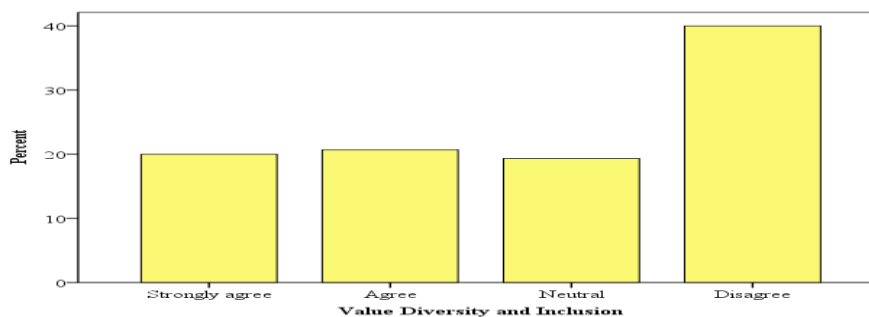


Fig. No. 1.3 Value diversity and inclusion

Inference: From the above table, it is inferred that 40.7% of respondents are disagree, 20.0% are agree, 20.7% are strongly agree and 19.0% are neutral.

Trust and transparency

Particulars	Frequency	Percentage
Strongly agree	83	55.3
Agree	52	34.7
Neutral	15	10.0
Total	150	100

Table. No. 1.4 Trust and transparency

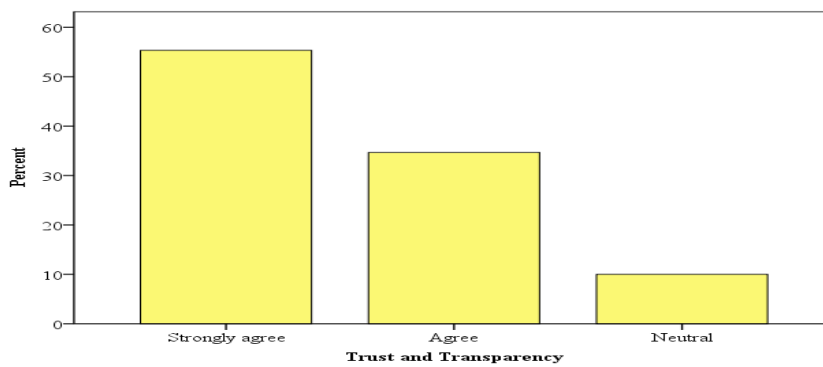


Fig. No. 1.4 Trust and transparency

Inference: From the above table, it is inferred that 55.3% of respondents are strongly agree, 34.7% are agree and 10.0% are neutral.

Ownership and pride

Particulars	Frequency	Percentage
Strongly agree	74	49.3
Agree	46	30.7
Neutral	28	18.7
Strongly disagree	2	1.3
Total	150	100

Table. No. 1.5 Ownership and pride

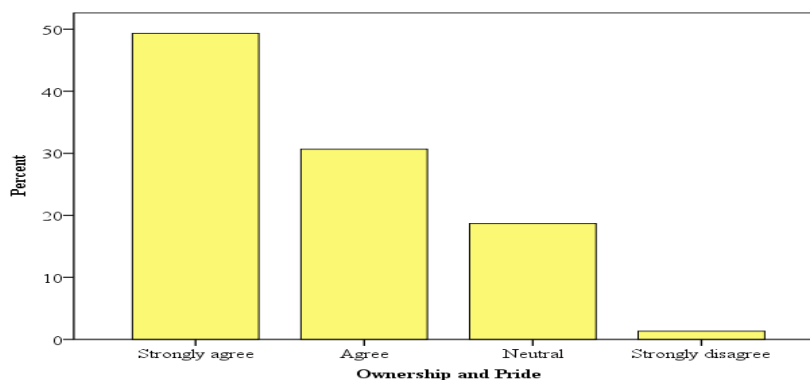


Fig. No.1.5. Ownership and pride

Inference: From the above table, it is inferred that 49.3% of the respondents are strongly agree, 30.7% are agree, 18.7% are neutral and 1.3% are strongly agree.

Communication and information sharing

Particulars	Frequency	Percentage
Strongly agree	37	24.7
Agree	31	20.7
Neutral	18	12.0
Disagree	59	39.3
Strongly disagree	5	3.3
Total	150	100

Table. No. 1.6 Communication and information sharing

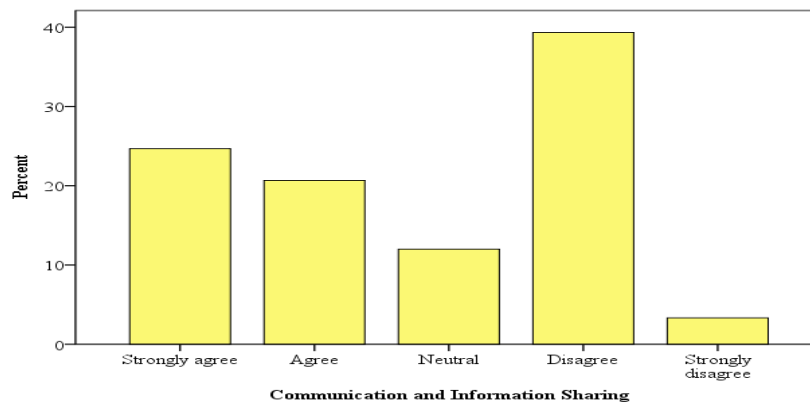


Fig. No. 1.6 Communication and information sharing

Inference: From the above table, it is inferred that 39.3% of respondents are disagree, 24.7% are strongly agree, 20.7% are agree, 12.0% are neutral and 3.3% are strongly agree.

Chi-Square Tests

Null hypothesis

H0: There is no significant association between the colleagues and work well together & development and growth.

Alternative hypothesis

H1: There is significant association between the colleagues and work well together & development and growth. .

Summary of chi-square

	Case					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Colleagues and work well together Development and growth	150	100	0	0	150	100

Table. No.1.7. Summary of the chi-square

	Value	DF	Asymptotic. Sig. (2-tailed)
Pearson Chi-square	9.832	4	.043
Likelihood Ratio	11.615	4	.020
No of Valid Cases	150		

Table. No. 1.8 Test statistics

Inference: From the above table 1.8, the significant value is $p=.043$ which is greater than 0.05. So, alternative hypothesis (H1) is accepted, it reveals that there is no significant association between colleagues and work well together & development and growth.

Correlation

Null hypothesis

H0: There is no significant relationship between employee feedback & idea and suggestion.

Alternative hypothesis

H1: There is significant relationship between employee feedback & idea and suggestion.

Correlation

Correlation values		Reduction in defects	Company's Productivity
Employee feedback	Pearson Correlation	1	.074
	Sig. (2-tailed)		.369
	N	150	150
Idea and suggestion	Pearson Correlation	.074	1
	Sig. (2-tailed)	.369	
	N	150	150

Table. No. 1.9 Correlation

Inference: From the above table 1.9, it is inferred that, $r=.074$ (r value lies between -1 to +1), hence it is clear that there is positive correlation relationship between the employee feedback and idea and suggestion. So, null hypothesis is accepted, this reveals that there is no significant relationship between employee feedback and idea and suggestion.

1.6 Suggestions

- Establishing and upholding an open-door policy is crucial for the organization to ensure that staff members feel free to contact top management with suggestions and grievances.
- HR needs to make sure that each team member is aware of their responsibilities and how they supports the team's objective. Employees must reduce conflicts and have well-defined responsibilities and objective in order to coordinate their work.
- The employee is required to keep all other employees informed about the organization's aims and objective on a regular basis. All of the organizations activities and choices must be transparent meeting, newsletters and an internal website can all be used for this.

1.7. Limitations of the study

- The study is conducted for a short duration. So the depth analysis could not be done.
- Challenging task is to collect primary data because of their hectic work schedule.
- Difficult in gathering responses because of majority of respondents are male.

1.8 Conclusion

This study demonstrated that the organization has an effective decision – making process a supportive culture and a suitable production system. Transparency among management and staff is a key component of this system since it fosters positive employee behaviour and the general success of the organization.

1.9 Reference

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