A Study of Impact of Organizational Culture on Employee Behavior and Performance

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ABSTRACT: The study deals with the relation between organisation culture and employee behaviour and performance. The study deals with the some of the aspects of leadership style and communication pattern.

The impact of this cultural aspects on employee behaviour their commitment and they're the organisation along with their job satisfaction. the research enclosed with qualitative data and findings in the survey. the study figured out so how positive and supportive environment of the organization impacts in desirable way so they can improve their effectiveness for the organisation. How the experience of senior leaders and their suggestions helps other to grow well. Organisations norms policies and values incorporate with the employee productivity and outcomes for the organisation. Different theories by the organisation of psychology and sociology examines how the different dimensions are there in the studies, that is value alignment and employee motivation. HR practices also plays an essential role for the employees for the positive thought process. Practical execution and recommendation help a lot. furthermore, the study explores the mediating role employee and attitude and the recommendation of the management decision.

I. INTRODUCTION

In todays world of business, competition is increasing day by day, many organisation around the world recognise that organisation culture plays shaping role of employee behaviour and their performance. The culture collectively represents the values, norms and different practices shared within the organisation.

It is very essential for the organisation to recognise what employee is really stiving for and how employee achieve sustainable success. the research paper intricates the relationship between the employee and the organisation. Here, we targeted the culture influencing mechanism through which employee advance their skills, outcomes and personal development to help them for their future endeavours through the comprehensive review of existing literature and research methodologies. The research aims to contributes to the growing information and knowledge to the subject. organisation must seek to enhance and encourage to their culture to optimise employee outcomes and achieve strategic objectives. The research endeavour into the multifaceted interplay between organisational culture and its effect on organisation employee. The major significance of the study is, it offers insight different leaders of different organisation to nurtures the employee engagement and motivation for the organisation only to align and achieve their strategic objective but also nurture the growth of employee as it is the most valuable assets of any organisation.

II. LITERATURE REVIEW

Organisation culture is one of the dynamic and powerful aspects of the organisation as it is two dimensional i.e for the company as well as for the organisation point of view. It deals with the sales, profit or loss aspects of the company. On the other hand it enclosed with the morale positivity and negativity of the employee.

- Baniface C Nwagwo (2001):-According to their study, the outcomes of the organisation and the employee collectively depends on the mutual traditions, values and attitude . leaders used this tools as a force for the change or an overwhelming barriers for employee. It acts as a bonding force between themselves and the organisation
- Parker (2002):- based on his study, application of transformation, flexibility of work, conclusion, proficiency tools is much better way to carry out desirable change. The old bureaucratic approach is outdated and this is the chance to create change.
- Kotter (1992) :- His study found that culture has a significant impact on the company's long term economic

performance .

- Oxford university press (2009):-By the study of Jonathan law ,thought, experience share , rituals and the norms of the organisation which they share with performance of the employee and it is also easy to the new members of the organisation.
- Milton Herman:- by the study of this marketing manager article, it stated that company's culture is based on how the employee and the all individuals working for the company. Is it in discontinuous path or they behave constantly towards achieve the company goals. The culture is just not depends on one event but it develops over the period of time and aspects of the business.

Objectives

- ➢ To learns the employee relationship with the organisation.
- ➢ Overall experience of the employee with the management
- ➢ To understand how the employer encourage participation in decision making
- ➢ Get to know and identify the strong relationship between performance and work culture
- ➢ Measure individuals performance in the relation to their goals and expectation.

Theoretical matter

How does culture impacts on behaviour and performance.

- Policy and values: - Work patterns and tradition of works culture somewhere drives the employee behaviour. If an organisation works by risk taking and run the business on bold decision then employee can be more inclined to try different things and can take calculated risk and carries out the potential performance.
- Leadership style: - leadership style in the company shapes and influence employee behaviour supportive leadership style gives motivation to the employee. Empowering the individual by guiding them in the healthy method and positive Way foster them the inspiration and motivation
- Communication pattern: -it is the way by which organisation and employee engage with each other by sharing data of work or the information related to work, drives conversation and it also encourage the employee to share their voice. The neat and clear communication and the channel between the different hierarchy. The advantageous result is changes in terms of organisation success goals and criteria.
- Adaptability: - organisation with a culture that gives freedom to their employee to innovate and evolve the things out can brings improvement and increase their level of performance.
- Work Environment: - relax work atmosphere provide the employee a sense of self – efficiency and feel valued. It stimulates and foster positive and supportive work environment and support strong bong between the two factors.
- Recognition and rewards: -recognition the good work of the individuals and applause them with reward and award accelerate their work speed with efficiency to the next level. By this way they feel more confident and it also promote their trust on the organisation .

Data analysis

Factor

We ask the Major aspects of mind mapping by which employee can update with the advance skills and efforts within them form a cemented position in the organisation .Most of the employee and newly join candidates suppose that benefits and collaboration define equally their self in the mind mapping

. collaboration and planning as a team is a key point in mind mapping .At last productivity is arrives as a most important thing which organisation consider as a end product to measure the effects of all that creativity and benefits oriented Practices.

Aspects	Percentage
Collaboration	18%
Benefits	10%
creativity	10%
planning	25%
productivity	47%

Percantage

16%

9%

9%

43%

23%
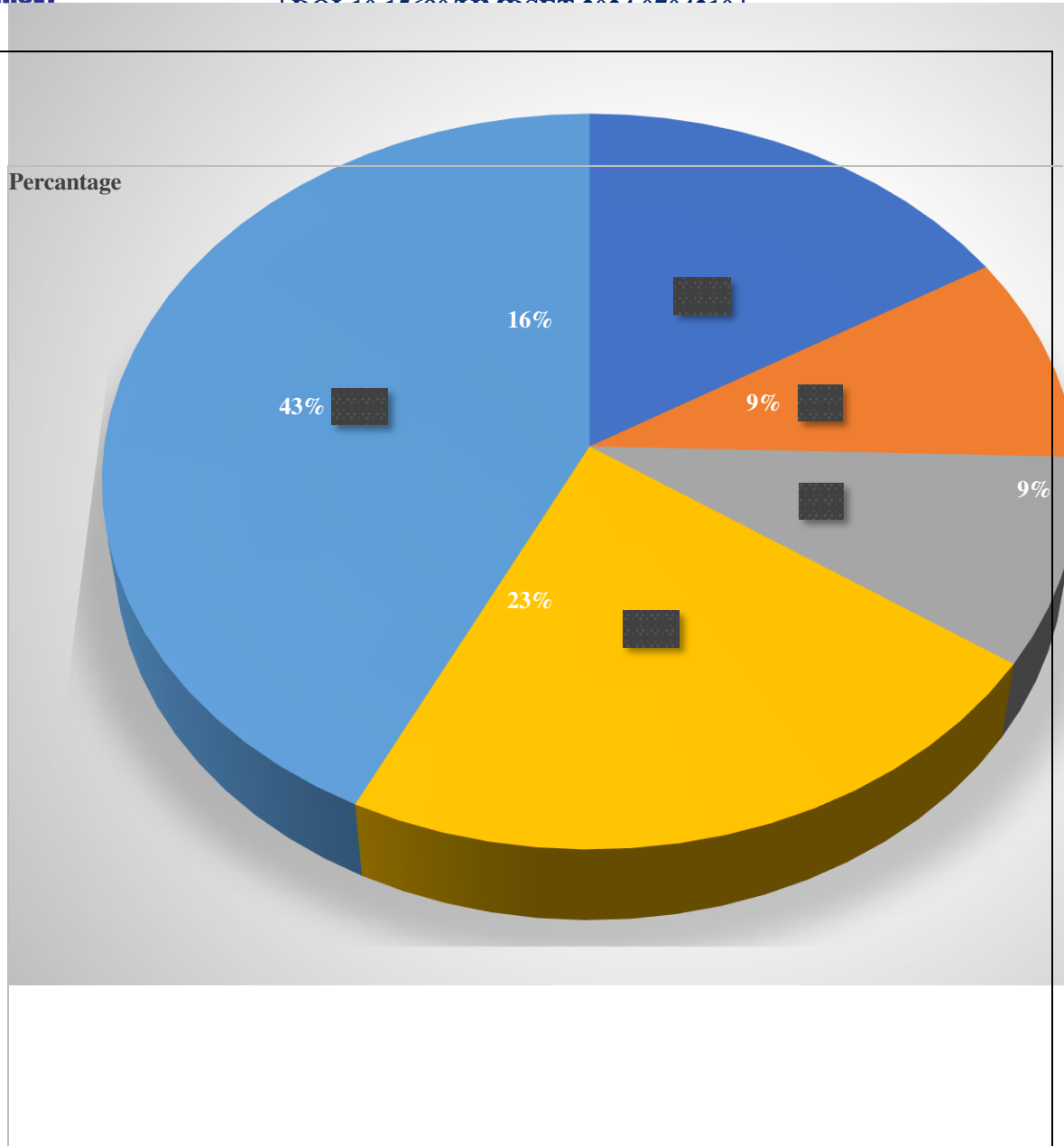
For Fear concern in decision making process employee think given below . Fear of negative effect on organization is the major reason which interrupt the decision making process of the employee it gets the major vote in the survey. along with that fear of facing wrong consequences and uncertainty about the outcomes. As a psychological point of view the criticism or the disapproval from other also leads to fear in decision making process

Fear concern	Negative effect on organization	35%
Fear concern	Fear of facing wrong consequences	21%
Fear concern	Fear of uncertainty	29%
Fear concern	Criticism or disapproval from others	15%

Aspects of the motivation is a always a critical issue of employee behaviour and performance in the organisation. It depend on different factor varying from company oriented to incentive based. Most number of percentage of vote accept that supervision is necessary part of the motivation and company status sometimes provides that motivation which is also helpful to boost their work and efficiency of work done.

Aspects of motivation	percentages
Company status	24
Incentives	20
supervision	38
Sense of achievement	18

Q. What are the specialize practices you followed or perform other than training session.

Sales

■ company status ■ Incentives ■ supervision ■ sense of acheivement
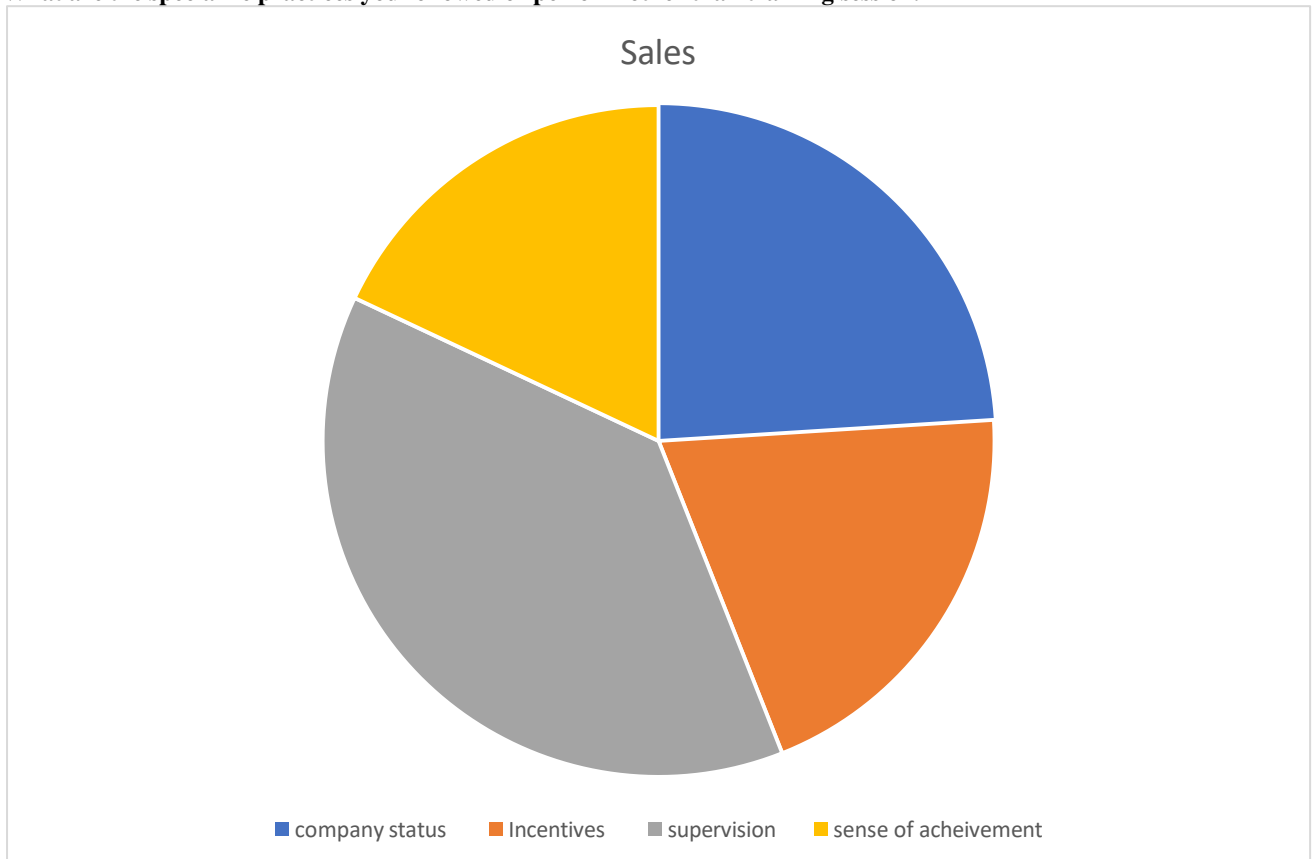
-Adaptation
-New schedule
-Demandable skill
-Research

Adaptation is indeed a specialized practice that involves adjusting to new environments, circumstances, or challenges to thrive effectively. It's about being flexible and resilient in the face of change, whether it's in biology, psychology, or business. Research helps in the workplace by providing valuable insights, data, and evidence to inform decision-making, solve problems, and drive innovation. Whether it's market research to understand customer needs, scientific research to develop new products, or academic research to stay informed about industry trends, research plays a crucial role in improving efficiency, productivity, and competitiveness in the office.voting and preference varies according to the organisation.

Specializel Practises	Percertage
Adoption/Adeptation	20%
New Shedule	12%
Demand Skill	48%
Research	20%

Q Is employee able to get flexible work schedule?
-yes
-No
-sometime

Most of the employee working in a private and corporate sector, hence can't get flexible work schedule. organisation offers a convinient work time as a perk to their employee. Along with work packed schedule companie's offer and involve the option like remote work of flexible hours or compressed work week

Get Schedule Accordingly	Percertage
Yes	20%
No	65%
Sometime	15%

Q Is Analytical Style of decision Making reliable for langer period of time?
:- The analytical style of decision making can be reliable over a longer period of time because it involves through research, data analysis on the other hand. It is imported to adopt and update strategies as circumstances change to maintain effectiveness.
There are also some advantages also of this approach like Time consuming, overemphasis on data, limited perspective and complexity This are the reason behind this number of 40%.

Q Change you feel socially before and after employement.
-Improvement in communication 33%
-Network of people 20%
-Engagement of Work 40%
-Influence of people 7%

Engagement in work can certainly be a catalyst for social change after employment. When individuals are passionate about making a difference, they often use their skills and experiences gained from employment to drive positive change in their communities. Whether through volunteering, advocacy, or starting initiatives, work engagement can inspire individuals to address social issues and contribute to meaningful change.while 33% of people thought that Working in diverse teams and engaging with various stakeholders can enhance communication skills, including active listening, empathy, and clarity in conveying ideas.

Additionally, professional experiences often provide opportunities to refine written communication, public speaking, and

negotiation skills, all of which can be valuable for personal and social interactions beyond the workplace.it shows the stong dominant change in communication after employment.

Q Do your organization have suitable positive working atmosphere for each individual employea ?

-Yes - 29%

-No – 51%

-Suitable for few people – 20%

While many organizations strive to create a positive and suitable atmosphere for every individual, it's not always guaranteed due to various factors such as organizational culture, leadership style, and individual preferences. However, creating such an environment is crucial for employee satisfaction, productivity, and overall well-being. It often involves fostering open communication, diversity and inclusion initiatives, supportive management, and opportunities for growth and development.it is quite difficult to give that free working atmosphere .it is also necessary to pressure the situation for employee, and it is Utilised by employe as a fingure tip also.

Q Which are the Stimulating foctors for growth and goal achievement?

-leaders advise -12%

-Personal skill Improvement -34%

-Resources -30%

-Strategic Decision Making -24%

Identifying areas for development, and consistently practicing those skills,It's about continuous learning, seeking feedback, and staying adaptable. Whether it's time management, communication, or problem-solving, focus on incremental progress and celebrate small victories also.

Improving personal skills for goal achievement involves setting clear objectives, identifying areas for development, and consistently practicing those skills. It's about continuous learning, seeking feedback, and staying adaptable. Whether it's time management, communication, or problem-solving, focus on incremental progress and celebrate small victories along the way. Nearly 30% of employte suppose that resources are crucial for goal achievement in organizations as they provide the necessary support and means to execute plans effectively.

These resources can include financial, human, technological, and informational resources. Without adequate resources, achieving goals becomes challenging or even impossible.

III. CONCLUSION

This research study measure a significant and direct impact of culture of organisation and the employee. By studying and examine the various dimensions of the culture and the effects on employee attitude, behaviour and last but not the list the outcomes they generates .It becomes obvious that a strong, positive organisational culture encourage employee, engagement in work and spirit of work towards the company. The inverse impact of negative or mislead culture may lead to decrease in output/turnover/ or the income. Therefore it is important to provide an employee a good working atmosphere by executing value driven culture. It helps to gain sustainable success and achieve milestone period by period.

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