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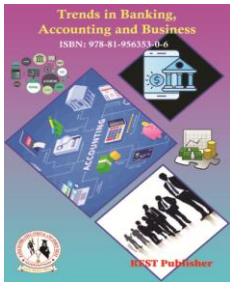

A Study on Organizational Culture with Respect to Glister Engineering and Technology-Coimabatore

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Abstract: The study entitled "A Study on Organizational Culture With respect To Glister Engineering and Technology"- Coimabatorel. The main focus of the study is to measure the level of employee's performance appraisal. This project emphasizes on the importance of employee's performance appraisal systems among the employees in the study area. Primary data collection was done through structured questionnaire. Secondary data were collected from company records, internet resources and other sources also. Research design used in this study was descriptive research study. Conclusions were drawn based on the analysis of data collected and interpretations. Recommendations were provided for enhancing the quality of the processes and personnel policies of the organization with respect to performance appraisal. The steps for improving the level in the organization are also identified. The emerging trends identified in the review suggest that organization need to adapt to changing technology and societal normsto remain competitive in attracting and retaining a skilled workforce.

1. INTRODUCTION

Organizational culture encompasses values and behaviors that contribute to the unique social and psychological environment of a business. The organizational culture influences the way people interact the context within which knowledge is created the resistance they will have towards certain changes, and ultimately the way they share knowledge. Organizational culture represents the collective values, beliefs and principles of organizational members. It may also be influenced by factors such as history, type of product, market, technology, strategy, type of employees. Culture includes the organizational vision, values, norms, systems, symbols, language, assumptions, environment, location, beliefs, and habits. The term of culture in the organizational context was first introduced by Dr.Elliott Jaques in his book The Changing Culture of a Factory, in 1951. This is the published report of "a case study of developments in the social life of one industrial community between April, 1948 and November 1950".The "case" is a publicly held British company engaged principally in the manufacture, sale, and servicing of metal bearings. The study is concerned with the description, analysis, and development of the corporate group behaviors.

Reviwes:

A literature review is a scholarly paper, which includes the current knowledge including substantive findings, as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources, and do not report new or original experimental work. Most often associated with academic-oriented literature, such reviews are found in academic journals, and are not to be confused with book reviews that may also appear in the same publication. Literature reviews are a basis for research in nearly every academic field.

Dr. Hans Selye defined organization in 1992. He stated that organization is a non-specific response of the body to any demand made on a person. Generally, there are four organization concepts such as the stimulus concept; the response concept; the transactional concept; and the discrepancy concept. The stimulus concept focuses on situational conditions or events. In this concept, certain stimuli are organization, for example high time pressure, interpersonal clash at work, or accidents.

Rubina et al. (2008) did a similar research on work place organization and they found out that lack of resources, workload, lack of communication, discomfort with supervisors have contributed to increase the organization level of the employees. Technology supposed to shorten the working week and give more leisure time to the employees, but reverse is happening. People are working long hours and spend less hours with family.

Richardson (2008)- A classification of organization interventions has been done, those are primary, secondary and tertiary. He suggested all the employees to adopt relaxation training intervention for organization management which is the easiest and least expensive approach to implement.

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According to **(T. Alexandra Beauregard & Lesley C. Henry, 2012),** in terms of job attitudes, employees reporting high levels of both work-to-life & life-to-work conflict tend to exhibit lower levels of job satisfaction and organizational commitment.

As suggested by researcher **Tymon et al. (2012)** that employees can improve their perceived career success by balancing long and short term goals, improving their competence, and communicating openly with their managers, which have predictive potential on manager's career success are individual related factors, organizational related factors, managerial competencies-related factors, and the personal environment fit factor.

2. RESEARCH METHODOLOGY

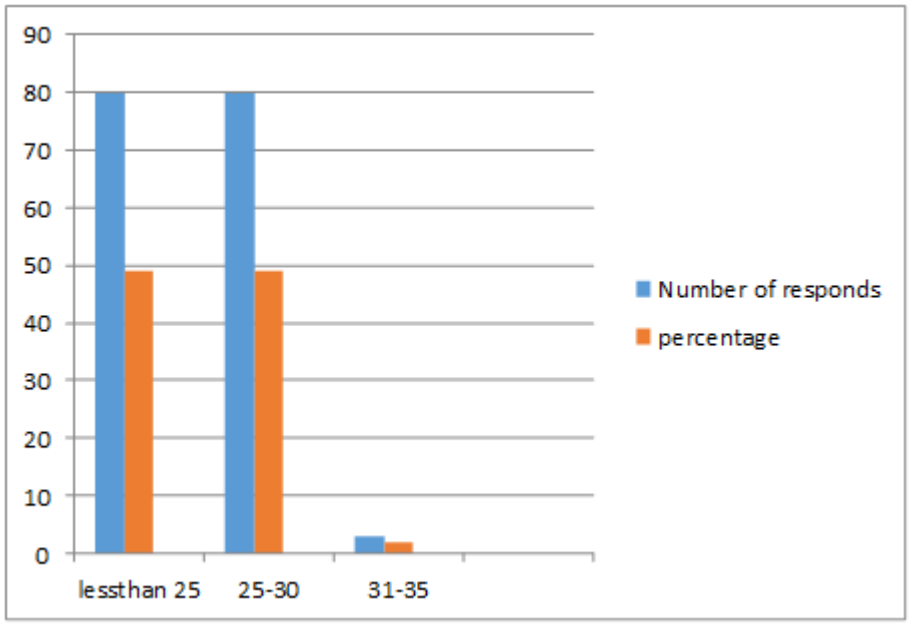
Age	Number of Respondents	percentage
Less than 25	80	49.1
25-30	80	49.1
31-35	3	1.8
total	163	100.0

Analytical research is a type of research that utilizes thinking to find out facts about a given topic and from the answers obtained to develop new and useful ways of doing things. Critical thinking is a method of thinking that puts assumptions into question to decide whether a given claim is true or false. The major purpose of this study is to analyses and interpret the data items and its relationships.

Research Design

The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the buyers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening. Research Methodology is a systematic way to solve a research problem. But, in relation to the subject concern, it is a pattern or an outline of research project's workings. It is the statement of essential elements of a study that provides basic guidelines of conducting the project. It is same as the blue print of architect's work.

3.DATA ANALYSIS AGE EDUCATION



Education	Number of respondents	percentage
Less than ssc	21	12.9
Ssc/Dip	64	39.3
UG	78	47.9
Total	163	100

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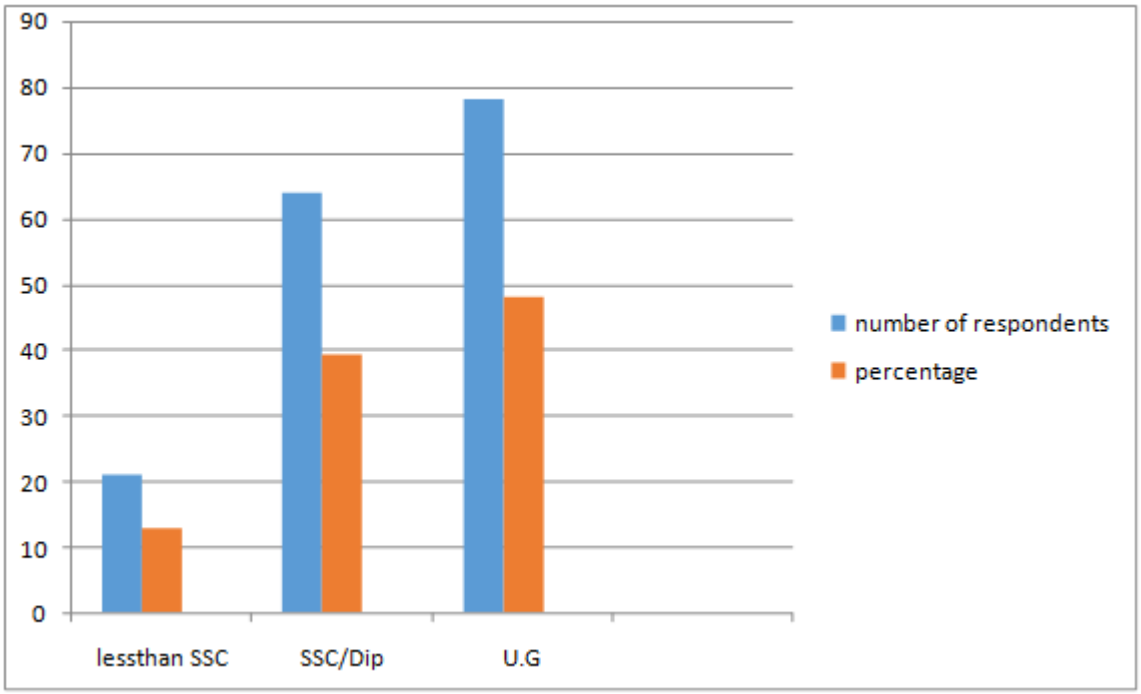

Chi Square

	Value	Df	ASYMP.Sig
Pearson chi-square	18.887	8	.015
Likelihood ratio	15.510	8	.050
Linear-by-linear association	3.383	1	.066

Thus it report the significance test like, an association between Age and Recruitment and Selection Practices was observed**, χ 2 (8)=18.887, p=0.015**.Significance **Value 0.015 < 0.05.** So, we accept Null Hypothesis (Ho). There is a no significant difference between both the variables.

Finding

It is concluded from the above study that the majority of the respondents working are Male in the Organization.

- 49.1% of the respondent's age is in between 25-30.
- 47.9% of the respondent's education is equivalent to Bachelor's Degree.
- 47.6% of the respondent's experience is in between 2-3 yrs.
- 36.2% of the respondent's incomes are in between 20-25k.
- An association between Age and Recruitment and Selection Practices was observed, χ 2 (8) =18.887, p=0.015. So, we accept Null Hypothesis (Ho).
- An association between Age and Training and Development Practices was observed, χ 2 (8) =22.197, p=0.005. So, we accept Null Hypothesis (Ho).
- An association between Age and Organizational Practices was observed, χ 2 (8) =22.197, p=0.005. So, we accept Null Hypothesis (Ho).
- An association between Age and Organizational Practices was observed, χ 2 (8) =22.197, p=0.005. So, we accept Null Hypothesis (Ho).

Suggestions

- Identify a mentor who can really guide in work and behavior and establish rapport with employers.
- Follow those employees who have leadership qualities and those who have credibility in the organizations.
- Avoid talking critically about others and about the projects\work of the organization and also personal questions which may embraces people.
- Follow the pattern of communications preferred by the supervisor thereby one can establish strong professional leadership.
- One should be flexible in talking up new assignments even if it is not a part of job descriptions and ask for help/training, if required, so as to take up the assigned work. Be punctual Be first to arrive and last to depart from the workplace.

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- Keep note of accomplishments and key issues that merit recognition in sequential order during the first subsequent performance review.

4. CONCLUSION

This paper has shown a significant, positive and meaningful relationship between HRM Policies and organizational culture. HRM Practices become the means whereby organizational culture is created and sustained. Designing new culture requires that HRM Professionals are ahead of the cultural change curve with innovative and exciting HRM Practices. HRM has been proposed by others to be a potentially powerful lever for shaping and changing the culture of an organization to make the organization more effective (Schien 1983; Ulrich 1997).

This is a study of HRM practices in Glister Engineering and Technology, Coimbatore. This provides support to the fact that the adoption of a HRM practices is contingent on the specific requirements of an organization (Schuler and Jackson, 1981). There is a significant difference between the socio-economic supports in an organization. One finds no significant difference in the other three variables of organizational culture in Glister Engineering and Technology, Coimbatore. i.e., Self-Realization, Status Enhancement and Inventive values.

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