

Culture in a Government Organization - A Study with reference to demographic variables and organization culture

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Abstract: Culture and its vibrancy is a much studied topic in today's social sciences and humanities research. This study aims at analyzing organization culture and its effect on the employees in the light of demographic variables. This study gains prominence as it is structured around a government organization and its working and administration. The angle of motivation is another point of focus in this regard. The demographic variables taken under consideration are age, income, marital status, years of experience, number of dependents among others.

Key words: Organisation culture, demographic variables, motivation

Introduction

Organizational culture encompasses values and behaviours that "contribute to the unique social and psychological environment of an organization". According to Needle (2004), organizational culture represents the collective values, beliefs and principles of organizational members and is a product of factors such as history, product, market, technology, strategy, type of employees, management style, and national culture; culture includes the organization's vision, values, norms, systems, symbols, language, assumptions, environment, location, beliefs and habits. Organisation culture is very important in determining the success of an organization. It is the environment in the workplace formulated through the interaction of employees at work. Organisation culture can be learned in the social environment and can encourage the innovative behavior among the members of the organization. It is the combination of knowledge, belief, art, moral and habits of a member. It is the elementary part of what integrates the members of a group.

Review of literature

Ng Yu Seen (2012) In a globalized business setting, a national culture that inculcates innovation is of utmost importance especially in developing countries that want to improve income levels and compete globally on a level playing field. Since organizational culture is embedded in national culture, studying culture at the organizational level is apt especially when organizational culture and innovation have been found to increase performance. Thus this study examines cultural traits of Empowerment, Team Orientation, Capability Development, Creating Change, Customer Focus and Organizational Learning on Innovation. The respondents include 249 Malaysian employees in both the private and public sectors. Creating Change and Organizational Learning were found to be significant contributors to Innovation new to the organization and Innovation new to the industry.

Priya P (2015) in an article goes on to explain about culture in an organization. Culture in an organization is analogous to personality in an individual. Anthropologists have defined culture as a set of habitual and traditional ways of thinking's, feeling and reacting that are characteristics of the ways a particular society meets its problems at a particular point in time. Organisational culture is intangible and functions like invisible power which guides the employee of an organization for better performance and more satisfaction. It is the environment under which an employee deals with its organization and an organisation deals with its employees. Changing a corporate culture is a long difficult process. Infact, massive cultural reorientation are probably unreasonable in most situations. It is still possible to strengthen or fine-tune the current situation. Organisational culture provides a guide to how things are done and how people relate within the organization for development of the concern. The factors involved are history, environment, staffing process and socialization process. The portrays that organisational culture is the pattern of belief, assumption, values, norms and expectation shared by the organization members, which powerfully shape the behaviour of Individuals and groups within the organization.

Research Design

The study was conducted to investigate the relationship between organization culture and motivation. Therefore the most appropriate design chosen is a correlation.

Objectives

- There is no significant difference between the various organization culture and motivation.
- There is no significant difference between organization culture and motivation on the basis of designation.

Hypothesis

- There is no significant difference between the various organization culture and motivation of employee.
- There is no significant difference between organization culture and employee motivation on the basis of designation.

Result and discussion**Table 1:****Correlation analysis between organizational culture and motivation**

Variables	Motivation
Organizational culture	0.317**

** Correlation is significant at the 0.01 level.

The above table reveals the correlation between organizational culture and motivation among the employees. Result indicates that there is a significant correlation between the two variables. It is also significant at 0.01 level. The null hypothesis stating that there is considerable influence between organizational culture and employee motivation is accepted, considering the significance obtained.

When the researcher visited the organization and met the employees in person, this factor was clearly observed. The results also second this observation. We can say that organization culture is one of the important factors within the internal environment and can be inferred to have an influence on the motivation of the people working within such environment.

Table 2:**Distribution of respondents on the basis of designation:**

Designation	No of respondents	Percentage
Executive	120	27.3
Non-executive	320	72.7
Total	440	100.0

Table 3:**Showing Mean, S.D. and t-value for respondents level of motivation on the basis of number of dependents**

Variables	Number of dependents	Mean	S.D	t-value	p-value
Motivation	Bellow 4	20.23	5.81	42.18	0.001* Significant
	5 to 6	19.08	6.13		
	Above 6	19.31	6.10		
	Total	34.11	3.90		

* Significant at the 0.01 level.

Multiple comparison Test

Group	Sub group	Mean difference
Below 4	5 to 6	1.15
	Above 6	0.92
5 to 6	Above 6	0.23

The above table exhibits the details of Mean, S.D. and t-value for respondent's level of employee motivation on the basis of number of dependents.

In the values obtained in the multiple comparison test, the means obtained show a dimension which underlines the significance obtained. (1.15, 0.92 and 0.23 respectively)

It is inferred from the obtained t-value there is a significant difference in respondent's level of employee motivation on the basis of number of dependents. Since the calculated t-value (42.18) which is significant at 0.001 level. Therefore the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore it is concluded that respondents differ in their level of employee motivation on the basis of number of dependents.

Findings

The following findings were arrived from the research survey. They were :

- Result reveals that there is significant correlation between culture and motivation variables in the organisation under study.
- Result reveals that the correlation between occupational stress and coping skill among the employees.
- Analysis shows that the respondents differ in their level of organizational culture on the basis of number of dependants.
- Research proves that the respondents differ in their level of employee motivation on the basis of number of dependents.

Conclusion

The study attempts to find out the relationship between organisation culture and employee motivation among employees in a government organization. In the present study, the conclusion was that there is a positive relationship between organization culture and motivation.

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