

A Study on Organizational Culture and It's Impact on Employees Behavior on Emergys

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ABSTRACT

Organizational culture plays a crucial role in shaping employees' behavior, attitudes, and overall workplace dynamics. This study explores the impact of organizational culture on employee behavior within Emergys, a company known for its dynamic work environment. The research examines how various cultural elements, such as leadership style, communication patterns, values, and work ethics, influence employee motivation, job satisfaction, and performance. Using a combination of qualitative and quantitative methods, the study assesses employee perceptions and their alignment with the organization's core values. The findings highlight the importance of a strong, positive organizational culture in fostering employee engagement, productivity, and retention. Furthermore, the study provides insights into how organizations can enhance their cultural framework to create a more cohesive and motivated workforce. The research concludes with strategic recommendations for improving organizational culture to drive better employee outcomes within Emergys.

KEYWORDS

Leadership Style, Communication Patterns, Values, Work Ethics, Influence Employee Motivation, Job Satisfaction, Performance.

INTRODUCTION

Management plays a key role in introducing employees to the norms, values, and objectives of the organization, helping them understand its culture. A strong organizational culture fosters a learning environment and improves employee performance, which is vital for overall development. Organizational culture shapes how employees interact and work together, guided by shared beliefs, values, and practices. It unites the workforce and gives direction, though changing an established culture can be challenging.

OBJECTIVES

- To analyze the overall performance of the employees.
- To know the employees relationship with their peers.
- To measure the employees satisfaction level towards the management.
- To find out the organizational culture followed by company.

SCOPE OF THE STUDY

1. It helps the management

- To understand the causes of performance problems.
- To understand how to assess the effectiveness of motivational practices in the organization.

2. This study focuses on today's turbulent, often chaotic, environment, commercial success depends on employees making use of their talents in full.
3. The management can create the work environment in which their employees will thrive.
4. The study was extended to all level of employees in the organizations.
5. The management can
 - Enhance the professional perception of the employees
 - Foster a team oriented cooperative environment
 - Encourage the resolve of the employees to change the negative behavior pattern.

REVIEW OF LITERATURE

Muhammad Arif Khattak, Nadeem Iqbal and Ansir Ali Rajut (2024), “Impact of Culture on the Employee Performance”. In any organization it is the desire for employees to be given favorable working conditions in order to deliver their best in order to ensure rapid growth and development of the organization.

Nasser Bai (2024), “The relationship between school Organisational Culture ”. The purpose of this research was to study the relationship between school Organisational Culture and physical education teachers' burnout.

MunirahSalim (2023), “Factors Affecting Organisational Culture ”.A study was conducted to determine MARA Professional Colleges lecturers' perception on Organisational Culture . The study builds on social exchange theory and organizational model to identify the factors influencing the Organisational Culture of these lecturers.

Muhammad Anwar ulHaq (2021), “Factors Affecting Organisational Culture Among Bank Officers”.In this study, we investigate the factors which are likely to affect the Organisational Culture among bank officers in Pakistan, since the banking industry has been facing higher employee turnover.

Dimitrios Belias and Athanasios Koustelios (2018), “Organizational Culture and Job Satisfaction”. The purpose of the present study is to provide a critical review of the relation between organizational culture and the levels of job satisfaction experienced by employees.

RESEARCH METHODOLOGY

RESEARCH

The research explains about the overall objective of research design, data collection method, sampling procedure tools of data collection and tools of analysis. Research is common parlance refers to a search for knowledge; one can also define research as a scientific and systematic search for pertinent information on a specific topic. In fact, research is an art of science investigation.

RESEARCH DESIGN

The study is descriptive in nature. Because it describes opinion of the organizational culture and its impact on employee behavior.

DATA COLLECTION

- **PRIMARY DATA**

The researcher used self prepared interview schedule for collecting data. The data were collected directly from the respondents.

- **SECONDARY DATA**

Secondary data are collected from books, magazines, web sites etc, and both open ended & close-ended questions are incorporated in the questionnaire for the collection of data.

TOOLS USED IN THE ANALYSIS

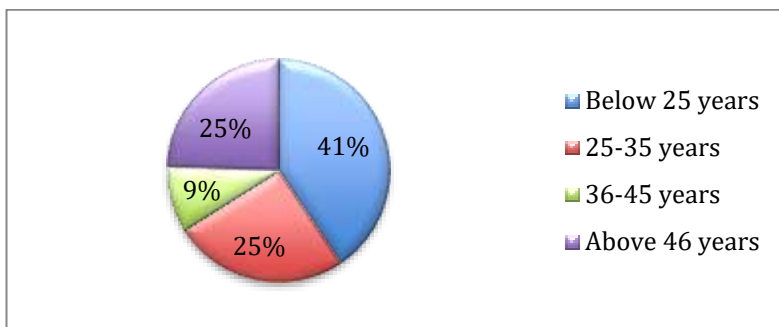
- Percentage Analysis
- Chi – square test

- ANOVA

PERCENTAGE ANALYSIS:

1.TABLE SHOWING AGE OF RESPONDENT

Age	No of respondents	Percentage
Below 25 years	43	40.6
25-35 years	27	25.5
36-45 years	10	9.4
Above 46 years	26	24.5
Total	106	100.0



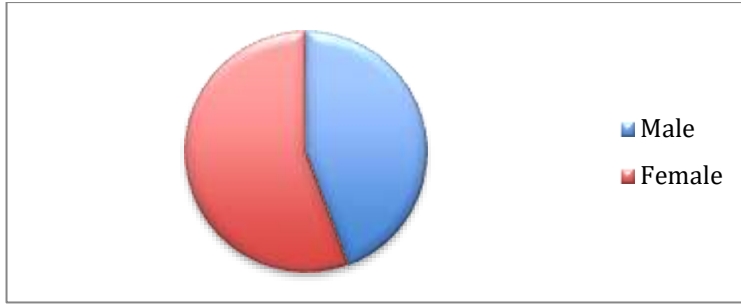
1.CHART SHOWING AGE OF RESPONDENT

INTERPRETATION

Out of 106 respondents, 43 (40.6%) of the respondents are belong to the age group of below 25 years, 27 (25.5%) of the respondents are belong to the age group between 25-35 years, 10 (9.4%) of the respondents are belong to the age group between 36-45 years and remaining 26 (24.5%) of the respondents are belong to the age group of above 46 years. Thus, it could be inferred that majority 43 (40.6%) of the respondents are belong to the age group of below 25 years.

2.TABLE SHOWING GENDER OF RESPONDENT

Gender	No of respondents	Percentage
Male	47	44.3
Female	59	55.7
Total	106	100.0



2.CHART SHOWING GENDER OF RESPONDENT

INTERPRETATION

The above table reveals that out of 106 respondents, 47 (44.3%) of the respondents are male and remaining 59 (55.7%) of the respondents are female. Thus, it could be inferred that 59 (55.7%) of the respondents are female.

CHI – SQUARE ANALYSIS

1. TABLE SHOWING AGE AND ORGANISATIONAL CULTURE

H_0 = There is no significant association between age of the respondents and Organisational Culture .

Age	Organisational Culture			Total
	High	Moderate	Low	
Below 25 years	27	16	0	43
25-35 years	5	22	0	27
36-45 years	0	10	0	10
Above 46 years	16	0	10	26
Total	48	48	10	106

Calculated χ^2 Value: 70.814

Degree of freedom: 6

Table Value: Five per cent level: 12.592

INTERPRETATION

Since the calculated χ^2 value (70.814) is greater than the table value (12.592). Therefore it is concluded that there is a significant association between age of the respondents and Organisational Culture . Hence, Null hypothesis is rejected.

2. TABLE SHOWING GENDER AND ORGANISATIONAL CULTURE

H_0 = There is no significant association between gender of the respondents and Organisational Culture .

Gender	Organisational Culture			Total
	High	Moderate	Low	
Male	21	26	0	47
Female	27	22	10	59
Total	48	48	10	106

Calculated χ^2 Value: 9.851

Degree of freedom: 2

Table Value: Five per cent level: 5.991

INTERPRETATION

Since the calculated χ^2 value (9.851) is greater than the table value (5.991). Therefore it is concluded that there is a significant association between gender of the respondents and Organisational Culture . Hence, Null hypothesis is rejected.

ANOVA ANALYSIS

1. TABLE SHOWING THE DIFFERENCE IN MEAN SCORES BETWEEN FACTORS AFFECTING EMPLOYEE BEHAVIOUR & AGE

H₀: There is no significant relationship between the two categories that are age group of the respondents and Factors affecting employee behaviour.

H₁: There is significant relationship between age group of the respondents and Factors affecting employee behaviour.

Age	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	12.794	2	6.397	4.680	0.011
Within Groups	140.800	103	1.367		
Total	153.594	105			

INTERPRETATION

The above table shows that the P value (0.011) is less than 0.05. So, there is a significant difference in the mean scores of the respondents based on Factors affecting employee behaviour with respect to age group of the respondents. It is inferred that age of the respondents its influence the Factors affecting employee behaviour.

2. TABLE SHOWING THE DIFFERENCE IN MEAN SCORES BETWEEN FACTORS AFFECTING EMPLOYEE BEHAVIOUR & GENDER

H₀: There is no significant relationship between the two categories that are gender of the respondents and Factors affecting employee behaviour.

H₁: There is significant relationship between gender of the respondents and Factors affecting employee behaviour.

Gender	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.245	2	1.123	4.835	0.010
Within Groups	23.915	103	.232		

Total	26.160	105			
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INTERPRETATION

The above table shows that the P value (0.010) is less than 0.05. So, there is a significant difference in the mean scores of the respondents based on Factors affecting employee behaviour with respect to gender of the respondents. It is inferred that gender of the respondents its influence the Factors affecting employee behaviour.

FINDINGS

- Majority 43 (40.6%) of the respondents are belong to the age group of below 25 years.
- 59 (55.7%) of the respondents are female.
- There is a significant association between age of the respondents and Organisational Culture . Hence, Null hypothesis is rejected.
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CONCLUSION

The study about the organizational culture and behavior 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. Form the analysis revealed that, due to favorable culture the employees' show positive behaviors like high involvement, highly commitment to the organization, highly motivated and highly flexible to the organizational changes

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