



International

ISSN: 2349 - 4891

Journal of Recent Research and Applied Studies

A STUDY ON ORGANISATIONAL CULTURE AT RANE BRAKES LINING LIMITED

¹**Dr.S.SANKAR**

*¹Assistant professor, Department of Management Studies,
Loyola Institute of Technology, Chennai, Tamilnadu, India.*

²**SAM RONALD C**

*²PG Student, Department of Management Studies,
Loyola Institute of Technology, Chennai, Tamilnadu, India.*

Abstract

This paper measured the Organisational Culture in private limited. The main objective of study to understand organisational culture adopted by study area. The organizational culture is the shared values, beliefs, attitudes, and norms that define how people within an organization interact and operate. The random sampling techniques was used to collect the data for this research study. The aim of this study is to find out how organizational culture affects of study area and important to understand that in order to growth the organization management and let the organizational culture have the right impact on employees. The results of the study indicate that organizational culture mainly impacts motivation, promotes individual learning and also proved that variables contribute positively towards change in the study area.

Key words: Organisational Culture and Rane Brakes Lining Limited

Introduction

Organizational culture is a set of practices, values, and behaviors that employees experience in a workplace. An organization's culture is usually defined by the leadership and imbibed by the employees. Culture may include everything starting from the vision and mission, shared beliefs, rewards and recognition processes, to the style of communication and feedback, language used, and written and unwritten rules and customs followed within the workplace.

Statement of the problem

The purpose of this study is to examine the impact of organisational culture and organizational life. As organizations

improvement, they tend to face more opportunity and challenges. These challenges have, therefore, created the need to change the organization's culture to be more supportive to their workers. Most workers want to be proud of their organizations, to have a good relationship with management and to believe they have worthwhile jobs. The problem identification is how can organizational culture maintained to improve performance and satisfaction of study area.

Objectives of the study

- ❖ To understand the organizational culture adopted by the study area
- ❖ To identify the organizational culture adopted by this company

- ❖ To the access level of organizational culture in study area

Hypothesis of the study

- There is no significant difference towards organizational culture with respect to educational qualification

Sampling Technique and Sample Size

The study is based on the Primary data information has been collected from 120 respondents through questionnaire from Rane Brakes Lining Limited. By adopting random sampling method, the researcher personally met the workers in organisation.

Data Analysis and Interpretation

Table:1 One way ANOVA analysis shows mean difference towards organizational culture based on Employees Education

Variable	Employees Education	N	Mean	SD	F	P
organizational culture	S.S.L.C / H.S.C	14	4.16	0.526	51.724	0.001
	ITI / Diploma	51	2.69	0.000		
	Graduates	43	3.16	0.287		
	Other	12	3.74	0.309		
	Total	120	3.93	0.535		

Source: Primary data

The one-way ANOVA analysis is conducted for the sample of 120 workers, to validate the significant difference towards organisational culture with respect to educational qualification. Independent variable educational qualification is classified into four groups such as S.S.L.C / H.S.C, ITI / Diploma, Graduates and Other. Frequency distribution, mean, standard deviation, F ratio and p values are calculated and following hypotheses are framed.

Null hypothesis H₀: There is no significant difference towards organisational culture with respect to educational qualification. Organisational culture obtained F value is 51.724 with a corresponding significant level p = 0.001. Hence, it can be

Procedure

Questionnaire was collected from Rane Brakes Lining Limited. The respondents were staff members who were working in the organisation. The questionnaires were given to staff member who come under the sample and oral instructions were given clearly. The filled in questionnaires were received back from their working spot and processed further.

Tools for Data Analysis

The statistical tools One way ANOVA are used for analyzing data.

concluded that the opinion on the organisational culture differ significantly among the different employee’s education. It is clearly found from the F test shows that there is significant difference towards organisational culture with respect to employees’ education. S.S.L.C/ H.S.C of employees’ education are highly rated towards organisational culture when compared respective categories.

Conclusion

This research entitled “A study on organisational culture in rane brakes lining limited” has so far discussed analysis and interpretation. Descriptive research design was adopted in this study. This study has simple random sampling technique to

collect data from workers. The sample size consisted of 120 workers. In this study, organisational culture was dependent variable demographic was considered as independent variable. Further these variables were taken to statistical analysis with respect to demographic profiles of the workers. one way ANOVA analysis were used for data analysis. The analysis found that there is significant difference towards organisational culture with respect to demographic profile of the workers.

Reference

- Cao, Z., Huo, B., Li, Y., & Zhao, X. (2015). The impact of organizational culture on supply chain integration: A contingency and configuration approach. *Supply Chain Management*, 20, 24-41.
- Cura, F. (2018). Impact of organizational culture on organizational performance: Northern Iraq Private Universities. *International Journal of Pure and Applied Mathematics*, 118(20), 4843-4859.
- Engelen, A., Flatten, T., Thalmann, J., & Brettel, M. (2014). The effect of organizational culture on entrepreneurial orientation: A comparison between Germany and Thailand. *Journal of Small Business Management*, 52, 732-752.
- Hartnell, C. A., Ou, A. Y., & Kinicki, A. (2011). Organizational culture and organizational effectiveness: A meta-analytic investigation of the competing values framework's theoretical suppositions. *Journal of Applied Psychology*, 96(4), 677-694.
- Heris, M. S. (2014). Effects of organizational culture on organizational effectiveness in Islamic Azad universities of northwest of Iran. *Indian Journal of Fundamental and Applied Life Sciences*, 4(3), 250-256.
- Jofreh, M., & Masoumi, E. (2013). Diagnosing organizational culture: An empirical investigation. *Management Science Letters*, 3, 2461-2466.
- Leithy, W. E. (2017). Organizational Culture and Organizational Performance. *International Journal of Economics & Management Sciences*, 6(4), 442-447.
- Mohammed Aboramadan, Belal Albashiti, Hatem Alharazin, Souhaila Zaidoune (2020) Organizational culture, innovation and performance: a study from a non-western context. *Journal of Management Development* 39 (4): 437–451.
- O'Reilly III, C. A., Caldwell, D. F., Chatman, J. A., & Doerr, B. (2014). The Promise and Problems of Organizational Culture: CEO Personality, Culture, and Firm Performance. *Group & Organization Management*, 39(6), 595-625.
- Rashid, H., & Shah, A. B. A. (2016). Impact of Organizational Culture on Organizational Performance: Evidence from Education Sector. *Journal of Business Management and Economic Studies*, 1(1), 16-30.
- Yasas L. Pathiranaige. Lakmini V. K. Jayatilake, Ruwan Abeysekera (2020)A Literature Review on Organizational Culture towards Corporate Performance, *International Journal of Management, Accounting and Economics*,7(9). 522-544