

# Organizational Structure of RMC and Satisfaction of Employees

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## Abstract

This research paper is based on the responses given by the employees of RMC (Rajkot Municipal Corporation). Out of 450 permanent employees, 100 employees were taken as sample from the organization which is located at Rajkot city. This study mainly attempts to Analyzing the existence of 'ORGANISATION STRUCTURE AND SATISFACTION OF EMPLOYEES' at RMC. RMC is such a government body where large numbers of employees are working. All the employees are coming from different backgrounds, having different levels of education and working with this organization since a longer period of time. They are very much familiar with the structure and culture which RMC is following, so for doing any kind of structural analysis RMC is the best center to work for. In other word this research paper mainly illumines the elements of the best center to work for. In other word this research paper mainly illumines the elements of the ORGANISATION STRUCTURE, similar to private sectors corporates.

**KEY WORDS:** Organization structure, satisfaction of employees

Human resource development deals with structural building which enhances competence building, culture building and commitment building. Competence and commitment can be built on continuous basis in certain type of structure. If the milieu is good, a number of things can happen. Hence, creating a structure which provides good culture becomes important in any organization. The structure should create such a culture which has the following characteristics:

1. It should be a learning culture.
2. It should facilitate the identification of new competencies of people on a continuous basis.
3. It should help in developing new competencies.
4. It should enable people to take initiative and experiment.
5. It should enable people to take initiative and experiment.
6. It should bring joy and satisfaction to work.
7. It should enhance creativity and the problem solving capabilities of people.
8. It should create team spirit and morale.
9. It should enhance the action orientation of individuals and teams.
10. It should help to establishing the proper authenticate channel of communication within the organization.

Such culture has been termed as OCTAPACE (O-Openness, C-Collaboration, T-Trust, A- Authenticity, P-Pro-action, A-Autonomy, C-Confrontation, E-Experimentation)

So, the structure should be built in such a way which creates a culture of OCTAPACE.

1. Prof. T.V.RAO from IIM Ahmedabad is the person who introduced HR as an inevitable part of the organization and he is the person who invented concept of OCTAPACE. To check the effectiveness of this concept Krishna and Rao had worked jointly. They did research on this concept for the very time in the year 1997 at the BHEL (Bharat Heavy Electrical Tools Ltd.) but very important aspect to note is that that research was QUALITATIVE TERMS.
2. HRD PHILOSOPHY AND FACULTY DEVELOPMENT STUDY is a case study published by Shakeel Ahmad Sufi and Majeed Bhat in Kashmir in which they had tested effect of OCTAPACE in eight colleges in QUANTITATIVE TERMS from the reference of the study.

#### RESEARCH OBJECTIVE FOR PRESENT STUDY:-

- To know the existence of OCTAPACE in RMC and if it already exists then at which level it is affecting to the organization structure and culture of RMC.
- To know the level of job satisfaction of employees.

#### RESEARCH METHODOLOGY

An attempt to measure the organization structure and culture was based on certain dimensions. The choice of certain dimensions was based on previous studies conducted, descriptions of various studies of various studies of OCTAPACE by various scholars. In all 8 variables were identified. For each variable 3 statements were framed. For which response were obtained on a five-point likert type scale. For the purpose of the study, 22% employees (33 class-3 employees, 33 clerks and 34 engineers)

#### TEST OF HYPOTHESIS

H<sub>0</sub>:- OCTAPACE exist in RMC

H<sub>1</sub>:- OCTAPACE does not exist in RMC

#### RESULTS AND FINDINGS

- At first step, normality test was conducted and from results it is proved that data was normally distributed.
- In the next phase, T-test was applied to find out whether OCTAPACE is existing in RMC.

#### FINDINGS FROM T-TEST

From the application of t-test it can be seen that all the  $t_{cal} < t_{tab}$

From above findings it can be concluded that H<sub>0</sub> is accepted.

H<sub>0</sub>: The OCTAPACE is existing in RMC.

#### CONCLUSION

The main and very important findings regarding "organization structural analysis of RMC" are....

The positive results of the tests which we have applied to decide the existence of OCTAPACE in RMC shows that OCTAPACE is working in RMC and the results shows that the effectiveness of that is very high...So it can be said that.

All above elements of OCTAPACE are working in RMC. We can't give the exact digits but assurance of presence can be given and hence job satisfaction is seen.

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