

A PROJECT REPORT ON ORGANISATION CULTURE AND CLIMATE INFLUENCE ON EMPLOYEE AT ZUARI CEMENT

Ms. Rachakonda Vanaja ¹, Mrs Shirisha Bandaru (PH.D) ², Dr.K.Veeraiah ³ (Professor & HOD) .

AUTHOR¹, AUTHOR ², AUTHOR ³

MARRI LAXMAN REDDY INSTITUTE OF TECHNOLOGY AND MANAGEMENT

DUNDIGAL, HYDERABAD

I. INTRODUCTION

Corporate culture can be looked at as a system. Inputs include feedback from, e.g., society, professions, laws, stories, heroes, values on competition or service, etc. The process is based on our assumptions, values and norms, e.g., our values on money, time, facilities, space and people. Outputs or effects of our culture are, e.g., organizational behaviors, technologies, strategies, image, products, services, appearance, etc.

II. NEED FOR THE STUDY

Every company has its own working style, which is frequently reflected in its culture. An organization's culture is defined by its ideas, philosophies, principles, and values. The way workers interact with one other and with individuals outside the company is influenced by the management style.

III. OBJECTIVES OF THE STUDY

. This study is undertaken with the following objectives.

1. To assess the existing culture of the organization and to find its impact on employee's behavior.
2. To analyze the overall performance of the employees.
3. To learn the employees' relationship with their peers.
4. To study the employees feel about the management.

IV. HYPOTHESIS OF THE STUDY

Null Hypothesis (H0): There is no significant relationship between organizational culture and climate and employee satisfaction at Zuari Cement.

Alternative Hypothesis (H1): There is a significant relationship between organizational culture and climate and employee satisfaction at Zuari Cement.

V. .SCOPE OF THE STUDY

The organizational culture, or work environment, is critical to business performance because it influences employee behaviors. As a result, businesses and institutions must concentrate on methods for measuring their organizational culture on a regular basis.

Organisational culture is known as the values, beliefs and basic assumptions that are guided by the leadership, shared by the employees and that explain how things are done in the organisation.

VI. RESEARCH METHODOLOGY

A descriptive research design was followed. The target area was the employees of Company. The research was done to analyze the organizational culture and its impact.

Sources of data

The research was conducted using a combination of Primary as well as Secondary data.

1. Primary Data
2. Questionnaire
3. Secondary Data
4. Newsletters
5. Circulars
6. Website
7. NewspapersSample Size

The sample size for this survey consisted of 100 employees from company. The employees were selected at “simple random sampling.” and the area covered was the various departments in company.**period of Study:**
-45Days

VII. REVIEW OF LITERATURE

Eka Firmansyah (2024) This study explores the connection between workplace organizational culture, employee engagement, and productivity. And that is through utilizing an extensive examination of existing literature, empirical research, and case studies.

Clayton Michael Fonceca (2023) This research was carried out to understand organizational Culture and its influence on employee behavior. Organizational culture is the collective behavior of people that are part of an organization. The purpose of the study is no matter how deep and crucial training is provided for sales, marketing, production, manufacture, supply, distribution.

Dhananjay Bhavsar (2023) Human resources brings knowledge, skills and abilities to the organization that is why employees are organizational resources. Thus, employee's commitment and loyalty are very crucial for organizational growth and sustainability.

Deepti Sharma (2023) In academic research, organisational theory, and management practice, organisational culture has emerged as a central subject. The enthusiasm for this concept's study is a result of the long-standing replacement of scientific management with a softer, more humane approach that considers how to get the job done while also inspiring or influencing the workforce to perform without much direction from management.

Dr. Vijaykumar Dhole (2023) Organizational culture is defined as a set of shared, fundamental assumptions about an organization. Beliefs about what is valued, how people should behave, and what is —normall within an organization.

Pawan Kumar (2023) Employee satisfaction is crucial for a company to prosper. Because it influences a person's attitude toward their work and raises the possibility that an organisation will outperform its competitors. Job satisfaction plays a vital role in the growth of an organisation.

1. Age of Employees

Table 2: Respondent's Age			
S.No.	Age	No. of Respondents	Percentage (%)
1	<=24	16	16
2	25-28	36	36
3	29-32	44	44
4	>33	4	4
Total		100	100

Interpretation

The above graph illustrates that majority of the respondents i.e. people are in the age group of 29-32 years. Eight respondents in the survey are less than or equal to 24; 18 persons are in the age between 25-28 years; and only 4 persons are aged about 33 years.

2. Gender of Employees

Table 2: Gender of Employees			
S.No.	Gender	No. of Respondents	Percentage (%)

1	Male	64	64%
2	Female	36	36%
Total		100	100%
Source: Primary Data			

Interpretation

The above graph illustrates that majority of the respondents are male in the Edlogix software solutions.

3. How satisfied you with the work culture in the organization

Table 3: Work Culture in The Organization			
S. No	Work Culture	No. of Respondents	Percentage (%)
1	Highly Satisfied	20	20
2	Satisfied	44	44
3	Neutral	28	28
4	Dissatisfied	4	4
5	Highly Dissatisfied	4	4
Total		100	100
Source: Primary Data			

Interpretation

The above graph shows that 20 respondents highly satisfied, 44 of employees satisfied, 28 employees neutral, 4 employees dissatisfied with the work culture in the organization.

14. What is the opinion of this organization

Table 14: Opinion Of This Organization			
S. No	Opinion of Organization	No. of Respondents	Percentage (%)
1	Good	48	48
2	Excellent	36	36
3	Average	16	16
Total		100	100
Source: Primary Data			

The above graph shows that 48 respondents said Good opinion of this organization , 36 respondents said Excellent,16 respondents said Average opinion of this organization.

15. The organization is flexible enough to respond to changes quickly

Table 15: Respond To Changes Quickly			
S. No	Changes Quickly	No. of Respondents	Percentage (%)
1	Always	68	68
2	Sometimes	28	28
3	Never	4	4
Total		100	100
Source: Primary Data			

Interpretation

The above graph shows that 68respondents said that organization is always respond to changes quickly, 28 of employees said that organization is sometimes respond to changes quickly.

16. You have a sense of fear or insecurity while working

Table 16: A Sense of Fear or Insecurity While Working			
S. No	Fear or Insecurity While Working	No. of Respondents	Percentage (%)
1	Always	8	8
2	Sometimes	26	26
3	Never	66	66
Total		100	100
Source: Primary Data			

TEST HYPOTHESIS

Null Hypothesis (H0)

There is no significant relationship between organizational culture and climate and employee satisfaction.

Alternative Hypothesis (H1)

There is a significant relationship between organizational culture and climate and employee satisfaction.

Sl. No.	Likert Scale (1-5)	Organizational Culture and Climate (%)	Employee Satisfaction (%)
1	Strongly agree	75%	68%
2	Agree	82%	70%
3	Neutral	88%	90%
4	Disagree	65%	55%
5	Strongly Disagree	50%	45%
Average	3	72%	65.6%

INTERPRETATION

NULL HYPOTHESIS: The above analysis the test of hypothesis there is no difference between organisational culture and climate & employee satisfaction averages are organisational culture and climate is 72% and employee satisfaction is 65.6% difference is 4.4% So null hypothesis is rejected

ALTERNATIVE HYPOTHESIS: the above analysis the test of hypothesis there is difference between organisational culture and climate & employee performance averages of organisational culture and climate is 72% and employee satisfaction is 65.6% difference is 4.4% So null hypothesis is accepted

VIII. FINDINGS

1. Majority of the respondents i.e. people are in the age group of 29-32 years.
2. Majority of the respondents (48%) are with an total experience of 1-3 years and 30% are 3 - 6 years of experience.
3. 64% of the respondents are Male people in the Zuvari cement
4. Majority of the employees are satisfied with the work culture in the work culture.
5. 86% of the respondents said that their roles and jobs are quite clear.

IX. SUGGESTIONS

1. Motivating its employees more. Innovative schemes to improve employee morale would help increase commitment levels. A simple way of improving morale is to organize team building exercises for each team or shift.
2. Training all persons in leadership positions to function effectively. Good people management skills would help improve employee commitment levels.
3. In training programmes practical sessions must receive greater emphasize.
4. Creating and building trust through open communication and dialogue. Management must engage each employee individually and map a clear and concise succession path for each individual.
5. The management may enhance the frequency of employee's feedback on their performance.

X. CONCLUSION

The study about the organizational culture and on employees reveals that the workers were satisfied with their ability, co-operation, team work, involvement, supervisors, utilization of their skills and Knowledge etc. They are highly satisfied with the current culture of Zuvari cement

XI. BIBILOGRAPHY**BOOKS:**

1. Biswajeet pattnayak, Human resource Management, Prentic hall of india, 2nd Edition, 2009.
2. Ashwathappa, Humana resources management”, Himalaya publications, 7th edition, 2012.
3. Cynthia D. Fisher, Lyle F. Schoenfeld “Human Resource Management, Wiley India Publishers, 3rd Edition, 2009.
4. Jyothi, Human Resources Management, Pearson Education , 12th Edition, 2009.
5. R. wayne Mondy, Robert M. Noe, “Human Resource Management, Pearson Education 5th Revised Edition , 2009.
6. Gary Dessler, Biju Varkkey. Human Resource Management, 4e Pearson 2017.

JOURNALS :

1. Schneider, B., Ehrhart, M. G., & Macey, W. H. (2013). Organizational climate and culture. Annual Review of Psychology, 64, 361-388.
2. Schein, E. H., & Schein, P. A. (2019). The corporate culture survival guide. John Wiley & Sons.
3. Denison, D. R., & Mishra, A. K. (1995). Toward a theory of organizational culture and effectiveness. Organization Science, 6(2), 204-223.
4. Ostroff, C., Kinicki, A. J., & Muhammad, R. S. (2013). Organizational culture and climate. In I. B. Weiner (Ed.), Handbook of Psychology, Second Edition (pp. 643-676). John Wiley & Sons.
5. Cameron, K. S., & Quinn, R. E. (2011). Diagnosing and changing organizational culture: Based on the competing values framework. John Wiley & Sons.

E-RESOURCES:

1. <http://www.edlogix.org>
2. <http://www.google.com>
3. <http://citehr.com>