

A study on Perception of Employees towards Organizational Culture at HCL

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Abstract

The culture of an organization represents certain predefined policies which guide the employees and give them a sense of direction at the workplace. Every individual is clear about his roles and responsibilities in the organization and know how to accomplish the tasks ahead of the deadlines. The culture and working climate has a significant impact on the performance of its employees. The respondents perceived that the organizational culture as moderate and working climate as good to very good. The component “Adaptability” followed by “Mission” and “Involvement” were more dominant in the organizational culture. A majority of the employees perceived that they were treated positive and significant correlation of respondents’ job satisfaction and their commitment with organizational culture and climate indicating that the employees who were satisfied with their job had favorable perceptions towards organizational culture and climate indicating that the employees who were satisfied with their job had favorable perceptions towards organizational culture and working climate. The objectives of the study, explains about to understand the impact of organizational culture on its effectiveness. To know the culture of the organization and its impact on employees’ performance. To study the significant relationship between the demographic factor of the employees and their perceptions towards culture of the organization. As per the Hypothesis of the study, Null hypothesis (H0) There is no significant relationship between demographic factor of the employee and their perception towards culture of the organization. Alternate hypothesis (H1) There is significant relationship between demographic factor of the employees and their perception towards culture of the organization.

INTRODUCTION

Organizational culture:

Organizational culture is manifested in member self-image, inner workings, relationships with the outside world, and expectations for the future. It includes an organization’s expectations experience, philosophy as well as the values that intense member conduct. In order to be regarded valid, shared attitudes, belief, customs and written and unwritten regulations from the basis of culture. A human being is capable of producing new ideas, developing an improving capital goods and modifying the available physical and financial resources in order to achieve greater productivity, satisfaction, and the goals set by an organization. The quantity a quality

of human resources is modified by such environment factors as education, training, and development, well-trained and highly developed. An effective pool of well educated, well trained, and highly developed people is more significant than capital national resources for foreign aid and international aid in achieving an integration's objectives. This fact demonstrates.

Definition of organizational culture:

Organization culture is a term that describe the shared values and goals of an organization. When everyone in a corporation shows the same values and goals its possible to create a culture of neutral respect, collaboration & support. Organizational culture is described by as the shared values beliefs or perceptions held by employees with an organization or organizational unit. Because organizational culture reflects the value, beliefs and behavior norms that are used by employees in an organization to give meaning to the situations that they encounter, it can influence the attitudes and behavior of the staff. When a company starts a process to bring its fundamental values and vision together to achieve its culture goals, organizational culture change occurs.

RESEARCH GAP

Previous research articles developed a model of organizational culture and effectiveness based in different traits of organization culture like involvement, consistency, adaptability, mission etc. My study focusses on impact of culture on satisfaction of employees, in term which leads to Improving corporate performance.

SCOPE OF THE STUDY

The present study considers and analyze factors determining organizational culture like strongly seated beliefs, assumptions, and values of the organization. It also determines how above cultural elements determines the performance of the employees and guided functional behavior of the employees towards the attainment of organizational goals.

OBJECTIVES OF THE STUDY

- To understand the impact of organizational culture on its effectiveness.
- To know the culture of the organization and its impact on employee's performance.
- To study the significant association between the demographic factor of the employees and their perceptions towards culture of the organization.

HYPOTHESIS OF THE STUDY**Null Hypothesis (H₀):**

There is no significant association between demographic factor of the employee and their perception towards culture of the organization.

Alternate Hypothesis (H1):

There is significant association between demographic factor of the employees and their perception towards culture of the organization.

RESEARCH METHODOLOGY

The term “research methodology” refers to a process for methodically addressing the research problem. It includes issues like the goal of a research study, how to describe the research problem, what sort of hypothesis to create, what kind of data to collect, how to collect the data, how to analyze the data, and other related topics.

Sample data:

The sample design in this study is convenience sampling. The Experiments were conducted on 100 workers. The employees in this sample were given a self-administered questionnaire to collect information about employee perception and satisfaction level.

Tools for Analysis**Correlation Analysis:**

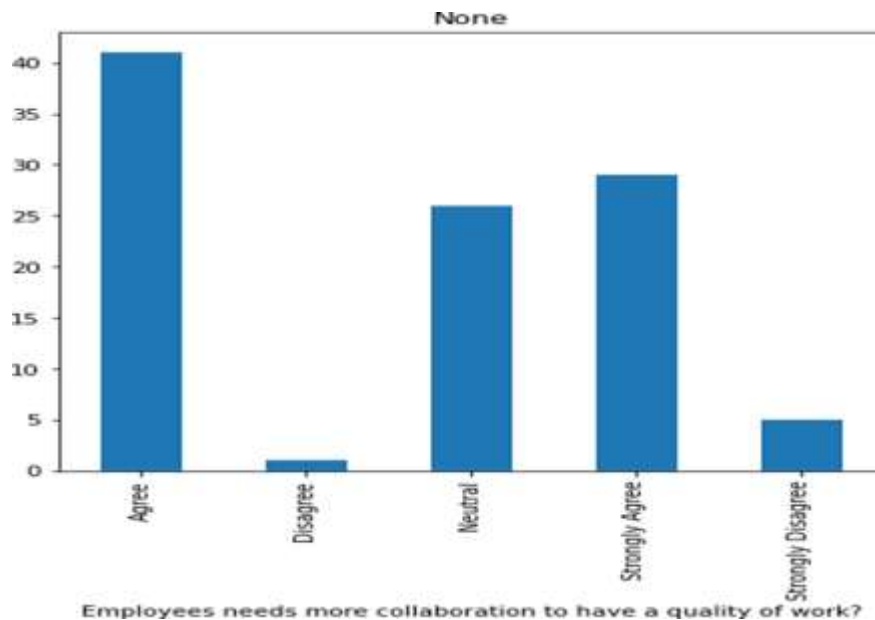
A Statistical technique called correlation analysis is used to determine whether or if there is a relationship between two variables or datasets and how strong that relationship might be. This means, that in terms of market research, correlation analysis is used to examine quantitative data acquired techniques like surveys and polls, in order to determine whether there are any notable relationships, patterns, or trends between the two.

LIMITATIONS OF THE STUDY

- The results of the analysis are based on the employee’s responses.
- When creating the questionnaire, it is possible that not all of the variables that might affect determining employee perception levels were taken into consideration.
- Only one IT company is where the study is being done.
- Some survey participants were unable to provide complete and accurate answers to the questions. So, the prevalent employee perception served as the sole foundation for this study.
- The Elements of proactiveness, organizational commitment, trust, openness, and work culture may alter how employees see their employer.
- Some of the preferred public sector employees participated in the article study, and the findings may have varied depending on the responses from different responde.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	4.0	4.0	4.0
Disagree	2	2.0	2.0	2.0
Neutral	25	25.0	25.0	25.0
Agree	42	42.0	42.0	42.0
Strongly Agree	27	27.0	27.0	100.0
Total	100	100.0	100.0	

Employees needs more collaboration to have a quality of work



Interpretation:

According to the above graph, 42% of the respondents are agreed with the need of more collaboration to have a quality of work, 2% are disagree, 25% are neutral, 27% are strongly agree, 4% of the respondents are strongly disagree.

According to Null Hypothesis (H₀):

There is no significant relationship between demographic factor of the employee and their perception towards culture of the organization.

Alternate Hypothesis (H₁):

There is significant relationship between demographic factor of the employees and their perception towards culture of the organization.

OLS Regression Results

Dep. Variable:	Do you enjoy your company's culture?	R-squared:	0.033
Model:	OLS	Adj. R-squared:	-0.017
Method:	Least Squares	F-statistic:	0.0635
Date:	Mon, 18 Jul 2021	Prob (F-statistic):	0.052
Time:	12:21:39	Log-Likelihood:	-109.02
No. Observations:	102	AIC:	351.6
Df Residuals:	96	BIC:	367.4
Df Model:	5		
Covariance Type:	nonrobust		

	coef	std err	t	P> t	[0.025	0.975]
const	1.0676	0.660	1.617	0.109	-0.243	2.378
Age	-0.7158	0.559	-1.281	0.203	-1.825	0.394
Gender	0.0294	0.267	0.110	0.912	-0.500	0.559
Education Qualification	0.1764	0.276	0.640	0.524	-0.371	0.724
Marital Status	-0.6393	0.458	-1.395	0.166	-1.549	0.270
How much is your monthly income?	0.0908	0.159	0.570	0.570	-0.225	0.407

Omnibus:	14.396	Durbin-Watson:	1.579
Prob(Omnibus):	0.001	Jarque-Bera (JB):	17.123
Skew:	0.989	Prob(JB):	0.000191
Kurtosis:	2.660	Cond. No.	15.7

In the above result R-squared is the squared value of correlation between the independent and dependent variables. In this, correlation is denoted by R the value of correlation(R) is square root value of R-squared. R squared value is **0.033** so, the value of correlation is **0.375**. It is denoting the positive correlation between the dependent and the independent variables. And $p>|t|$ is the value which represents the acceptance of hypothesis. If the p value is greater than 0.05 than it is accepting the null hypothesis [H0]. Or else it is not accepting the null hypothesis means it is accepting the alternate hypothesis [H1].

FINDINGS

- Employees believe that it is difficult for HR to keep track of their performance and that it is also difficult to receive acknowledgement within the company, per the analysis.
- This study found that every employee has his own perception within his organizational culture
- It is clear from the study all the HCL representatives are happy in their workplace
- Employees strongly believe that working with different organization role can significantly increase their knowledge.
- Employees are actively engaged into their work.
- Employees are recognized for their performance.
- It is evident from the study that, HCL employees enjoy their company's culture
- This study shows that employees skills are being upgraded through training.
- It is found from the study that, company relies on its basic values
- Employees enjoy working with the individuals from different organization role

- As per the study, Personnel receive effective supervisory training in order to address the situation
- According to the respondents, employees are getting compensated fairly for the work which they do
- As per the report employees need more collaboration to have a quality of work
- It can be analyzed from the study that, accommodating management is needed in the organization
- From the above study, employees' skills were being upgraded through training

SUGGESTIONS

- Based on the data analysis it is advised that companies should take the employee suggestions and make some of modifications.
- It is suggested to the company employees need more collaboration to have a quality of work.
- Each and every employee must be recognized for their work.
- As per the above study it's shows that current system of incentives should be increased.

CONCLUSION

The study's goal was to find out whether or not employees liked and were pleased with the organizational culture. After conducting the survey, it was found that the most majority the employees are both satisfied and prefer the organizational culture aspects. The company's management may find it useful to base critical decisions on the information provided by the current study. It also provides a deeper comprehension of employee performances.

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