



To Study Impact of Organizational Culture on the Employee' of Composites Technology Manufacturing Pvt Ltd Vadodara

Abhijit Suresh Shinde¹, Ms. Shruti Bhonsle²

¹Researcher, ²Research Guide Assistant Professor, Faculty of Social Work, Parul University.

ABSTRACT

Organization culture of composite manufacturing company is considered as a robust indicator of outcomes that are highly valued By any business in any sector of the industry. Therefore, organization cultural affecting on employees working on composite manufacturing could prove to be an excellent parameter to assess the health of the organization as such with Regards to satisfaction, innovation, commitment, retention and productivity. Organizations that are observed to have a positive organizational culture tend to offer rewards to their employees which in turn leads to the creation of an environment that is enabling, allowing employees to grow, develop and function at their utmost potential. This particular study was carried out to understand the impact of organizational culture on employee working in composite manufacturing company within the Indian manufacturing sector. This study was outlined on the basis of the structural approach theory and adopted a secondary research methodology where the data for the study was gathered through secondary sources derived from researches conducted by researchers in the past and available from scholarly sites. The study outlines four types of organizational culture which included; power culture, role culture, achievement culture and support culture. Each of the said cultures had a varying impact on the engagement and composite manufacturing areas working of the employees. The findings of this research indicated that the culture of the organization had a largely positive and significant impact on employees. It was also observed that Employees who were empowered to utilize their discretion at their organizations tend to project higher levels of enthusiasm and this is clearly a trait of an employee who is thoroughly engaged.

KEYWORDS: Employee, Organizational Culture, Performance, Productivity, leadership, composite manufacturing

INTRODUCTION

Exploring the intricate relationship between organizational culture and employee 'of composites technology manufacturing pvt ltd manufacturing Vadodara this study delves into the Organizational Cultural plays a important function in make the view of composite manufacturing personnel inside a corporation. It miles the collective set of values, beliefs, and behaviors that outline how people within an organization interact and work closer to not unusual desires. The impact of organizational tradition on employee's manufacturing in composite industry is multifaceted, influencing recruitment, worker engagement, running overall performance, and normal organizational achievement Findings from researches which have been carried out inside the beyond with respect to impact of organizational subculture on worker working in composite manufacturing industry inside a hit firms have proven an instantaneous Affiliation between sturdy organizational cultures and high employee engagement. The perception of organizational lifestyle takes into its ambit all facets of organizational life and impacts the whole thing this is completed by using an organization. However, it has not been accorded the required research impetus. A look into the familiar Literature found out that progress has truly been made in associated domain names such as organizational alternate organizational socialization, organizational management (Schein,)and organizational weather, but, there may be scant research that concentrates on Organizational culture and employee engagement within the composite production sector in India. Of late, the manufacturing quarter in India has been accorded a great deal focus and interest by the government of India. retaining in mind the significance of this area and the quantum of possibilities and employment that may be generated with the aid of the world, several tasks were undertaken by using the authorities to nurture growth of the Indian This review paper will essentially try to discover whether or not there affiliation among organizational way of life and their impact in composite manufacture people and effectiveness within the Indian manufacturing sector multifaceted dimensions that contribute to the success of enterprises. the study recognizes the significance of teamwork, the pivotal role of human resources as guarantors of quality and performance. In the International business landscape, the criteria for evaluating enterprises extend beyond economic stability and Profitability. This research investigates the impact of leadership styles, organizational work systems, corporate strategy, and the infusion of new technologies on the overall success of enterprises. Central to this analysis is the exploration of corporate culture, a dynamic force shaping individual behavior within a company. As individuals find justification for their actions based on company values, managers and owners strategically leverage corporate culture to align with their specific interests. Crucially, employee capabilities, and fostering a culture that Aligns with long-term organizational goals. This research uniquely contributes to the discourse by evaluating the types of corporate culture prevalent in enterprises with both national and international participation. Through survey results,

the study aims to provide a comprehensive review of corporate cultures within these enterprises, diagnosing both positive attributes and shortcomings in the realm of human resources development. The ensuing analysis promises a nuanced understanding of how organizational culture profoundly influences the management of Employee's working in composite manufacturing industry diverse business settings.

Work culture in composition manufacturing companies

Workplace Culture's Effects on Employee Satisfaction and Engagement:

Studies examining this relationship frequently focus on composition manufacturing businesses' workplace cultures. Significant roles are played by elements like communication techniques, leadership style, alliance teamwork and professional growth possibilities.

- **Quality of Work:** Employee pride and a desire for excellence are fostered by a favorable work environment. Employees are more likely to pay attention to detail, uphold quality standards, and create high-quality products when they feel appreciated and motivated.
- **Innovation and Problem-Solving:** Workers are more likely to feel empowered to experiment with process changes, make new idea suggestions, and find innovative solutions to challenges when they work in a supportive environment. This innovative culture can result in ongoing advancements in cost-cutting strategies, production processes, and product design.
- **Employee Retention and Engagement:** Employee retention and turnover rates are decreased and employee loyalty is increased when there is a positive work culture. Long-term retention, top performance, and a dedication to the organization's objectives are all indicators of engaged workers.
- **Leadership and Communication;** company's leadership style and communication methods are reflected in the work culture of its employees. Fostering trust, openness, and responsibility among staff members is one of the main ways that strong leadership .

REVIEW OF LITERATURE :

- **Impact of Organizational Culture on employees of manufacturing industry: A Study of Selected Nigerian Private Universities (Osibanjo Omotayo Adewale, Adeniji Adenike Anthonia)**
- **Empirical Investigation of the Impact of Organizational Culture on employee's working manufacturing: Dr. Nyameh Jerome Senior lecturer Faculty of Arts and Social Sciences Department of Economics Taraba State University Jalingo, Taraba state , Nigeria**
- **Impact of Culture on manufacturing industry: A 10-Country Comparison (Zeynep Aycan, Rabindra Kanungo, Manuel Mendonca, Kaiten Yu, Jürgen Deller, Günter Stahl, Anwar Khurshid)**
- **Julianne Mahler (4, October 1997) Organizations differ in their cultural content in terms of the relative ordering of beliefs, values and assumptions. For instance, some organization practices place a premium on their recruitment and selection, training and development Programmers, compensation administration and even, performance management. Also, someplace a premium on career development, goal setting and pay-for-performance, all with the intent of maximizing employee performance and customer service. This will help to create culture of high performance across the organization. Some organizations support employee wellbeing with free medical care, personal trainers, inexpensive cafeteria, unlimited sick days, heavily subsidized day care, etc. Organizational culture affects corporate performance. Corporate culture is a deeply embedded form of social control that influences employee decisions and behavior. Culture is pervasive and operates unconsciously. It is an automatic pilot directing employees in ways that are consistent with organizational expectations. Organizational culture is the social glue that bonds people together and makes them feel part of the organizational experience. Employees are motivated to internalize the organization's dominant culture because it fulfills their needs for social identity. This social glue serves as away to attract new staff and retain top performers. Again, corporate culture assists the sense-making process. It helps employees understand organizational events. They can get on with the task at hand rather than spend time trying to figure out what is expected of them. Employees can also communicate more efficiently and reach higher levels of cooperatiwith each other because they share common mental models of reality. An organizational culture can also influence the recruitment and selection activities of an organization. This makes sense because good behavior is driven by ethical values. An organization can guide the conduct of its employees by embedding ethical values in its culture.**

RESEARCH METHODOLOGY

STATEMENT OF THE PROBLEM

The exploration of the impact To Study Of Organizational Culture On The Employee 'of Composites Technology Manufacturing Pvt Ltd'' stems from a critical need to understand how workplace values, beliefs, and practices influence the dynamics of managing personnel. As organizations strive for sustained success and adaptability in a dynamic business landscape, recognizing the symbiotic relationship between culture and employees in manufacturing of composite becomes imperative. Unique organizational cultures shape employee behavior, motivation, and performance, directly influencing composite manufacturing areas employees functions such as recruitment, training, and employee engagement. This study is paramount as it unveils nuanced insights into aligning practices with organizational values, fostering a harmonious work environment, and optimizing employee productivity. By discerning the intricate interplay between culture and employee's organizations can tailor strategies for talent acquisition, retention, and

development, enhancing overall organizational effectiveness. The significance lies in its potential to guide employee's professionals and organizational leaders in crafting strategies that resonate with the prevailing culture, thereby nurturing a cohesive and thriving workplace ecosystem.

RESEARCH OBJECTIVES

The study aims to understand and analyze "To Study impact of Organizational Culture on the Employee 'of Composites Technology Manufacturing Pvt Ltd Manufacturing Vadodara in the current context and its impact on organizational performance based on the perceptions of employee's work in composite manufacturing in Vadodara. The study has the following objectives:

- To understand the organization culture of composites technology pvt Ltd
- To understand the various factors considering the organization culture
- To identify the issues related organization culture.
- To find whether there is any difference in the employee's working in composite manufacturing organization And as an effect of Organization culture

SCOPE OF THE STUDY

The study aims to explore multiple facets of the impact of organizational culture on all employees working in a composite manufacturing company. These factors include the level of awareness, the extent of implementation, the outcomes, the cultural role, the employee's competencies, and the alignment with company goals. The study also aims to investigate the relationship between three independent variables: 'Cultural employee's Role' and 'employee's Competency', as well as one dependent variable: 'Integration of employees with organizational culture'. This can be considered a conceptual research model.

RESEARCH DESIGN

Research design selected for the study is Descriptive Research Design:

Aims to describe characteristics or behaviors of employees in the company (Indutch Composite Pvt. Ltd waghodiya Vadodara)

SETTING OF THE STUDY

The study was conducted in Indutch composites technology Privet Limited Vadodara district, Gujarat. A employee's were selected for intervention

UNIVERSE OF THE STUDY

In this study the population consist of all the employees of Indutch Composites Pvt .Ltd in Vadodara district, Gujarat

TOLL FOR DATA COLLECTION

The data of this study has been collected from Primary & secondary sources. The primary data has been collected with the help of the Employees using a semi structured questionnaire sample 50 employee's lower and maid ale

SAMPLING METHOD

The sampling technique used for the study was Stratified Random Sampling technique.

DATA ANALYSIS

Standard Deviations and other appropriate statistical tests using EXCEL and SPSS package to make the analysis and interpretation more reliable and to reach a meaningful conclusion. Smart PLS software was used to test the conceptual research model (developed) with the help of Partial Least Square method.

FINDINGS :

- There is a striking gender gap in the sample of 50 employees: 90% of them are men and 10% are women. Particularly with regard to issues connected to gender, this imbalance might have an impact on how broadly applicable the findings are. It is important to work toward ensuring that future research has a varied representation.
- This distribution indicates a significant presence of respondents aged 20-30, suggesting a youthful skew. It emphasizes the need to prioritize the perspectives and needs of younger employees in organizational strategies. Furthermore, it highlights the potential of leveraging the energy and innovation of a younger workforce to enhance organizational growth and adaptability. In composite, manufacturing industry
- Most recognize organizational diversity in composite manufacturing company working in employees, but opinions on values' impact vary. Alignment between values and perceptions is needed for inclusivity and cohesion,
- The table presents a high consensus in favor of matching training programs with corporate values, with 82% of respondents believing that training and development

- There is broad agreement in favor of matching training programs with corporate principles, as seen by the table where 82% of respondents think that training and development positively increase organizational belief in the workplace.
- Majority of respondents, comprising 84% of the sample, perceive that the organization's values positively influence employees' job performance. This indicates a strong alignment between organizational values and employee performance perception among the surveyed group of 50 employees.
- A lower amount of respondents (38%) think there is a fair and transparent system for performance evaluation and awards, indicating possible opportunities for development in organizational processes and leadership, despite 42% of respondents feeling empowered and supported by their leaders.
- Show possible areas for growth in leadership and recognition methods inside the firm. While 19% of respondents feel rewarded and acknowledged for their achievements, the majority (62%) do not feel empowered and supported by their leaders.

SUGGESTION:

This study showed that a number of varied organizational culture-related characteristics can significantly boost employee engagement, which in turn may have an effect on organizational performance. The organizational culture of composite manufacturing is an approachable system that is linked to the organization's performance in both interactive and interdependent ways. This research's sophisticated and comprehensive nature may also add value to studies on organizational culture and employee engagement by providing important perspectives on these topics and their overall effects, as well as by sparking a lengthy conversation about how to create a workable framework between. However, given that the research was organizational culture, employee engagement and how it impacts organizational performance on the whole executed by perusing literature from research conducted in the past. Also, considering that there are not many studies that have been executed within composite technology manufacturing sector in India. Therefore, it would be beneficial to conduct an empirical research that considers any particular industry from the composite technology

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