

A Study on Organization Culture Among Employees with Special Reference to Tamilnadu Civil Supply Corporation Thirunageshwaram

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ABSTRACT - - This research paper is based on organization culture among workers. It is fundamentally center around to consider the worker's conduct, standards, fulfillment, demeanor, convictions, and supposition sand execution through culture. This study was done among the workers in Tamil Nadu civil supply corporation at Thirunageshwaram. It is associated with the idea of convictions and assumptions regarding authoritative life. It comprise of fundamental qualities ,thoughts, inclinations, and morals, set of accepted rules, standards and convictions fortified by intelligent desires which make uniqueness among human gatherings. The observation and conduct are shared by the individuals

Keywords: *Organization, worker, conviction, recognition, culture, frame of mind*

I. INTRODUCTION

Traditions institutionalized are called culture. Method refinement is natural out of time-honored functions of the organization. It represents acquisition of values, beliefs, attitudes, expectation etc., by employees of an organization.

The term 'culture' has been derived from anthropology. In the beginning stage, several authors definite the name in their accept way. Conversely over a phase of time, around consensus emerged on the name 'culture'. Regulation tradition is the cumulative tradition of clerical functioning. It is founded on values, norms, and confident posture of an organization. Organizational tradition is an intangible supply guiding the employees of an institute for top implementation and additional satisfaction.

II. REVIEW OF LITERATURE

Flamholtz.G. Eric (2014) Complex the impression that organization repeatedly be inflicted with identical differing cultures as extremely as associate culture. Even though a band may carry out its particular inimitable urbanity in bigger organization near are now and again co-existing subcultures for the reason that every subculture is allied to a numerous management team.

Schrodt.p (2002) Governmental civilization affects the system of employees and groups inter- relate with other, with clients, and with stakeholders. In addition to the employees connect with an organization.

K.Sundar (2015) Claim that it is leadership that affects customs to a greater extent than management and illustrate the difference. Employee needs to swap on phase of the sophistication of a concern one has to guard in deliberation that this is a lengthy characterize project.

III. RESEARCH METHODOLOGY

Objectives of the study

- To determine the work performance through culture.

Limitation of the study

- Study is based mainly on the responses collected from the respondents.
- Respondents does not give out a greatly time to block questions.
- Respondents are hesitate to solution the questions.

Research design

Sampling Techniques: Simple random sampling technique is used for this study.

Population; 50 samples were chosen as a sample for this study.

Method of data collection: A structured Questionnaire was administered for collecting Primary data of the respondents.

Tools for analysis: Simple correlation analysis was used analyzing the data collected.

IV. DATA ANALYSIS AND INTERPRETATION

TABLE 4.1 OPINION OF GENDER & EMPLOYEE NEEDS TO IMPROVE THEMSELVES THROUGH CULTURE

NULL HYPOTHESIS (Ho) There is no significant difference between the gender of the employees and the employee needs to improve themselves.

ALTERNATIVE HYPOTHESIS (H₁)

There is significant difference between the gender of the employees and the employees needs to improve themselves through culture.

CORRELATION TEST

Employees needs to improve themselves through culture	Value
Interval by Pearson's R	.183
Interval ordinal by Spearman ordinal correlation	.187
No of valid cases	50

INFERENCE

The calculated value is 0.18, level of significance is 0.05. The calculated evaluate must be larger than the raze to the level of significance at this point it is proved.

RESULT

Since the table value is 0.183 is greater than the level of significance the null hypothesis (H₀) is accepted. So there is no significant difference between the gender of the employees and the employee needs to improve themselves.

SUGGESTION

Performance through culture

Employee request to motivate themselves to be trained the ability in the concern and to fine training in their profession ethics.

V. CONCLUSION

The ethos contained by an orderliness is exceedingly important, in performance a outsized part in whether it is content and healthful environment in which to work. The organization of Tamil Nadu civil supply corporation allows employees are communicating and prompting the managerial ethics and their acknowledgement and acceptance of it preserve have some bearing on the member of staff be successful deeds and attitudes. Employees are fulfilled with their norms of the organization and believe comfortable to go to work in the comfort zone.

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