A Study on Impact of Organization Culture on Employee Behaviour with Special Reference to TNSTC, Perambalur District

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ABSTRACT

Organizational culture is characterized by beliefs and convictions that support the organization's objectives. Corporate culture has an effect on employee conduct. Interpersonal relationships, coordination and collaboration between different organizational units, as well as the rewards and incentives provided by their management The management must have the following qualities in order to improve their success in their respective fields

KEYWORDS: Organization culture, Employee behaviour

INTRODUCTION

The organization culture is they have some norms, morals, beliefs. Employees follow rules and regulation in the particular organization. Organization culture variables are Innovation, Leadership, decision making, communication, interpersonal relationship, team work, rewards and incentives. Impact of the organization how employees behave in particular situation in the organization like positive attitude, high commitment, Involvement, aggressiveness and etc….

REVIEW OF THE LITERATURE

Geert et al., 2010. "The performance guidance is focused on different values and different norms that makes culture effective.

Robbins and Sanghi (2007): Organizational norms, principles, and convictions have a significant influence on success and sustainability.

Ritchie (2000): organizational culture affects such outcomes as productivity, performance, commitment, self confidence, satisfaction and ethical behavior. Similarly, more recent writers have stated that organizational culture impacts on any organization, its employee performance and job satisfaction and ultimately its financial performance. Furthermore, it has also been noted that organizational culture helps management to find out the suitable strategies

and policies which can drive employees to contribute themselves and lead to organizational performance.

Denison & Neale (1996), Denison & Young (1999), and Fey & Denison (2003): proposed a total of 12 dimensions, with three sub-dimensions for each characteristic. The four major cultural traits are listed below, along with their sub dimensions: The characteristics of the involvement trait include skill growth, team orientation, and empowerment. The core principles, consensus, and an unwavering dedication are all features of the consistency trait.

Gordon and DiTomaso (1992) and Denison (1990): argue that cultural characteristics can influence performance, but only in a limited or context-dependent way. They go on to claim that if culture matches with changes in environmental factors in the background, it can lead to higher results. Researchers recently stated that cultural characteristics cannot be copied and therefore may be a cause of organ transplant rejection.

Furnham and Gunter (1993): is the internal alignment and organisation of a company's activities and employees. Internal integration is the societal interaction of new members with existing members, which creates organisational boundaries, feelings of belonging among

individuals, and organisational engagement. The basis is a shared structure.

Schein (1990, p. 111): "A pattern of basic assumptions community has invented, found, or developed learning to cope and problems of external adaptation and internal integration, have performed well enough to be considered true, and taught to new members the correct way to interpret, think, and feel in relation to those problems.

"A system of norms, policies, procedures, rewards, and expectancies within which individual and collective competence can flourish, " **according to Hall (1988, p.308)**. "Every organisation has a specific character of spirit, which we can call culture, which is exposed in a dominant set of values, beliefs about the significance and basic nature of individuals, and authority norms.

"A system of norms, policies, procedures, rewards, and expectancies within which individual and collective competence can flourish, " according to **Hall (1988, p.308)**. "Every organisation has a specific character of spirit, which we can call culture, which is exposed in a dominant set of values, beliefs about the significance and basic nature of individuals, and authority norms. organisational occurrences in a specialised style of expression that professionals in some firms share entirely with colleagues outside the firm as opposed to those within the firm; and in different expressive symbols everywhere that subgroups come together in the development of their common sense of mission **(Zheng & McLean, 2010)**.

Gordon and Cummins (1979) define organization culture as the drive that recognizes the efforts and contributions of the organizational members and provides holistic understanding of what and how is to be achieved, how goals are interrelated, and how each employee could attain goals

FRAMEWORK OF THE STUDY

FRAME WORK

ORGANIZATION CULTURE

Innovation: process that an individual or **organization** undertakes to conceptualize brand new products, processes, and ideas, or to approach existing products, processes, and ideas in new ways. In the world of business, there are many different types of **innovation** that a company might pursue

Leadership: The action of leading people in an **organization** towards achieving goals. A **leader** sets a clear vision for the **organization**, motivates employees, guides employees through the work process and builds morale. **Leadership** involves leading others toward achieving clear goals.

Decision making: The **process** of **making** choices by identifying a **decision**, gathering information, and assessing alternative resolutions. Using a step-by-step **decision-**

making process can help you make more deliberate, thoughtful **decisions** by organizing relevant information and defining alternatives

Communication: He sending and receiving of messages among interrelated individuals within a particular environment or setting to achieve individual and common goals. ... Individuals in **organizations** transmit messages through face-to face, written, and mediated channels.

Interpersonal relationship: A strong **association** among individuals working together in the same organization. Employees working together ought to share a special bond for them to deliver their level best.

Incentives reward: Workers for performance and productivity through money. These **incentives** include employee stock options, profit sharing plans, paid time off, bonuses and cash awards. Additional monetary **incentives** include annual or semi-annual bonuses, such as mid-year and end-of-year **rewards**.

EMPLOYEE BEHAVIOUR

Personality: Dynamic because mental structures of individual **employees** continuously develop over their lifetime. Further, in **organizational behaviour** studies, the **personality** and the individual behavioural pattern of the **employees** become an important construct to adjust and succeed in work situations.

Perceptions: Research has shown that what **employees perceive** from their work situation influences their productivity most. ... Those individuals who **perceive** their jobs as negative are likely to have increased absenteeism, more frequent turnover and less job satisfaction.

Employee experience: How **employees** react rationally and emotionally… to the how their **organizational** and external environments… enable them to achieve goals and satisfy needs that are important to them. ...

Self-esteem: knowing you're good and wearing it well. ... From an **organizational** perspective, "**employees** who feel good about themselves are typically able to focus better, need less time off, and generally get along well with coworkers

Positive attitudes: Towards work and co-**workers** (such as contentment, friendliness, etc.) These **positive attitudes** are usually manifested in a person's **behavior**; people with a **good attitude** are active and productive and do what they can to improve the mood of those around them.

High organizational commitments; Related to superior business performance, increased profitability, improved productivity, **employee** retention, customer satisfaction metrics, reduced customer churn, and above all improving the workplace culture.

High involvement: Management has significant impacts on firm and **employee** outcomes. ... Multiple theoretical frameworks link **high involvement** management to **employee** well-being and positive health outcomes.

Aggressiveness: Physical violence, such as biting, hitting, and kicking. Verbal hostility, like sending threatening messages through emails, phone calls, or social media, or making threats against someone's life, shouting, and swearing

RESEARCH METHODOLOGY
RESEARCH DESIGN

In this chapter describes the different approach that has been applied to gather required information in order to perform successful research study. This present study is descriptive in nature. This study is to find organization culture impact on employees behaviour.

RESEARCH APPROACH

For this study, survey method is used for collecting data, respondents are requested to fill the questionnaire by self after explaining the various aspects mentioned in it

SAMPLING TECHNIQUE AND SAMPLE SIZE

The sample size of 120 was taken for the purpose of conducting survey. Convience sampling technique is used to find impact of employees behaviour.

DATA DESIGN

Both primary and secondary data is used for this research. The study required the primary data to be collected from a sample of tnstc employees in perambalur. . The questionnaire was framed with a demographic variables and the new technological change, superior to subordinate relationship, communication, rewards and incentives primary data has been collected through a questionnaire, which was designed on five points Likert scale with options from strongly agree to strongly disagree. The data was collected from 120 respondents through a well-structured questionnaire. Secondary data are those, which have already been collected by some other person for their purpose and publication. It has been collected from the websites, magazines, various national and international journals and other related text books.

TOOLS USE FOR STUDY

The following statistical tools are applied to analyze the result
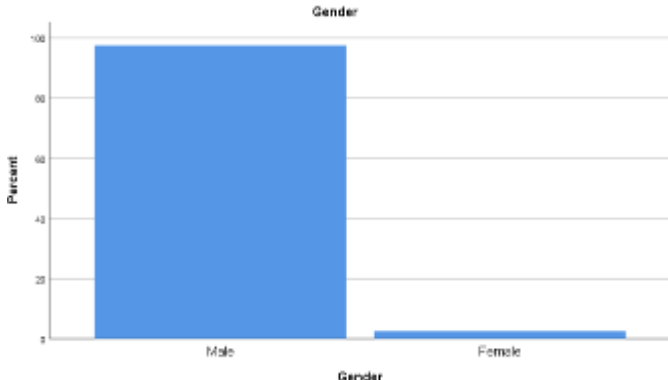1. Percentage analysis
2. Regression

LIMITATION OF STUDY

1. This study covers TNSTC perambalur district only.
2. This study only focus on 120 employees.

DATA ANALYSIS AND INTERPRETATION
TABLE 4.1.1 GENDER OF RESPONDENTS

S.NO	Frequency	No of respondents	Percentage
1	Male	117	97.5
2	Female	3	2.5
3	Total	120	100.0

CHART 4.1.1

INTERPRETATION

For the above indicates respondents 97% male and 3%female.

INFERENCE

Majority of respondents 97%male

TABLE 4.1.2 AGE OF RESPONDENTS

S.NO	Frequency	No of respondents	Percentage
1	20 to 30	9	7.5
2	30 to 40	59	49.2
3	above 40	52	43.3
4	Total	120	100.0

CHART 4.1.2
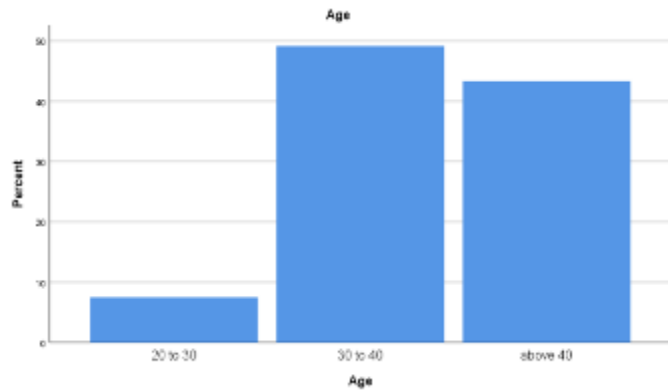
INTERPRETATION

For the above indicates respondents of age 20 to 30 are 7%, 30 to 40 age respondents are 49%, above 40 age respondents are 43%.
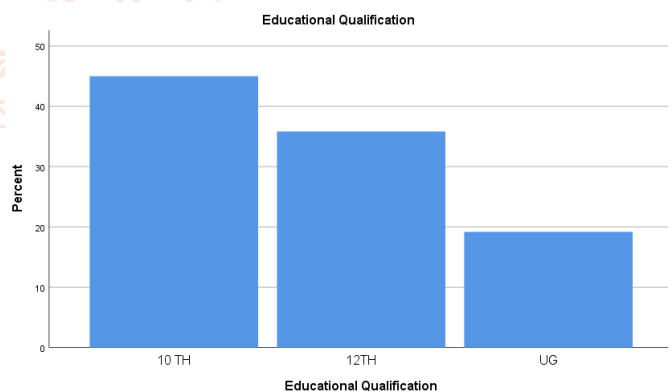
INFERENCE

Above 40 age of respondents are 43%

TABLE 4.1.3 EDUCATIONAL QUALIFICATION

S.NO	Frequency	No of respondents	Percentage
1	10 TH	54	45.0
2	12TH	43	35.8
3	UG	23	19.2
4	Total	120	100.0

CHART 4.1.3

INTERPRETATION

For the above indicates respondents of 10th are 45%, respondents of 12th are 36%, respondents of 19%.

INTERFRENCE

Majority of respondents educational qualification are 10th are 45%

TABLE 4.1.4 MARITAL STATUS

S.NO	Frequency	No of respondents	Percentage
1	Married	111	92.5
2	Unmarried	9	7.5
3	Total	120	100.0

CHART 4.1.4
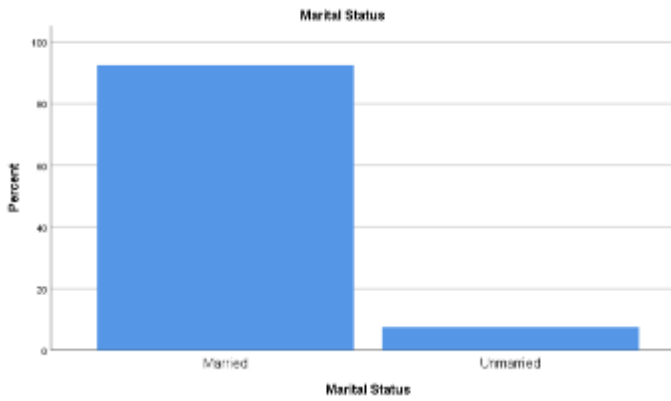
TABLE 4.1.5 MONTHLY SALARY

S.NO	Frequency	No of respondents	Percentage
1	10k to 20k	10	8.3
2	20k to 30k	61	50.8
3	30k to 40k	40	33.3
4	above 40k	9	7.5
5	Total	120	100.0

CHART 4.1.5

INTERPRETATION

For the above indicates of respondents salary 10k t0 20k are 8%, respondents salary 20k to 30k are 50%, respondents salary 30k to 40k are 7%.

INFERENCE

Majority of respondents salary 20k to 30k are 50%.

TABLE 4.1.6 WORK EXPERIENCE

S.NO	Frequency	No of respondents	Percentage
1	Less than 1 yr	13	10.8
2	1-5yr	29	24.2
3	5-10yr	37	30.8
4	above 10yr	41	34.2
5	Total	120	100.0

CHART 4.1.7

INTREPRETATION

For the above indicates work experience of respondents less than one year are 11%, respondents of 1-5years 24%, respondents of 5-10years 39%, respondents of above 10years 34%.

INFERENCE

Majority of respondents work experience 5-10years are 39%.

ORGANIZATION CULTURE

TABLE 4.1.7 FREQUENCY DISTRIBUTION ON RESPONDENT OPINION ONORGANIZATION GIVES RESPOND TO EVERY SUGGESTION AND NEW IDEAS GIVEN BY EMPLOYEES

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	91	75.8
2.	Agree	21	17.5
3.	Neutral	6	5.0
4.	Disagree	2	1.7
5.	Total	120	100.0

CHART 4.1.7
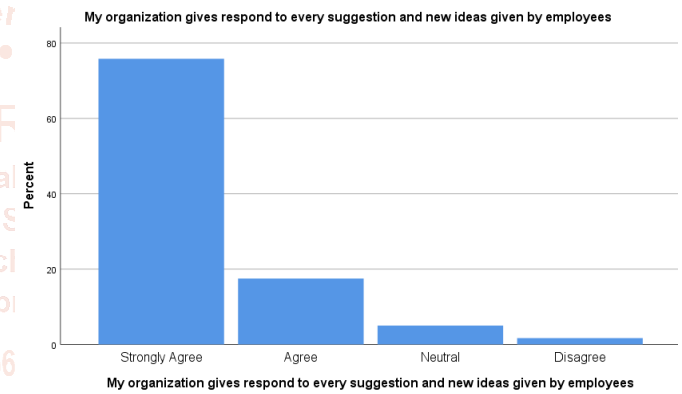
INTERPRETATION:

From the above indicates 75% of the respondents are Strongly agree, 18% of the respondents, 5% of the respondents neutral, 2% of the respondents disagree in organization gives respond to every suggestion and new ideas given by employees.

INFERENCE

Majority 75% of respondents strongly agree in my organization respond to every suggestion and new ideas given by employees.

TABLE 4.1.8 I WILL EASILY ADOPT A NEW TECHNOLOGICAL CHANGE

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	91	75.8
2.	Agree	21	17.5
3.	Neutral	6	5.0
4.	Disagree	2	1.7
5.	Total	120	100.0

CHART 4.1.8

INTERPRETATION:

From the above indicates 76% of the respondents are Strongly agree, 18% of the respondents, 5% of the respondents neutral, 2% of the respondents disagree in organization gives respond to every suggestion and new ideas given by employees.
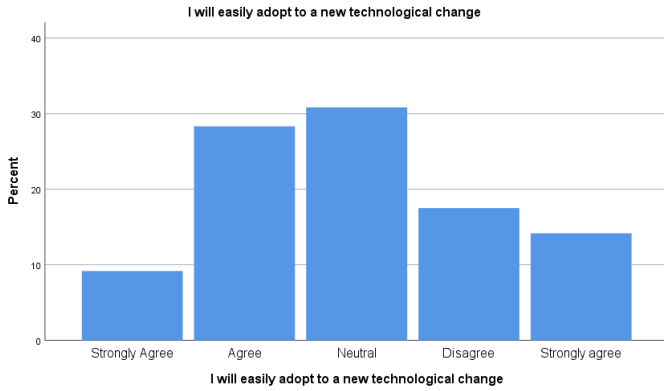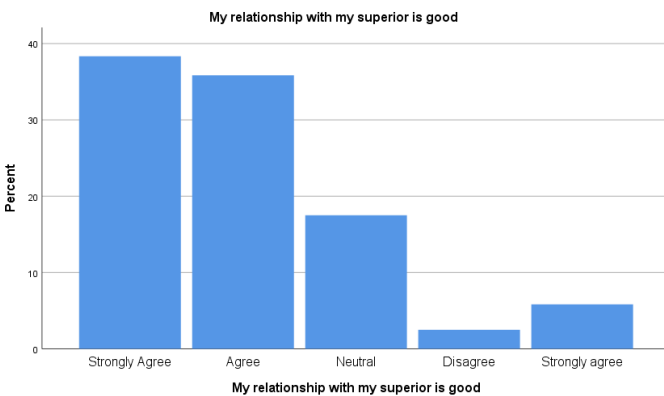
INFERENCE

Majority 76% of respondents are strongly agree in i wll easily adopt a new technological change

TABLE 4.1.9 MY RELATIONSHIP WITH MY SUPERIOR IS GOOD

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	46	38.3
2.	Agree	43	35.8
3.	Neutral	21	17.5
4.	Disagree	3	2.5
5.	Strongly disagree	7	5.8
6.	Total	120	100.0

CHART 4.1.9

INTERPRETATION:

From the above indicates 38% of the respondents are Strongly agree, 36% of the respondent agree, 18% of the respondents, 17%of the respondents neutral, 2% of the respondents disagree, 4% of the respondents strongly disagree in organization gives respond to every suggestion and new ideas given by employees.

INFERENCE

Majority 38% of respondents are strongly agree in my relationship with my superior is good

TABLE 4.1.10 MY RELATIONSHIP WITH MY SUBORDINATE

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	34	28.3
2.	Agree	40	33.3
3.	Neutral	26	21.7
4.	Disagree	18	15.0
5.	Strongly diaagree	2	1.7
6.	Total	120	100.0

CHART 4.1.10

INTERPRETATION:

From the above indicates 28% of the respondents are Strongly agree, 33% of the respondent agree, 18% of the respondents, 22%of the respondents neutral, 15% of the respondents disagree, 2% of the respondents strongly disagree in organization gives respond to every suggestion and new ideas given by employees.
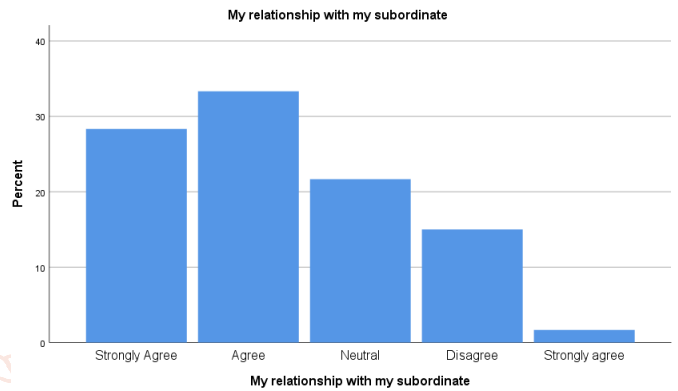
INFERENCE

Majority 33% of respondents are agree in my relationship with my subordinate is good

TABLE 4.1.11 ALL EMPLOYEES ARE EMPOWERED TO MAKE THEIR OWN DECISION FOR ASSIGNED

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	46	38.3
2.	Agree	26	21.7
3.	Neutral	32	26.7
4.	Disagree	11	9.2
5.	Strongly disagree	5	4.2
6.	Total	120	100.0

CHART 4.1.11

INTERPRETATION:

From the above indicates 38% of the respondents are Strongly agree, 22% of the respondent agree, 27% of the respondents, 17%of the respondents neutral, 9% of the

respondents disagree, 4% of the respondents strongly disagree in organization gives respond to every suggestion and new ideas given by employees.
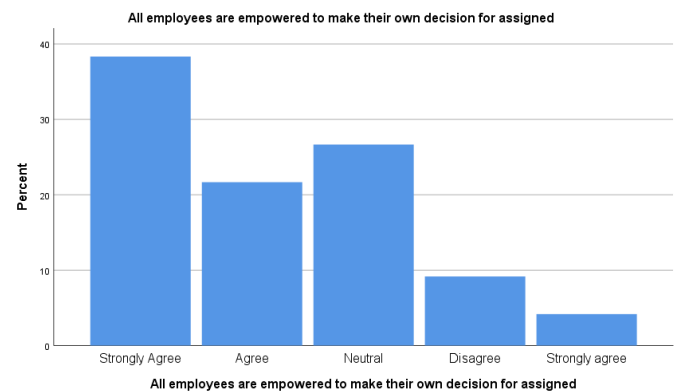
INFERENCE

Majority 38% of respondents are strongly agree in all employees are empowered to make their own decision for assigned

TABLE 4.1.12 COMMUNICATION CHANNEL VERY OPEN AMONG EM PLOYEES

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	39	32.5
2.	Agree	40	33.3
3.	Neutral	26	21.7
4.	Disagree	12	10.0
5.	Strongly disagree	3	2.5
6.	Total	120	100.0

CHART 4.1.12

Communication channels are very open among employees
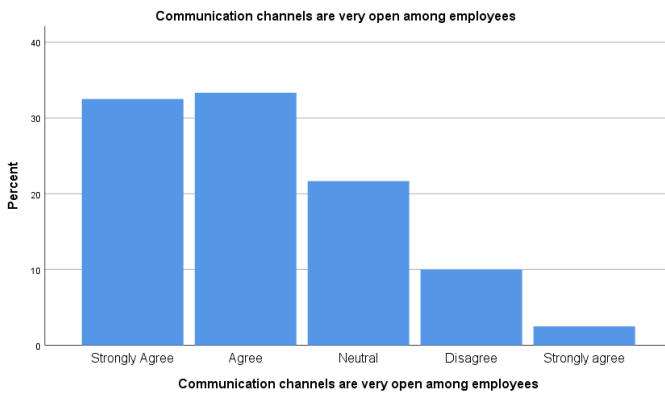
INTERPRETATION:

From the above indicates 32% of the respondents are Strongly agree, 33% of the respondent agree, 21% of the respondents neutral, 10%of the respondents disagree, 2% of the respondents strongly disagree in organization communication channels are very open among employees

INFERENCE

Majority 33% of respondents are agree in communication channels very open among employees.

TABLE 4.1.13 THE PROBLEMS AND COMPLAINTS OF EMPLOYEES ARE EFFECTIVELY HANDLED

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	41	34.2
2.	Agree	28	23.3
3.	Neutral	29	24.2
4.	Disagree	13	10.8
5.	Strongly disagree	9	7.5
6.	Total	120	100.0

CHART 4.1.13

The problems and complaints of employees are effectively handled
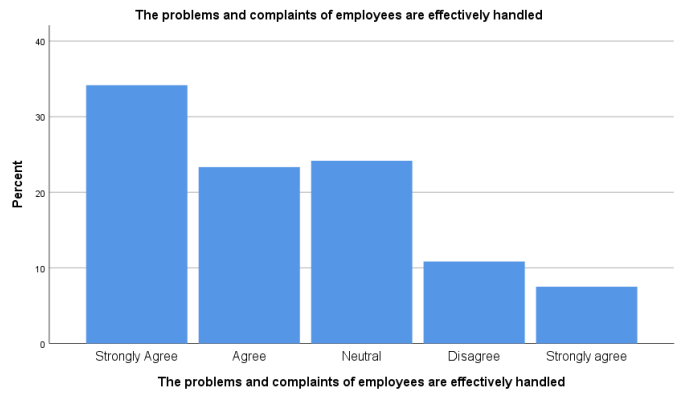
INTERPRETATION:

From the above indicates 34% of the respondents are Strongly agree, 23% of the respondent agree, 24% of the respondents neutral, 11%of the respondents disagree, 8% of the respondents strongly disagree in organization the problems and complaints of employee are effectively handled

INFERENCE

Majority 34% of respondents are strongly agree in the problems and complaints are effectively handled

TABLE 4.1.14 EMPLOYEES HAVE A GOOD INTERPERSONAL RELATIONSHIP WITH COLLEAGUES

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	85	70.8
2.	Agree	24	20.0
3.	Neutral	10	8.3
4.	Disagree	1	.8
5.	Total	120	100.0

CHART 4.1.14

Employees have a good interpersonal relationship with colleagues
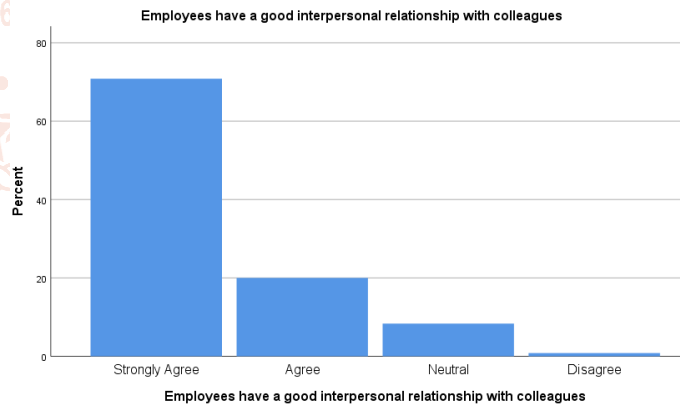
INTERPRETATION:

From the above indicates 70% of the respondents are Strongly agree, 20% of the respondent agree, 8% of the respondents neutral, 11%of the respondents disagree, in the organization the employees have good interpersonal relationship with colleagues

INFERENCE

Majority 70%of respondents are strongly agree   in employees have a good interpersonal relationship with collegues

TABLE 4.1.15 I FEEL COMFORTABLE AND GAIN KNOWLEDGE WHILE WORKING WITH MY TEAM

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	31	25.8
2.	Agree	35	29.2
3.	Neutral	33	27.5
4.	Disagree	16	13.3
5.	Strongly disagree	5	4.2
6.	Total	120	100.0

CHART 4.1.15

I feel comfortable and gain knowledge while working with my team

INTERPRETATION:

From the above indicates 26%of the respondents are Strongly agree, 29% of the respondent agree, 27% of the respondents neutral, 13%of the respondents disagree, 4% of the respondents strongly disagree in employee feel comfortable and gain knowledge with working team

INFERENCE

Majority 29% of respondents are agree in i feel comfortable and gain knowledge while working with my team

TABLE 4.1.16 THE INCENTIVES AND REWARDS SYSTEM IS SATISFACTORY

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	36	30.0
2.	Agree	36	30.0
3.	Neutral	34	28.3
4.	Disagree	6	5.0
5.	Strongly disagree	8	6.7
6.	Total	120	100.0

CHART 4.1.16

The incentives and rewards system is satisfactory

INTERPRETATION:

From the above indicates 30% of the respondents are Strongly agree, 30% of the respondent agree, 28% of the respondents neutral, 5%of the respondents disagree, 7% of

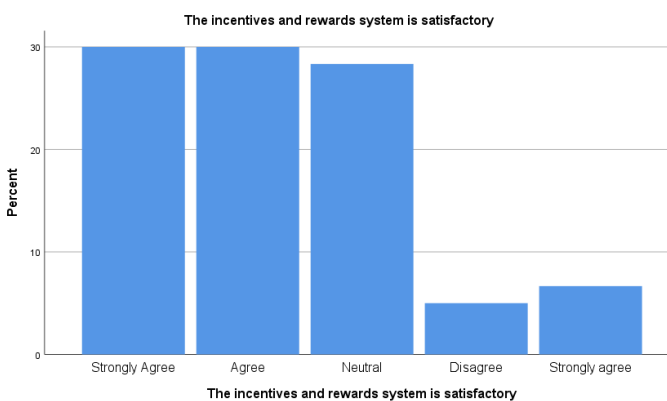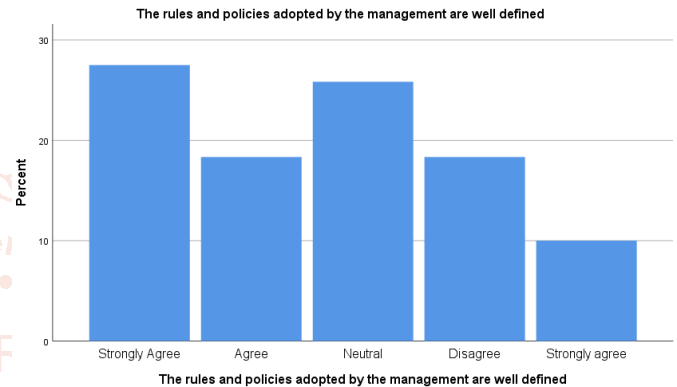the respondents strongly disagree in organization the incentives and rewards system is satisfatory

INFERENCE

Majority 30% of respondents are strongly agree and agree in incentives and rewards system is satisfactory

TABLE 4.1.17 THE RULES AND POLICIES ADOPTED BY THE MANAGEMENT ARE WELL DEFINED

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	33	27.5
2.	Agree	22	18.3
3.	Neutral	31	25.8
4.	Disagree	22	18.3
5.	Strongly disagree	12	10.0
6.	Total	120	100.0

CHART 4.1.17

The rules and policies adopted by the management are well defined

INTERPRETATION:

From the above indicates 27% of the respondents are Strongly agree, 18% of the respondent agree, 25% of the respondents neutral, 19%of the respondents disagree, 10%% of the respondents strongly disagree rules and policies adopted by the management are well defined

INFERENCE

Majority 27% of respondents are strongly agree in the rules and adopted by the management are well defined

TABLE 4.1.18 YOUR ORGANIZATION PROVIDES ENVIRONMENT FRIENDLY FACILITIES

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	40	33.3
2.	Agree	17	14.2
3.	Neutral	30	25.0
4.	Disagree	10	8.3
5.	Strongly disagree	23	19.2
6.	Total	120	100.0

CHART 4.1.18

Your organization provides environment friendly facilities

INTERPRETATION:

From the above indicates 33% of the respondents are Strongly agree, 14% of the respondent agree, 25% of the respondents neutral, 18%of the respondents disagree, 19% of the respondents strongly disagree in organization Provides environment friendly facilities
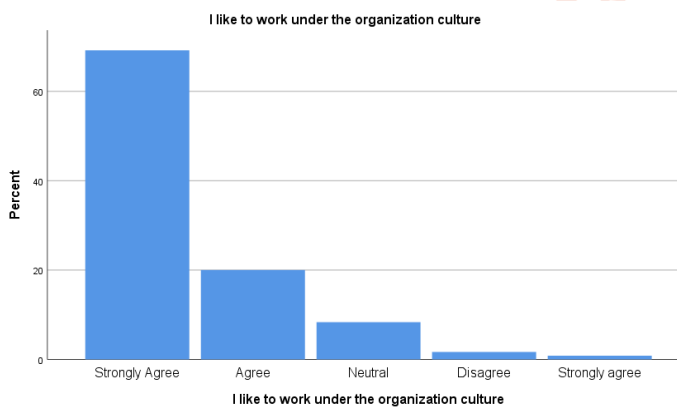
INFERENCE

Majority 33% of respondents are strongly agree in your organization provides environmental facilities

TABLE 4.1.19 I LIKE TO WORK UNDER THE ORGANIZATION CULTURE

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	83	69.2
2.	Agree	24	20.0
3.	Neutral	10	8.3
4.	Disagree	2	1.7
5.	Strongly disagree	1	.8
6.	Total	120	100.0

CHART 4.1.19

I like to work under the organization culture

INTERPRETATION:

From the above indicates 69% of the respondents are Strongly agree, 28% of the respondent agree, 8% of the respondents neutral, 3%of the respondents disagree, 0.8%% of the respondents strongly disagree i like to work under the organization culture

INFERENCE

Majority 27% of respondents are strongly agree in i like to work under the organization culture

TABLE 4.1.20 ORGANIZATION HELPS ME TO DEVELOP SOME PERSONAL SKILLS TOWARDS WORKING

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	15	12.5
2.	Agree	20	16.7
3.	Neutral	33	27.5
4.	Disagree	33	27.5
5.	Strongly disagree	19	15.8
6.	Total	120	100.0

CHART 4.1.20

Organization helps me to develop some personal skills towards working

INTERPRETATION:

From the above indicates 12% of the respondents are Strongly agree, 17% of the respondent agree, 27% of the respondents neutral, 27%of the respondents disagree, 16%% of the respondents strongly disagree organization helps me to develop some personal skills towards

INFERENCE

Majority 27% of respondents are neutral and disagree in organization helps me to develop some personal works.

TABLE 4.1.21 THERE ARE SCOPE TO GAIN MANY EXPERIENCE WHILE WORKING WORTHY WITH ORGANIZATION

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	49	40.8
2.	Agree	43	35.8
3.	Neutral	22	18.3
4.	Disagree	4	3.3
5.	Strongly disagree	2	1.7
6.	Total	120	100.0

CHART 4.1.21

There are scope to gain many experience while worthy with organization
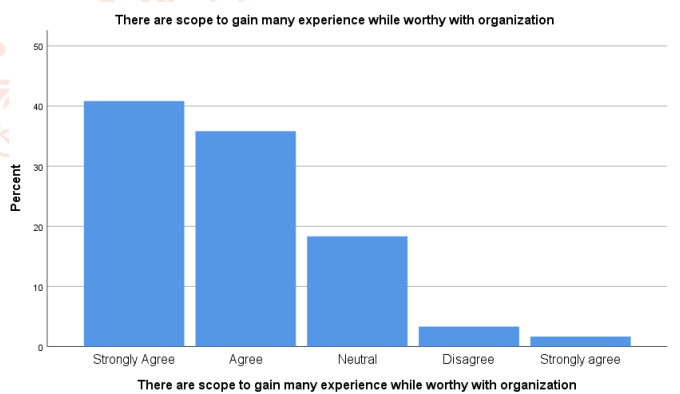
INTERPRETATION:

From the above indicates 41% of the respondents are Strongly agree, 36% of the respondent agree, 18% of the respondents neutral, 3%of the respondents disagree, 2%% of the respondents strongly disagree there are scope to gain many experience while worthy with organization
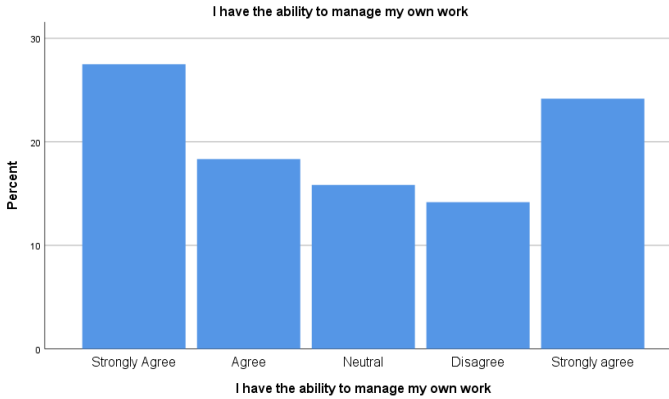
INFERENCE

Majority 41% of respondents are strongly agree in there are scope to gain many experience while worthy with organization

TABLE 4.1.22 I HAVE ABILITY TO MANAGE MY OWN WORK

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	33	27.5
2.	Agree	22	18.3
3.	Neutral	19	15.8
4.	Disagree	17	14.2
5.	Strongly disagree	29	24.2
6.	Total	120	100.0

CHART 4.1.22

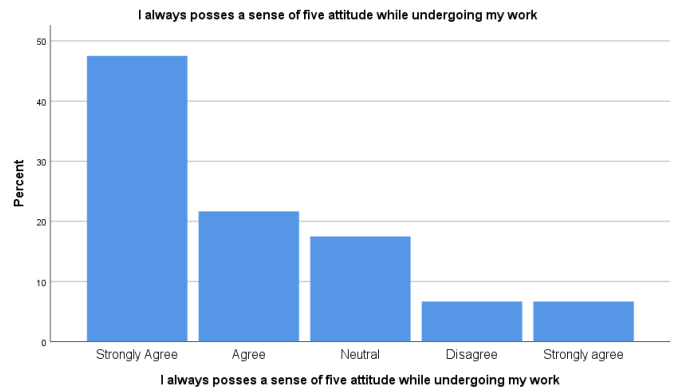I have the ability to manage my own work

INTERPRETATION:

From the above indicates 27% of the respondents are Strongly agree, 18% of the respondent agree, 15% of the respondents neutral, 14%of the respondents disagree, 24%of the respondents strongly disagree i have the ability manage my work

INFERENCE

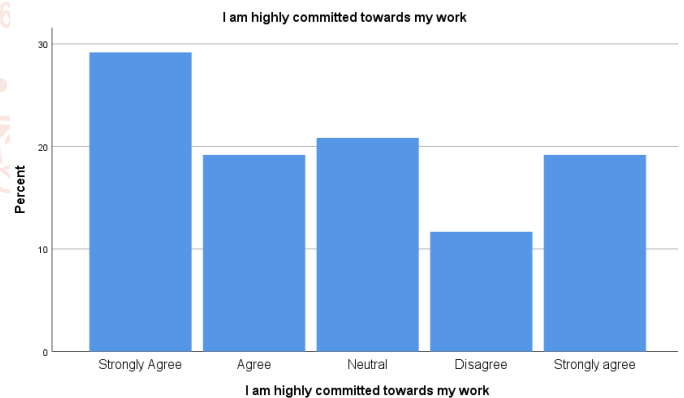Majority 27% of respondents are strongly agree in i have ability to manage my work

TABLE 4.1.23 I ALWAYS POSSES A SENSE OF FIVE ATTITUDE WHILE WORKING UNDERGOING MY WORK

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	57	47.5
2.	Agree	26	21.7
3.	Neutral	21	17.5
4.	Disagree	8	6.7
5.	Strongly disagree	8	6.7
6.	Total	120	100.0

CHART 4.1.23

I always posses a sense of five attitude while undergoing my work

INTERPRETATION:

From the above indicates 47% of the respondents are Strongly agree, 21% of the respondent agree, 17% of the respondents neutral, 7%of the respondents disagree, 7%% of the respondents strongly disagree i always posses s sense of five attitude while undergoing my work.

INFERENCE

Majority 47% of respondents are strongly agree in i always posses a five attitude while undergoing my work

TABLE 4.1.24 I AM HIGHLY COMMITTED TOWARDS MY WORK

S. NO	Frequency	No of respondents	Percentage
1.	Strongly Agree	44	36.7
2.	Agree	24	20.0
3.	Neutral	24	20.0
4.	Disagree	12	10.0
5.	Strongly disagree	16	13.3
6.	Total	120	100.0

CHART 4.1.24

I am highly committed towards my work

TABLE 4.2.1 OPINION ABOUT THE ORGANIZATIONAL FACTORS WITH RESPECT TO EMPLOYEES BEHAVIORAL ASPECTS

S. No	Factors	Weighted score
1	My organization gives respond to every suggestion and new ideas given by employees.	1.32
2	I will easily adopt to a new technological change	2.99
3	My relationship with my superior is good	2.016
4	My relationship with my subordinate	2.28
5	All employees are empowered to make their own decision for assigned	2.19
6	Communication channels are very open among employees	2.16
7	The problems and complaints of employees are effectively handled	2.34
8	Employees have a good interpersonal relationship with colleagues	1.39
9	I feel comfortable and gain knowledge while working with my team	2.40
10	The incentives and rewards system is satisfactory	2.28
11	The rules and policies adopted by the management are well defined	2.65
12	Your organization provides environment friendly facilities	2.65

13	I like to work under the organization culture	1.45
14	Organization helps me to develop some personal skills towards working	3.17
15	There are scope to gain many experience while worthy with organization	1.89
16	I have the ability to manage my own work	2.89
17	I always posses a sense of five attitude while undergoing my work	2.03
18	I am highly involved to do my work with high patience	

Regression Analysis

Null Hypothesis (H0): There is no significant relationship between organization culture and employees behaviour.

Alternative Hypothesis (H1): There is a significant relationship between organization culture and employees behaviour.

TABLE 4.3.1

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.857	1	.857	2.143	.203[b]
	Residual	2.000	5	.400		
	Total	2.857	6			
a. Dependent Variable: EB						
b. Predictors: (Constant), OC						

TABLE 4.3.2

Regression						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1.149E-17	1.291		.000	1.000
OC	1.000	.683	.548	1.464	.203
a. Dependent Variable: EB					

CHART 4.2.1

Histogram
Dependent Variable: EB
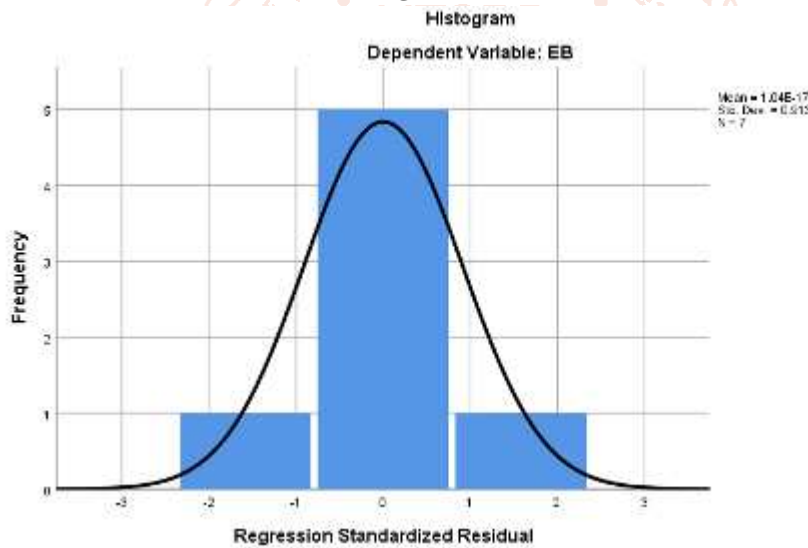
CHART 4.2.2

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: EB
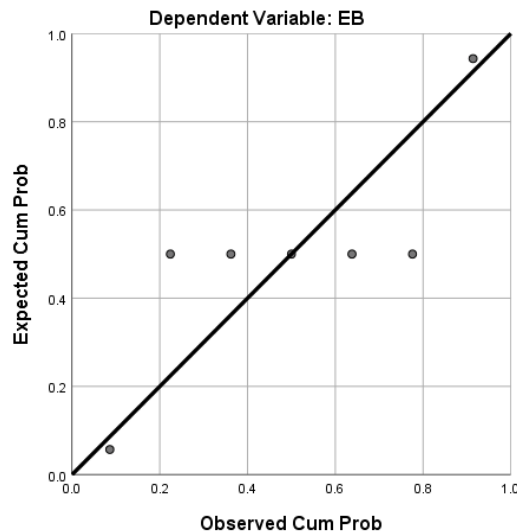
INTERPRETATION

Hence, the above table p value is higher than 0.01, H1 is accepted.

SUGGESTION

1. Organization may help employees its to develop some personal skills.
2. The employee has reported a non satisfactory reply towards their increment system in the organization. This issue may be focused.
3. The organization may focus a effective problems and complaints handling system.

CONCLUSION

The study about the organizational culture and impact of behaviour 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 TNSTC. Because of this favourable culture the employees' show positive behaviours like high involvement, highly commitment to the organization, highly motivated and highly flexible to the organizational changes.

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