International Journal of Humanities Social Science and Management (IJHSSM)
Volume 3, Issue 2, Mar.-Apr. 2023, pp: 1213-1217 www.ijhssm.org

A Study on Impact of Employee Attitudes towards Organisational Culture With Reference To Softtech Solutions

Mrs.P.GOPIKA, Ms.S.JEEVITHA.
DEPARTMENT OF MANAGEMENT STUDIES,KARPAGAM COLLEGE OF ENGINEERING, COIMBATORE-641032

Date of Submission: 10-04-2023 Date of Acceptance: 25-04-2023

ABSTRACT
Organizational culture has received much attention in the last two decades due to its effects and potential impact on the organizational success. Organizational culture is a critical factor in enhancing the Employee Job Attitude. This study examined the impact of four organizational cultural variables namely, autocratic, technocratic, entrepreneurial, and Bureaucratic on employee attitude to the organization. The economic and social environment is so dynamic that without adopting to such change even the most successful organization cannot survive in the changed environment. Any business in today's fast-moving environment that is looking for the pace of change to slow is likely to be sorely disappointed. In fact, businesses should embrace change. Change is important for any organization because, without change, businesses would likely lose their competitive edge and fail to meet the needs of what most hope to be a growing base of loyal customers. Changes can create new opportunities, but are often met with criticism from resistant individuals within the group. Data was collected from 120 employees of private and public service sector organizations. Data was collected through the use of standardized questionnaires measuring corporate culture and organizational commitment.

Keywords: *organisational culture, employee relations, employeer attitudes.*

I. INTRODUCTION

The change means the alteration of status making things different. It may refer to any alteration which occurs in the overall work environment of an organization. When an organizational system is disturbed by some internal or external force, the change may occur. The change in any part of the organization may affect the whole of the organization, or various other parts of organization in varying degrees of speed and significance. It may affect people, structure, technology, and other elements of an organization. It may be reactive in nature. When change takes place due to external forces, it is called reactive change. It is the coping process of moving from the present state to a desired state that individuals, groups and organizations undertake in response to various internal and external factors that alter current realities. Survival of even the most successful organizations cannot be taken for granted. In some sectors of the economy, organizations must have the capability to adapt quickly in order to survive. When organizations fail to change, the cost of failure may be quite high. All organizations exist in a changing environment and are themselvesconstantly changing.

IT is affected by globalization and technology
Technology has played a pivotal role in speeding up globalization, while globalization itself has been a constant driving force for the newer technologies to surface. Thus, it can be said that the globalization and technology have evolved as a twin phenomenon.

IT connected with globalisation
Globalization is the connection of different parts of the world. Globalization results in the expansion of international cultural, economic, and political activities. As people, ideas, knowledge, and goods move more easily around the globe, the experiences of people around the world become more similar.

Role of IT in globally
The expansion of Information Technology has led to the successful process of globalization. Through this anyone around the world can access, gather, and share information related to anything in the

International Journal of Humanities Social Science and Management (IJHSSM)
Volume 3, Issue 2, Mar.-Apr. 2023, pp: 1213-1217 www.ijhssm.org

world. Information technology has contributed significantly to dispersing its production across various countries.

INDUSTRY PROFILE

Information technology (IT) is defined as the design, development, implementation and management of computer-based information systems, particularly software applications and computer hardware. Today, it has grown to cover most aspects of computing and technology. The reason why it has catapulted in importance is due to the improving accessibility, awareness and utility of technology. It is a common fact that a country's IT potential is paramount for its march towards global competitiveness, healthy GDP and defense capabilities.

IT professionals perform a variety of duties ranging from data management, networking, engineering computer hardware, database and software design, to the management and administration of entire systems. With the already high penetration of conventional personal computer and network technology, coupled with the growing convergence of information, communication and entertainment, the industry is now keenly focused on the integration with other technologies such as mobile phones, automobiles and televisions etc, thereby increasing the demand for such jobs. The largest firms globally include IBM, HP, Dell and Microsoft.

RESEARCH PROBLEM

An organizational culture is values, beliefs, norms, systems, habits, vision, environment etc, while following this culture the employees have their own attitude. Employees' attitude is a factor employee to pursue tasks or goals. Attitude helps the productivity and improvement of their employees. Employee attitude have many problem.

OBJECTIVES OF THE STUDY

- To examine the employee's attitude towards the organizational change.
- To find out the issues about the management of the change process and about change
- Outcomes.
- To identify the employees expectation's from the organization culture
- To find out the issues about the management of the change process and about change outcomes.
- To make suggestions to improve the attitude of the employees to the management.

II. REVIEW OF LITERATURE

Katheleem L. Gregory (2016) Every human being has some personality traits that will help them to differentiate their identity from other, no two persons can act and behave in a same way likewise every organization have certain values , policies ,guidelines , protocol and rules which helps them to construct their own image which makes them different and unique from the other. the organizations are homogeneous rather than multicultural in nature. The culture is defined as a system of meaning that influences behaviors as well as practices of organizations. In short individual's behavior is strongly influence by a culture.

Hofstede et al (2017) relates culture not only to regional and national groups, but also with the organizations, professional, social and sub cultural groups, family, legislation and national political systems etc. Author suggested that Manifestations of culture varies from the innermost level, i.e., the value, to the outer shells of rituals, codes and symbols. Organizational culture is an outcome of behaviors of the members working in an organization.

Schein (2001) demonstrate that the studies regarding the firm's culture must adopt the methodological way in order to assist the scholars and management professionals to recognize and apply all the antecedents and variables appropriate for the empirical investigation. (Schein, 1985), the goal of this study is develop a macanahism that provide promising relationships regarding the organization culture variables and their relative impacts towards productivity of the firm in order to achieve the sustainable competitive position in themarket.

III. RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques, and could include both present and historical information

RESEARCH DESIGN

The research design is used to find out the recruitment and selection at INSOURCE technologies

DATA COLLECTION METHOD

Data were obtained from two source namely

International Journal of Humanities Social Science and Management (IJHSSM)
Volume 3, Issue 2, Mar.-Apr. 2023, pp: 1213-1217 www.ijhssm.org

primary and secondary source. The methodology in primary data collection included scheduled questionnaires. The secondary data involved documentationreview.

PRIMARY DATA

Primary data is original data is collected by the researcher for the first time in this study; Primary data is collected by using questionnaire. Questionnaire is a popular means of collecting primary data questionnaire

SECONDARY DATA

Secondary data is the data which is already collected. Secondary data used in study was collected from the internet.

SAMPLING

It is the obtaining information about an entire population by examining only a part of it by adapting convenience sampling method.

DATA INTERPRETATION

PERCENTAGEANALYSIS

SIMPLE PERCENTAGE ANALYSIS

A percentage analysis is used to interpret the data by the researcher for the analysis and interpretation. Through the use of percentages, the data are reduced in the standard from with base equal 50 which fact facilities relative comparisons.

$$SAA = \frac{\text{No. of Respondents}}{\text{Total no. of respondent}} X\,100$$

CHI-SQUARE

A **chi-squared test**, also referred to as χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi-squared distribution as closely as desired by making the sample size large enough.

$$X^2 = \Sigma \frac{(o - e)^2}{e}$$

SIMPLE PERCENTAGE ANALYSIS

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
BELOW 20	19	17
21 – 30	29	29
31 – 40	32	28
41 – 50	24	23
59 +	4	3
TOTAL	**108**	**100**

Source: primary data

INTERPRETATION

From the above table it is clear that 29% of respondents between the 21-30 age group, 28% of the respondents between the 31-40 age group, 23% of the respondents between the 41- 50 age group, 17% of the respondents below 20 age group and 3% of the respondents above 50 age group.

INFERENCE

Majority of 29% of respondents between the 21-30 age group.

ANOVA ANALYSIS

YEAR OF SERVICE- One-Way Ann ova Analysis

One way analyses were conducted to check whether the study variablesdiffer across various age. The age break up among the respondents is as follows

Particulars		Frequency
Age	Below 20	18
	21-30	35
	31-40	12

International Journal of Humanities Social Science and Management (IJHSSM)
Volume 3, Issue 2, Mar.-Apr. 2023, pp: 1213-1217 www.ijhssm.org

	40-50	15
	Above 50	28
	Total	108

To check whether the various study variables differ across different age groups,one way ANOVA was conducted. The various hypotheses being considered are:

NULL HYPOTHESIS

H0: There is no significant difference between the age and My skills and abilities are utilized effectively by the company.

ALTERNATIVE HYPOTHESIS

H1a: The respondents' strongly agree age and my skills and abilities are utilized effectively by the company

H1b: The respondents' agree age and my skills and abilities are utilized effectively by the company

H1c: The respondents' neutral age and my skills and abilities are utilized effectively by the company

H1d: The respondents' disagree age and my skills and abilities are utilized effectively by the company

H1e: The respondents' strongly disagree age and my skills and abilities are utilized effectively by the company

TABLE SHOWING ONE WAY ANALYSIS BETWEEN THE AGE AND MYSKILLS AND ABILITIES ARE UTILIZED EFFECTIVELY BY THE COMPANY

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Stronglyagree	BetweenGroups	5.090	11	1.697	1.428	.237
	Within Groups	177.028	97	1.188		
	Total	182.118	108			
Agree	BetweenGroups	1.387	11	.462	.367	.777
	Within Groups	187.724	97	1.260		
	Total	189.111	108			
Neutral	BetweenGroups	3.598	11	1.199	1.465	.226
	Within Groups	121.983	97	.819		
	Total	125.582	108			
Disagree	BetweenGroups	2.263	11	.754	1.180	.319
	Within Groups	95.241	97	.639		
	Total	97.503	108			
Stronglydisagree	BetweenGroups	3.079	11	1.026	1.141	.334
	Within Groups	133.980	97	.899		
	Total	137.059	108			

INTERPRETATION

From the above ANOVA analysis it is inferred that there is no significant difference between the age and my skills and abilities are utilized effectively by the company, as the P value is greater than the significant value of 0.05. So H0 is accepted and H1 is rejected.

Source: primary data

Interpretation:

The coefficient for the predictorvariable'employeeperformance'is0.653392.It is evident from the analysis that employee performance is associated with role clarity. The p-value shows that it is influencing. Ha is accepted and Ho is rejected.

IV. FINDINGS

The maximum of the respondents is in

the age group of 41-50 and majority are male. The maximum of the respondents are completed professional degree and have major 5 year of experience. Maximum of the response received from the purchase officer designation. Majority of respondents agree that they have a good work environment and collaborate with others to carry out duties. Majority of the employees neither agree nor disagree that they have good welfare measures in the company and have the freedom to approach their manager easily. Maximum of the respondents satisfied that they could balance both work life and the personal life. Most of the respondents are agree that they are encouraged to execute new idea in organisation. Maximum of the employees enjoy their work culture and great relationship with their co- workers. Maximum of the employees not sure that they get skill-based pay and agree that they diligently execute duties as per the schedule. Majority of employees agree that they meet standards on their work assignment and task. Maximum of the employees agree that they have satisfied salary and benefits, work environment and work life balance.

V. SUGGESTIONS

The employees are not maintaining proper dress code due to the reason that company has provided only one set of uniform and the employee find it difficult to maintain it. Hence it is being suggested that the company can provide enough set of uniform or the company can provide some allowance for the same. Few employees are habituated with smoking hence they feel that they are not maintaining discipline in this aspect. Hence, it is being suggested that the company can allow some "smoking zone" which would be helpful for them in reducing in disciplinary activities like smoking inside the premises. The employees felt that their superior is not consulting with them while making decision regarding important matters. Hence it is being suggested that the superior should implement "participative Management" to get the feedback from theiremployees regarding important issues.

VI. CONCLUSION

The culture of a group can now be defined as: A pattern of shared basic assumptions that the group learned as it solved its problems of external adaptation and internal integration, that has worked well enough to be considered valid and therefore, to be taught to new members as the correct way to perceive, think, and feel in relation to those problems.In other words, as groups evolve over time, they face two basic challenges: integrating individuals into an effective whole, and adapting effectively to the external environment in order to survive. As groups find solutions to these problems over time, they engage in a kind of collective learning that creates the set of shared assumptions and beliefs we call "culture."

REFERENCES

BOOK REFERENCE:

[1]. Mr.MIRZA S SAIYADAIN 2003 ORGANISATIONAL BEHAVIOUR,,ata McGraw-Hill Publishing company limited, Fourth reprint, 2007 Ref Page No: 250 – 265.
[2]. Mr.M.N.MISHRA, ORGANISATIONAL BEHAVIOUR, Banaras university, varansi Edition 2008,Copy right @ vikas publishing house pvt ltd., Ref page No: 1 – 30 , 361 – 389, 423 – 434.
[3]. S.S.Kanaka, ORGANISATIONAL BEHAVIOUR, published by CHAND & Company, published at 2008, Ref page No:273 282 , 252 – 271.
[4]. Kothari.RESEARCH METHODOLOGY,

WEBSITE REFERENCE:

[5]. info@organizational-culture.com
[6]. www.cultural-analysis.com
[7]. www.citehr.com
[8]. http://www.managementparadise.com/home.php
[9]. http://www.denisonconsulting.com/Culture_Landing_ Page.aspx?_kk=organizational%20culture&_kt=bbfe9 b7b-4d85-4db3-b3b6-7dbff81b68da&gclid=CMTbvtjh-KECFQ5B6wodiiiEFg
[10]. http://managementhelp.org/org_thry/culture/culture.ht m
[11]. http://essays.ssrc.org/acrossborders/?page_id=3&gclid =CKOqlaXi-KECFcVR6wodrysGFA
[12]. http://www.experiment-resources.com/research- methodology.html
[13]. https://www.indeed.com/career-advice/
[14]. https://www.penguins.co.uk/
[15]. https://issuu.com/irejounals/
[16]. https://www.wallstreetmojo.com/