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A Study On Organizational Culture In Bharath Heavy Eletrical Limited, Ranipet

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ABSTRACT

Organizational culture is a macro phenomenon which refers to the patters of beliefs, assumptions, values and behaviors reflecting commonality in people working together. The main objective of the research is to study the Organization Culture of BHEL, Ranipet. The Researcher with help of questionnaire collects primary data. The researcher has followed stratified Random sampling method in this project. A Researcher collected 100 samples from the BHEL employees. A survey method is used to collect the data. Percentage analysis and Chi-Square Test were used analyze the Data. Over all findings of the researches indicates Bharath Heavy Electrical Limited is a good company, technically strong, employees are intelligent and hard working.

Keywords : Behavior, Culture, Intelligent, Organization

INTRODUCTION

Organization culture as an important determinant of organizational success, many experts began to argue that developing a strong organizational culture is essential for success. Organization culture refers to a system of shared meaning held by members that distinguishes the organization from other organization. Culture is defining as the informal values, norms and belief that control how individuals and groups in an organization interact with each other and with people outside the organization. If the organizational culture is well internalized, it can replace the formalization of rules and procedures in an organization. Organizational culture is the consciously or subconsciously accepted and followed way of life or manner of performing day-to-day activities in an organization. It plays an important role in determining and controlling employee behavior at workplace.

REVIEW OF LITERATURE

The paper by, Joseph Wallace, James Hunt & Christopher Richards (1999) "The relationship between organizational culture, organizational climate and managerial values" paper begins with a comprehensive review of the management literature on culture, and demonstrates close parallels with research and writings on organizational climate and values. Findings indicate a strong link between specific organizational climate items and a number of managerial values dimensions.

The paper by, Livari & Netta (2006) "The Role of Organizational Culture in Organizational Change - identifying a realistic position for prospective is research". Many empirical organizational culture studies have been carried out in information systems research. However, culture is a very versatile concept, and there are many controversies in both defining and applying it. Finally, the relativist position is recommended as the most realistic position for the prospective IS research on organizational culture and change.

RESEARCH DESIGN

OBJECTIVES OF THE STUDY

- To find out the culture values preventing in the organization.
- To find outs employees perception in various social and

welfare innovative in the organization.

- To find out employees relationship with various, culture/ social/ regional/ language/ various background etc.
- To find out employees satisfaction about organization culture in the BHEL.

HYPOTHESIS OF THE STUDY

H01: There is no association between organization culture helps molding you in better way and prevention of values, beliefs, conditions in your organization.

H02: There is no association between satisfactions of benefits like pay, promotion, bonus etc. and satisfaction of all terminal values available in organization.

DATA METHODOLOGY

Research design means the exact nature of research work in a systematic manner. It involves the information about the research work in view of the framework of the study, availability of various data, observation, analysis, sampling, etc., The Researcher with help of questionnaire collects primary data. The researcher has followed stratified Random sampling method in this project. A Researcher collected 100 samples from the BHEL employees. A survey method is used to collect the data. Percentage analysis and Chi-Square Test were used analyze the Data.

DATA ANALYSIS AND INTERPRETATION

1. EMPLOYEES SATISFATION LEVEL OF THE WORK CULTURE IN THIS ORGANIZATION.

Attributes	No. Of Respondents	PERCENTAGE (%)
Highly Satisfied	25	25
Satisfied	50	50
Dis-Satisfied	23	23
Highly Dis-Satisfied	2	2
TOTAL	100	100

The above table describes that 50% of the respondents are satisfied work culture in this organization 25% of the respondents said highly satisfied work culture in this organization.

2. EMPLOYEES VIEWS ON THE WORKING CONDITION IN THE ORGANIZATION

Attributes	No. Of Respondents	PERCENTAGE (%)
Excellent	15	15
Good	25	25
Satisfactory	40	40
Not Satisfactory	20	20
TOTAL	100	100

The above table describes that 40% of the respondents are satisfied with working condition in this company 25% of the respondents said Good in working condition in this company.

3. EMPLOYEES SATISFACTION LEVEL OF THE ORGANIZATION BENEFITS

Attributes	No. Of Respondents	PERCENTAGE (%)
Highly Satisfied	15	15
Satisfied	55	55
Dissatisfied	23	23
Highly Dissatisfied	7	7
TOTAL	100	100

The above table describes that 55% of the respondents said satisfied with organization benefits in the company, 15% of the respondents are Highly Satisfied with organization benefits in the company.

4. EMPLOYEES AWARENESS ABOUT ORGANIZATION CULTURE

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE (%)
Fully Aware	35	35
Partially Aware	17	17
Aware to some Extent	33	33
Not at all	15	15
TOTAL	100	100

The above table describes that 35% of the respondents are Fully Aware of the rules, norms and condition following in the organization, 33% of the respondents are Aware to some Extent of the rules, norms and condition following in the organization

5. EMPLOYEES VIEWS ABOUT THE RULES & VALUES.

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE (%)
To great Extent	15	15
To some Extent	30	30
To the Least	55	55
TOTAL	100	100

The above table describes that 55% of the respondents are felt some least of difficulties in following the rules, values, conditions, etc. in the organization.

6. EMPLOYEES VIEWS ON CULTURE CREATES GENDER EQUALITY AND EQUITY IN PAYMENT.

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE (%)
Strongly Agree	18	18
Agree	60	60
Neither Agree or Disagree	6	6
Disagree	11	11
Strongly Disagree	5	5
TOTAL	100	100

In above table describes that 60% of the respondents Agreed that Organizational culture creates gender equality, equity in payment, physical infrastructure etc in the organization.

7. EMPLOYEES OPINION ABOUT ORGANIZATION CULTURE HELPS TO LEAD NEW INNOVATIVE

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE (%)
To Great Extent	58	58
To Some Extent	26	26
To the Least	16	16
TOTAL	100	100

The above table describes that 58% of the respondents are said that organizational culture will create new innovation to Great Extent in the organization.

8. ORGANIZATION CULTURE HELPING IN MOLDING YOU IN A BETTER WAY & ARE YOU PREVENTING ORGANIZATIONAL CULTURE VALUES, BELIEFS, CONDITIONS IN YOUR ORGANIZATION?

EXPECTED FREQUENCY	YES	NO	TOTAL
Organization culture helps Molding you in better way	72.5	27.5	100
Prevention of values, beliefs, conditions in your organization.	72.5	27.5	100
TOTAL	145	55	200

O _i	E _i	(O _i -E _i)	(O _i -E _i) ²	(O _i -E _i)/E _i
86	72.5	13.5	182.25	2.51
59	72.5	-13.5	182.25	2.51
14	27.5	-13.5	182.25	6.63
41	27.5	13.5	182.25	6.63
TOTAL				Σ=18.28

NULL HYPOTHESIS:

H01: There is no association between organization culture helps molding you in better way and prevention of values, beliefs, conditions in your organization.

Calculated value = $S(O_i - E_i)^2 / E_i = 18.28$, Degrees of freedom = $(R-1)(C-1) = (2-1)(2-1) = 3.841$

Tabulated value for 1 degrees of freedom at 5% level of significance is 3.841.

INFERENCE:

Calculated value > Table value, 18.28 > 3.841

Hence the null hypothesis rejected. There is association between organization culture helps molding you in better way and prevention of values, beliefs, conditions in your organization.

9. EMPLOYEES SATISFIED WITH THE BENEFITS LIKE PAY, PROMOTION, BONUS, ETC. PROVIDED TO YOU BY THE ORGANIZATION & ALL THE TERMINAL VALUES, BENEFITS AVAILABLE IN THE ORGANIZATION ARE SATISFACTORY.

EXPECTED FREQUENCY	Highly satisfied	Satisfied	Dissatisfied	Highly Dissatisfied	TOTAL
Satisfied with benefits like pay, promotion, bonus etc.	14	60	19	7	100
Satisfied with all terminal values available	14	60	19	7	100
TOTAL	28	120	38	14	200

O _i	E _i	(O _i -E _i)	(O _i -E _i) ²	(O _i -E _i)/E _i
15	14	-1	1	0.071
13	14	1	1	0.071
55	60	-5	25	0.416

65	60	5	25	0.416
23	19	4	16	0.842
15	19	-4	16	0.842
7	7	0	0	0
7	7	0	0	0
TOTAL				$\Sigma=2.658$

NULL HYPOTHESIS:

H02: There is no association between satisfactions of benefits like pay, promotion, bonus etc. and satisfaction of all terminal values available in organization.

Calculated value = $S(O_i - E_i)^2 / E_i = 2.658$, Degrees of freedom = $(R-1)(C-1) = (2-1)(4-1) = 3$

Tabulated value for 3 degrees of freedom at 5% level of significance is 7.815

INFERENCE:

Calculated value > Table value, $18.28 > 7.815$, Hence the researcher rejected the null hypothesis. There is association between satisfactions of benefits like pay, promotion, bonus etc. and satisfaction of all terminal values available in organization.

FINDINGS AND SUGGESTIONS

The most of the respondents are satisfied work culture in this organization, majority of the respondents are satisfied with working condition in this company. The majority of the

respondents said satisfied with organization benefits in the company, a large amount of the respondents are felt some least of difficulties in following the rules, values, conditions, etc. in the organization and most of the respondents are think that Organizational culture helps in evaluating the descriptive aspects to Great Extent in the organization.

There is involvement between organization culture helps molding you in better way and prevention of values, beliefs, conditions in your organization, satisfactions of benefits like pay, promotion, bonus etc. and satisfaction of all terminal values available in organization. The organization should satisfy the employee's needs through the organization benefits like pays, promotion, environment situation etc. The organization should be implement the organization culture for creates communication skill between top level management and employees.

CONCLUSION

The main objective of the research is to study the organization Culture of BHEL, Ranipet. The Researcher with help of questionnaire collects primary data. The researcher has followed stratified Random sampling method in this project. A Researcher collected 100 samples from the BHEL employees. A survey method is used to collect the data. Percentage analysis and Chi-Square Test were used analyze the Data. Over all findings of the researches indicates Bharath Heavy Electrical Limited is a good company, technically strong, employees are intelligent and hard working.

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