

A Study of Organisational Culture and Its Effect on Job Satisfaction

Dr. Bijalben Shah, Jyoti Santosh Chauhan, Riya Desai

(Asst. Prof) Parul Institute of Management, & Research, Parul University
Student, MBA- HRM (4th Semester), Faculty of Management Studies, Parul University
Student, MBA- HRM (4th Semester), Faculty of Management Studies, Parul University
Parul University

AT & P.O. Limda, Waghodia, Vadodara – 391760 Gujarat, India

Date of Submission: 03-02-2023

Date of Acceptance: 13-02-2023

ABSTRACT:

The study shades and scores organizational culture performance and how job satisfaction affects it. The purpose of this study is to examine and measure organizational culture. The study aims to enable an effective role as organizational culture and help managers implement culture and increase efficiency in performance and productivity. After an analysis of the literature, the two variables are positively correlated with each other, and there is a strong relationship between organizational culture and job satisfaction. The current organizational culture can foster an organization's work-lifestyle and commitment to values. Organizational culture

An organization is a group of people who come together to achieve organizational goals. Each organization Top manager, related to the various activities of the company's organization and employees, assigning duties to each employee, bearing their roles and responsibilities, middle managers and employees assigned by managers, or are obligated to perform tasks under their control. Assigned to a supervisor. Organizations are flexible systems. All organizations are very important to her three elements: people, goals and systems. People work in systems to achieve organizational or personal goals. Organizational culture includes organizational goals and behaviours and interactions with the external environment. A culture based on emotions, beliefs, norms, customs, and written and unwritten rules that become part of an organization's rules and policies. All organizational cultures are different and difficult to change. Job Satisfaction is workers' satisfaction with their jobs. Job satisfaction is general job emotional feelings and job satisfaction with salary, pension, working conditions and working hours. Job satisfaction is how employees feel about their job and the various factors that affect their work.

acts as a control mechanism to direct behaviour towards desired behaviour and avoid unwanted behaviour. Understanding the key relative factors that influence organizational culture and employee engagement to create value-based and ethically approached employee performance and employee productivity in today's organizations is more important.

Keywords: Organizational Culture, job satisfaction, Productivity, Work culture, Employee Performance.

I. INTRODUCTION

Employee satisfaction means enjoying the work environment. Employees can become dissatisfied when working under the conditions given in an organization for a variety of reasons, including the demoralizing behaviour of their managers, the benefits they are granted within the organization, the workload, and promotions. For the purposes of this study, the chemistry sector was chosen because within this single sector the relationship between organizational culture and different types of culture, organizational commitment, and job satisfaction can be easily explored. It's for the chemical sector is factory-based and in a large sector or large factory different organizational cultures can be studied to influence organizational commitment and employee job satisfaction. In a factory, many cultures can run simultaneously in different departments and affect different employees with different stakeholders.

B. Lund (2003) investigated the impact of organizational culture on job satisfaction in a survey of marketing professionals from various US companies. The model of Amero and Freeman was used as a conceptual model. As a result, we found that job satisfaction differs depending on the type of organizational culture. Job satisfaction was

positively correlated with clan and adhocratic cultures, but negatively correlated with market and hierarchical cultures. In a study of the relationship between organizational culture, leadership behavior, and job satisfaction,

Yafang Tsai (2011) examined how culture affects leadership and satisfaction. For this study, a cross-sectional analysis was performed focusing on Taiwanese hospital nurses. Results showed a significant positive correlation.

Priya Viji, Sapna & Suri Sukhbir Singh (2012) found that organizational culture and job satisfaction in banks are associated with willingness to change, cooperation among colleagues, team orientation, identity of organizational goals, and cooperation of union leaders. We identified the impact on various factors such as the study compared both private and public banks to see which factors showed higher correlations between them.

II. LITERATURE REVIEW:

In a survey of marketing professionals working for various types of US businesses, **Daulatram B. Lund (2003)** looked at the effect of organisational culture on job satisfaction. The conceptual paradigm adopted was that of Amero and Freeman. The findings demonstrated that levels of job satisfaction varied across corporate cultural typologies. While job satisfaction was inversely correlated with market and hierarchical cultures, it was positively correlated with clan and adhocracy cultures.

According to **Ravasi and Schultz (2006)**, corporate culture is a collection of guiding presumptions. New organisational members are also taught the pattern of these collective behaviours and assumptions as a way of perceiving, even thinking and feeling. The way individuals and groups interact with one another, with clients, and with stakeholders is thereby influenced by organisational culture. Organizational culture may also influence how strongly employees identify with a company.

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Osibanjo Omotaya Adewale and Adeniji Adenike Anthonia (2013) observed the impact of organizational culture on personnel practices at several private universities in Nigeria. The statistical analysis in their survey was based on her 237 respondents from selected private universities. Our analysis revealed a close relationship between company culture, recruitment processes, training programs, performance management, pay structures, and compensation practices. A clustered stratified random sample was used as the sampling method. Questionnaires were the primary data collection tool. Correlation analysis was used to examine the impact of organizational culture on each HR practice. The study recommends that potential employees should make an effort to familiarize themselves with the organization before accepting a job offer.

In his research, **Abdul Hakim (2015)** found that organizational culture had a significant impact on bank employee job satisfaction.

The main variables identified as part of culture were working conditions, compensation and benefits, respect from peers, relationship with superiors, and opportunities for advancement. The most important factor influencing job satisfaction among the variables above was respect from peers.

In her study,

Maham Fatima (2016) assessed the impact of organizational culture type on employee job satisfaction. This research was essentially based on her four cultural types, called clans, adhocracy, markets, and hierarchical structures. One of the goals of this study was to investigate job satisfaction in corporate organizations and understand the impact of culture on job satisfaction. Key organizational culture variables included dominant traits, organizational leadership, organizational commitment, organizational strategic direction, and success factors. Main job satisfaction variables included job satisfaction, satisfaction with colleagues, supervisors, wages, and superior opportunities. The study showed that clans and adhocracies were more satisfying than markets and hierarchies. The most popular culture was the clan.

Objective of the study

The general goal of this study is to examine the impact of organizational culture on job satisfaction within an organization. The specific objectives of this study are to:

- To study the relationship between organizational culture and job satisfaction.
- Establish a pervasive organizational culture and job satisfaction.

- Research shows that company culture has a significant impact on bank employee job satisfaction.
- Assessing the impact of organizational culture on job satisfaction in the organization.

Scope of study:

The study focuses on organizational climate and employee job satisfaction in hiring and all processes of companies across India. This survey helps company management understand the organizational culture towards employees so that they can take action to retain employees by increasing employee satisfaction. It gives you a great opportunity to relate the theoretical concepts learned in the course to what is actually happening within your organization and among your employees.

Research Methodology:

Rationale of the Research

The study aims to examine a study of organizational culture and its effect on job satisfaction. It also helps to identify various employee

practices, challenges faced by the employees at the workplace.

Research Design:

The research design of the proposed project work will be exploratory and descriptive given its purpose, scope and scope.

Research Instrument:

Researchers use structured, non-obfuscated, closed-ended questionnaire to collect responses from employees of specific companies.

Sample Frame:

Appropriate and justifiable sample units are conveniently drawn from different employees working in different parts of the organization.

Sample Size:

According to the employees, the sample size is 100.

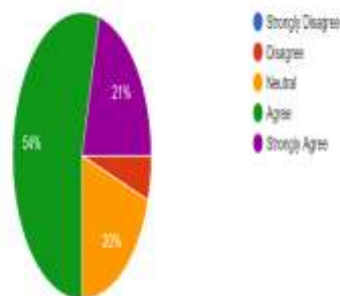
Limitations of the Research Study:

- Research studies have the potential for research bias.
- Time pressure is the main limitation of the proposed study.

III. DATA ANALYSIS:

1. Do you think your co-workers are very friendly and helpful?

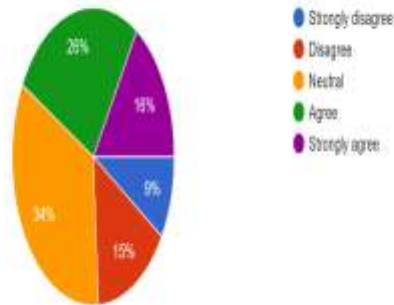
5. Do you think your co-workers are very friendly and helpful?
 100 responses



2. Do you think organization provides sufficient benefit and sufficient salaried leave?

6. Do you think organization provides sufficient benefit and sufficient salaried leave?

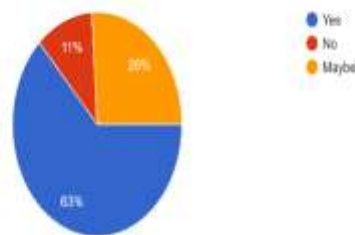
100 responses



3. Do you think Human Resources and other Policies of the organization need any change or improvement for the betterment of the organization?

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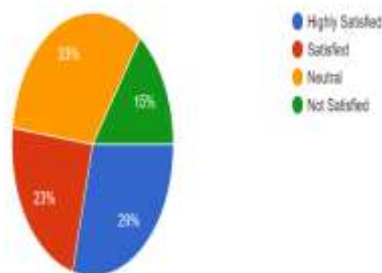
100 responses



4. Do you think employee Salary matches with the responsibility and the levels of satisfaction?

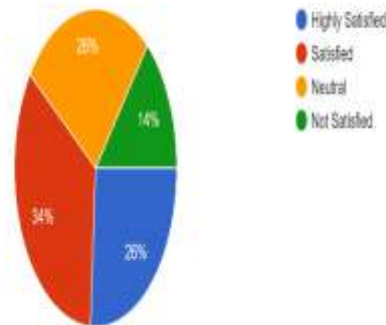
9. Do you think employee Salary matches with the responsibility and the levels of satisfaction?

100 responses



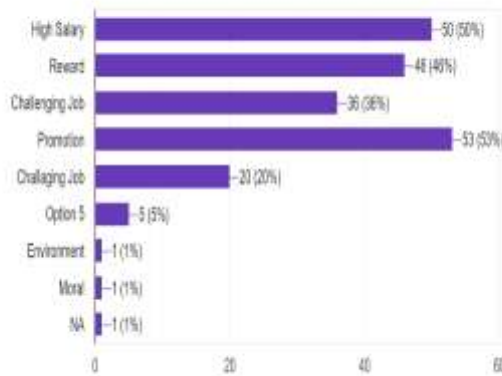
5. Do you think organization Working hours and level of satisfaction are good

10. Do you think organization Working hours and level of satisfaction are good
 100 responses



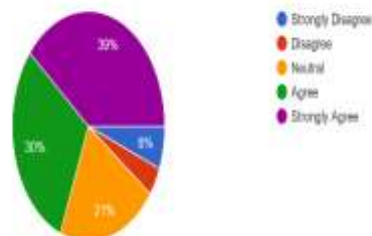
6.What factor motivates you for working in the organization?

11. What factor motivates you for working in the organization?
 100 responses

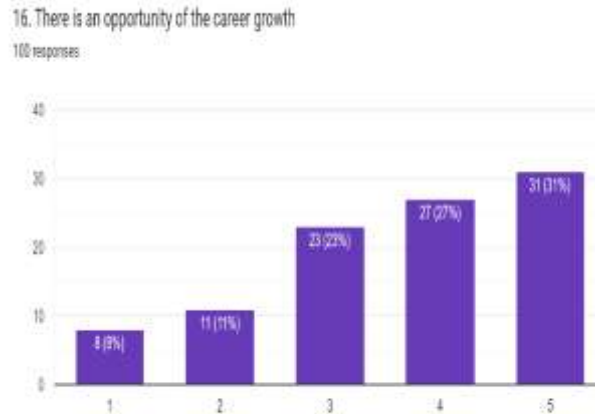


7.Do you think job satisfaction is very important in the success of your organization

14. Do you think job satisfaction is very important in the success of your organization
 100 responses



8. There is an opportunity of the career growth



IV. FINDING

The research of A study of organisation culture and its effect on job satisfaction that survey is very important for organisation.

Survey is defined and clarify the employee satisfaction but the result of questionnaire is Out of 100 respondent the highest number 54% respondents agree to co-workers are very friendly and helpful, 34% respondent are neutral to organization provides sufficient benefit and sufficient salaried leave, 33% respondents are neutral to employee Salary matches with the responsibility and the levels of satisfaction, highest number 39% respondent are strongly agree to job satisfaction is very important in the success of organization and highest number 31% respondent are strongly agree to opportunity of the career growth are high.

V. CONCLUSION:

All organizations should provide training to improve the skills, knowledge and performance of their employees. The findings are based on an analysis of how various corporate culture types impact employee job satisfaction. Data on innovative cultures have little bearing on or connection to employee work happiness. Because the chemical industry operates in predefined ways that prevent innovation, each chemical sector produces its own distinct product or goods without ever innovating a new one and without even encouraging their staff to do so. The findings indicate that when an employee is extremely content with his or her job, they are less loyal to the company since, in this industry, loyalty to the company comes second to job happiness.

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