

# A Study on Organizational Culture and Impact its Employee Behavior

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## ABSTRACT

Employees are the backbone of an industry, and at the same time, they are an important source of an organization. Therefore, employee behavior and culture within an organization must be properly managed. A culture has within itself certain integrated values such as norms, behaviors, discipline, codes of conduct, and empathy. Good employee behavior and culture will help you manage processing time and adapt to new tasks. Employee attitudes and culture are generally good. Help your company achieve its organizational goals and objectives. A descriptive research design and simple random sampling technique was used for this study. A sample size of 60 people was collected using planned interviews. The study concludes that more than half of the respondents (65%) have a medium level of organizational culture and the majority of respondents (70%) have a medium level of employee behavior.

**KEYWORDS:** Organizational Culture, Employee Behavior

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## INTRODUCTION

Organizational culture is the behavior of people in an organization and the meanings they attach to that behavior. Culture includes an organization's vision, values, norms, systems, symbols, language, assumptions, beliefs, and habits. These patterns of collective behavior and beliefs are also taught to new members of the organization as ways of receiving and even thinking and feeling.

### Definition

According to Ravasi and Scultz (2006), organizational culture is a set of shared mental guidelines for interpreting and acting within an organization by defining appropriate behaviors for different situations.

### Employee Behavior

Employee behavior is defined as an employee's reaction to a particular situation at work. Employees must engage in good behavior at work, not only to earn recognition and respect from others, but also to

maintain a healthy work culture. Workplace rules and regulations must be followed.

## REVIEW OF LITERATURE

**Pellegrin et al (2011)** given the ambiguity around defining organizational culture, it is hardly surprising that trying to effectively measure culture is also a complex process. Endeavor to demystify the issue, explaining that 'to the organizational scientists, culture is simply a collection of behaviors; all meaningful behaviors are measurable and what is measurable can be changed.

**Robbins and Sanghi, (2007)**, Organizational culture is a descriptive term which is concerned with how employees perceive the characteristics of an organizations culture, not with whether or not they like them. This appraisal of the organization on its characteristics gives a composite picture of the organization's culture. This picture in turn becomes the basis for feelings of shared understanding that

members have about the organization, how things are done in it, and the way members are supposed to behave.

**Martins and Terblanche (2003)**, culture is deeply associated with values and beliefs shared by personnel in an organization. Organizational culture relates the employees to organization’s values, norms, stories, beliefs and principles and incorporates these assumptions into them as activity and behavioral set of standards.

**Methodology of the Study**

**Objectives of the Study**

- To assess the study of demographic profile of the respondents.
- To find out the level of organizational culture.
- To analysis the association between the demographic profile and level of employee behavior.
- To study the influence of the valuable suggestion about organizational culture of the respondents

**Finds of the Study**

Factors	Medium	Frequency	Percent
Age	25-30	24	40.0%
Gender	Female	34	56.7%
Education qualification	U. Graduate	27	45.0%
Annual income	10000-45000	37	61.7%
Marital status	Unmarried	43	71.7%

**Simple Percentage Analysis**

- Less than half (40%) of the respondents is in the age group between 25-30 years.
- Majority (56.7%) of the respondents were Female.
- Less than half (45%) of the respondents is u. graduate.
- Majority (61.7%) of the respondents income level is 10000 -45000.
- Majority (71.7%) of the respondents are unmarried.

Factors	Medium	Frequency	Percent
Organizational culture	Moderate	39	65.0%
Employee behavior	Moderate	42	70.0%

- Majority (65.0%) of the respondent’s Organizational culture are moderate level.
- Majority (75.0%) of the respondents Employee behaviour are moderate level.

**Influence of Socio Economic Factors on Organizational culture and employee behavior**

Variables	Statistical tool	Value	Result
Gender and Organizational culture	t-test	t = 1.397 p<0.05	Not Significant
Marital status and Organizational culture.	t-test	t = -1.051 p>0.05	Not-Significant
Age and Organizational culture	ANOVA	F= .240 t>0.05	Not-Significant
Age and Employee Behaviour.	ANOVA	F= .943 P>0.05	Not-Significant

**Research design:** The researcher followed descriptive research design for the study.

**Universe of the study:** The universe of the present study is the **EVERWIN TEXTILES MILLS (P) Ltd.** 250 Employees are working.

**Sampling:** 60 Respondents were selected for data collection by Simple Random Sampling.

**Tools for data collection:** The researcher made use of interview schedule questionnaire. The researcher used manual for the scale was created by (Alharbi Mohammad Awadh and Alyahya Mohammed Saad) published on 2013 and (Cheryl Mester, Delenevisser, Gert Roodt) published on 2003 organizational culture and employee behavior questionnaire is closely based on the management standards indicator tool produced. The data were analyzed using various statistical tools like simple percentage, independent t-test, paired t-test, and ANOVA.

There is no significant difference in the gender Organizational culture of the respondents.

There is no significant difference in the marital status and Organizational culture of the respondents.

The one way ANOVA shows that there is a no significant difference in the Age and Organizational culture of the respondents at 0.05 levels.

The one way ANOVA shows that there is a no significant difference in the Age and Employee Behaviour of the respondents at 0.05 levels.

**CORRELATIONS TABLE SHOWING THE DIFFERENCE IN MEAN SCORES BETWEEN ORGANIZATIONAL CULTURE AND EMPLOYEE BEHAVIOR**

S.NO	Organizational culture and employee behavior	Organizational culture	Employee behavior
Organizational culture	Pearson Correlation	1	.500**
	Sig. (2-tailed)		.000
	N	60	60
Employee behavior	Pearson Correlation	.500**	1
	Sig. (2-tailed)	.000	
	N	60	60

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The organizational culture and employee behavior relationship between correlations is significant.

**Recommendations**

- Corporate culture influences the work behavior of employees within an organization.
- Staff believes that the training and development facilities provided need to be improved.
- Employees were not very satisfied with the existing facilities in the company.
- Management should discuss and improve benefits increases with employees and provide other promotions as deemed necessary.
- Personality development of employees should take place.
- Organizational culture is an important factor in the productivity level of an organization in the sense that it influences the work behavior of employees in the workplace and it is the employee input into the organization that determines the productivity level.
- Corporate culture has a significant impact on employee work behavior.
- Organizations strictly adhere to leadership from top to bottom levels.
- Managers should be monitored at every moment of supervision.

**Conclusion**

The study on “Organizational Culture and Its Impact on Employee Behavior” with reference to Everwin Textiles Mills Private Limited expresses that organizational culture should also be well maintained

when employee behavior. Most employees are young and inexperienced, making it easier for them to integrate into the company culture. If the organizational culture is not good when employees behave, the organization needs to implement the correct organizational culture. The study concludes that more than half of the respondents (65%) have a medium level of organizational culture and the majority of respondents (70%) have a medium level of employee behavior.

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