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## Organizational Culture

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### **Abstract:**

*Organizational culture has received ample attention both in the popular and scholarly press as an important factor predicting organizational effectiveness by inducing employees to behave effectively. The purpose of this is to explicate the impact of organizational culture on employees' roles and subsequent role behaviours. This article contains Research methodology, Statement of the Problem, Need for the Study, Objectives of the study, Hypothesis, Research approach, Data collection, Bibliography and websites.*

### **1. Introduction**

Organizational culture is an idea in the field of Organizational studies and management which describes the psychology, attitudes, experiences, beliefs and values (personal and cultural values) of an organization. It has been defined as "the specific collection of values and norms that are shared by people and groups in an organization.

This definition continues to explain organizational values also known as "beliefs and ideas about what kinds of goals members of an organization should pursue and ideas about the appropriate kinds or standards of behavior organizational members should use to achieve these goals.

### **2. Research & Methodology**

#### *2.1. Statement of the Problem*

There is no proper culture in the Organization because employees are from different regions and they don't know the culture and environment in the organization and proper cooperation among employees so that leads to low productivity,

#### *2.2. Need for the Study*

This study explains that the situation is concerned with an organizational culture that suffers from a lack of planning and responsive to the needs of the members of the organization that influence the ways in which organization adapt to culture circumstances. If culture of Organization is favourable towards employees, automatically it leads to the productivity. Hence the study has undertaken to access the organization culture of which is necessary for the organization in order to make sound decision and implement policies effectively.

#### *2.3. Objectives of the study*

- To understand the organizational culture and the way in which it affects the people in the organization.
- To find whether the culture is strong or weak.
- To find whether the culture of organization is responsible to make employee ethical towards their work.
- To evaluate the role of employees to get productivity.

#### *2.4. Hypothesis:*

- Organization culture has an influence on the ethical standards of the employees
- Organization culture has an influence on employee's productivity

### **3. Research Approach**

#### *3.1. Survey Approach*

The Questionnaire was administered through direct contact with respondents.

#### *3.2. Research Instrument*

The Research Instrument that is used in this study is Questionnaire. A questionnaire consists of a set of closed ended questions presented to the respondents for their answer.

### 3.3. Data Collection

#### 3.3.1. Primary Data

The primary data is collected by me in the form of communication and observation of employees in the organization. Communication involves questioning the respondents to secure the desired information by using data collection instrument called 'Questionnaire'. The Questionnaire used in my study is closed-end questions.

#### 3.3.2. Secondary Data

Secondary data is collected both internally and externally from the organization for the purpose of study. Internal Secondary data is collected within company. This data includes company Records, previous research reports and other relevant information. External Secondary data is generated from outside. This data includes publication, government records and internet etc.

## 4. References

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- vi. [www.organizational culture.co.in](http://www.organizational culture.co.in)
- vii. [www.google.com](http://www.google.com)