The Impact Of Organizational Culture On Job Satisfaction

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I. INTRODUCTION

ORGANISATION CULTURE

Organizational culture is a set of standards, norms, practices, and attitudes that direct the behavior of every employee. The fundamental values of a firm are determined by its personality and its constellation of characteristics. Every organization has a distinct culture that includes both written and unwritten standards that have been formed over time. The culture determines the direction of an organization.[1] The expectations, experiences, philosophy, and values that bind an organization together have been incorporated into organizational culture. This culture is expressed in how the organization perceives itself, functions internally, interacts with the outside world, and plans for the future. A supportive cultural environment fosters ethical, effective, and creative journalism (Harisalo, Rajaniemi, Stenvall & Vallin, 2014)

Every organization has a unique culture, making it one of the most difficult things to change. Corporate culture is a reflection of the attitudes, values, and beliefs that dominate a company. Corporate culture, often known as "the character of an organization," refers to the collective conduct of individuals who adhere to a single corporate vision, set of objectives, set of shared values, set of attitudes, set of habits, set of working languages, set of working procedures, and set of symbols.

JOB SATISFACTION

Job satisfaction, also known as worker contentment, employee satisfaction, or work satisfaction, is a measure of how happy employees are with their jobs, whether they enjoy all aspects of their work or just some parts, including the labor itself or the supervision. The cognitive (or evaluative), affective (or emotional), and behavioral components of job satisfaction can all be assessed. Additionally, researchers have shown that different job satisfaction metrics vary in how much they reflect thoughts or feelings about the job (cognitive job satisfaction) or both (affective job satisfaction).[2]

NEED AND SCOPE OF THE STUDY

The goal of the study is to determine how organizational culture affects job satisfaction among professionals in various sectors. An organizational culture plays a role in improving workflow and guiding decision making processes. A positive and supportive culture that aligns with employee values tends to enhance job satisfaction by fostering a sense of belonging, recognition, and fulfillment. Investigating the intricate relationship between organizational culture and job satisfaction is essential for organizations seeking to improve employee well-being and satisfaction.

STATEMENT OF THE RESEARCH PROBLEM

The research problem statement is to find out how the culture of an organization impacts the job satisfaction of the employees. In today's rapidly evolving business landscape, understanding how the values, norms, and practices embedded within an organization influence employees' overall job satisfaction is of paramount importance. This research aims to investigate the intricate interplay between organizational culture and job satisfaction, shedding light on whether a positive and supportive culture fosters higher levels of job satisfaction among employees

IMPORTANCE OF THE STUDY

This study examines organizational culture in the context of job satisfaction across different sectors. The performance and dedication of the employees will improve if the company culture is supportive and adaptable. It contributes to the accomplishment of organizational goals. The performance of employees will be hampered and the organization's objective will be difficult to attain if the organizational culture is poor and weak.

Establishing an organizational culture is crucial for a company to sustain its place in the market. It is necessary to create a culture inside a company that can sustain it and promote ongoing development. The culture of an organization has an important impact on job satisfaction among employees. If a business has a flexible culture, it provides the employees with a working environment within which they can do their jobs effortlessly and independently without feeling burdened.

Every business seeks employee commitment because it is essential for the performance of the organization. Because employee performance is the basis of a business, it is important that employees understand the corporate culture effectively in order for their performance to develop.

II. REVIEW OF LITERATURE

(M. Nair & Varghese, 2023) through their study aims to predict faculty job satisfaction in universities based on organizational culture dimensions. Data from 370 academicians in Rajasthan, India, from private and state universities were analyzed using correlation and independent t-tests. The results show a significant positive relationship between organizational culture and job satisfaction. Faculty in private universities reported higher job satisfaction than those in state universities. Despite cultural differences, hierarchy culture was dominant in both types of universities. Adhocracy culture had the most significant impact on faculty job satisfaction. The study concludes with findings, limitations, and suggestions for future research.

(Rotimi, Bamidele Rotimi, Silva, Olatunji & Ramanayaka, 2023) through this research investigates job satisfaction determinants among Chinese migrant construction workers with temporary work visas (TWVs) in New Zealand. T-test and Structural Equation Modeling (SEM) were used to analyze the 102 valid questionnaire responses. It emphasizes the importance of opportunities for career growth and knowledge advancement for improving job satisfaction. The research reveals that remuneration and career progression positively impact job satisfaction, while loneliness has a negative effect. These findings offer insights into employment management practices in the construction industry and immigration policies in New Zealand, aiding in the recruitment of overseas workers for the construction sector.

(Dawson, Guchait, Russen, Wang & Pasamehmetoglu, 2023) through this research, they draw on the idea of work adjustment and explore the effects of organizational culture in the hospitality sector on job satisfaction, organizational citizenship behaviors, service recovery performance, and employee intention to leave. The data was provided by 210 hotel employees in Turkey using a survey technique. The findings showed that the hospitality industry's culture had a considerable impact on job happiness, organizational citizenship, service recovery performance, turnover, and other outcomes. The results emphasize the significance of a good hospitality culture to favorably impact employees' attitudes toward their jobs and job performance.

III. OBJECTIVES OF THE STUDY

Primary Objective

To study the impact of Organizational Culture on Job Satisfaction.

SECONDARY OBJECTIVE

1. To ascertain the association between organizational culture and job satisfaction.
2. To find out if there is significant difference between males and females with regard to job satisfaction.

LIMITATIONS OF THE STUDY

- The accuracy of data may be called into question as if the respondents had misconstrued any statement they made that could have led to a mistaken answer.
- The research was limited only to the employees of Chennai.
- Data collection through the questionnaire was limited to up to 107 respondents as the flow of responses was slow.

IV. INTERPRETATION

Percentage Analysis

Each question from the questionnaire which is the source of primary data collected is converted into the form of tables. These tables illustrate the classification of data collected and the percentages of the data
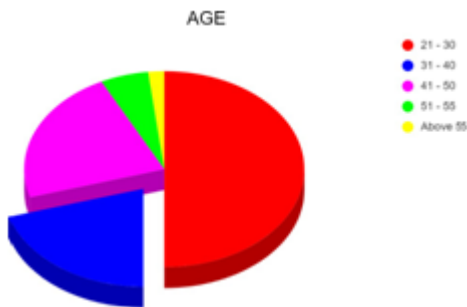
DEMOGRAPHIC DETAILS

Gender Wise Classification

PARTICULARS	FREQUENCY	PERCENTAGE
Male	41	38
Female	66	62
TOTAL	**107**	**100**
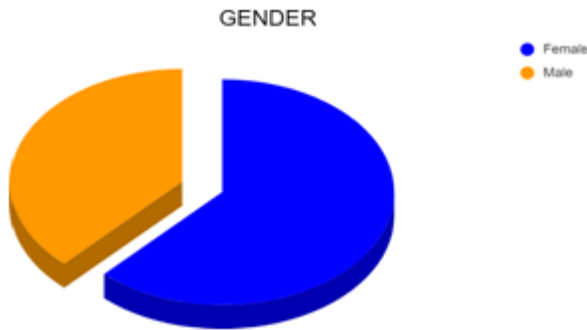
Inference: From the above table, it is inferred that 62% of respondents are female and 38% of respondents are male.

Inference: From the above table it is inferred that 50% of respondents belong to the age group of 21-30. Then 21% of respondents belong to the age group of 31-40, 22% of respondents belong to the age group of 41-50, then 5% of the respondents belong to the age group of 51-55. And 2% of the respondents belong to the age group of above 55.

Sector Wise Classification

Inference: From the above table, it is inferred that 36% of the respondents are from IT sector, 13% respondents are from manufacturing sector, 14% of the respondents are from construction sector, 19% of the respondents are from consultancy & services sector, 11% of the respondents are from Government sector. And 7% of the respondents are from other sectors like banking, auditing, etc.
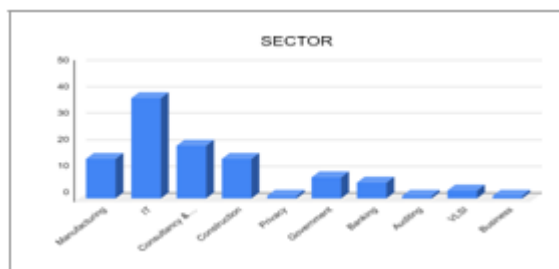

Figure 4.4 Years of experience

Inference: From the above table, it is inferred that 44% of respondents have 0-5 years of experience, 26% of respondents have 5-10 years of experience, 13% of respondents have 10-15 years of experience, 14% of respondents have 15-20 years of experience and 3% of respondents with more than 21 years of experience.
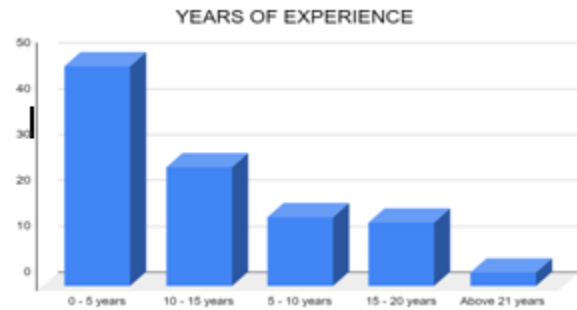
ORGANISATION CULTURE

Figure 4.5 Everyone believes that he or she can have a positive impact

Inference: From the above table, it is inferred that more than half 61% agree that they can have a positive impact, 26% are neutral that can have a positive impact and 13% disagree that they believe they can have a positive impact. So, in the organization, he/she believes they can have a positive impact.
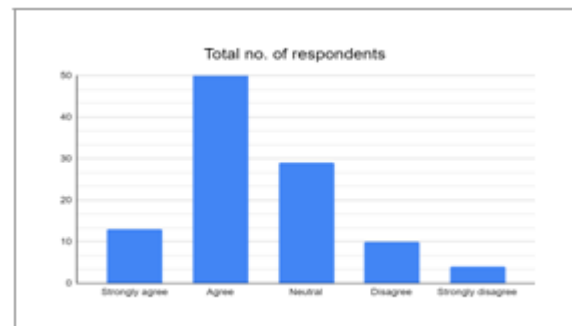

Figure 4.6 Make certain that everyone is informed about what is going on across the organization.

Inference: From the above table, it is inferred that more than half 57% agree that they are informed about what is going on across the organization, 32% are neutral, and 11% disagree that they are informed about what is going on across the organization.
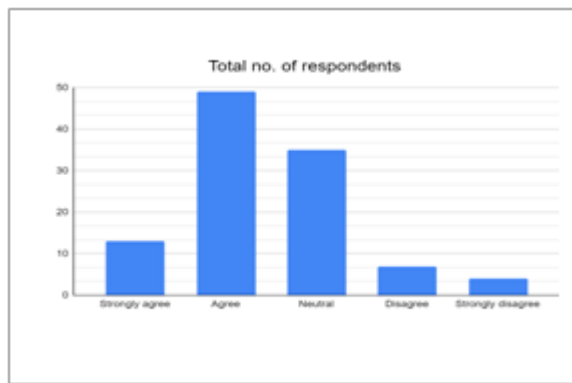
Figure 4.7 People work like they are part of a team.

Inference: From the above table, it is inferred that more than half 64% of the respondents in an organization agree that they work like a part of a team, 30% are neutral that they work like a part of a team, and 6% disagree that they work like a part of a team.
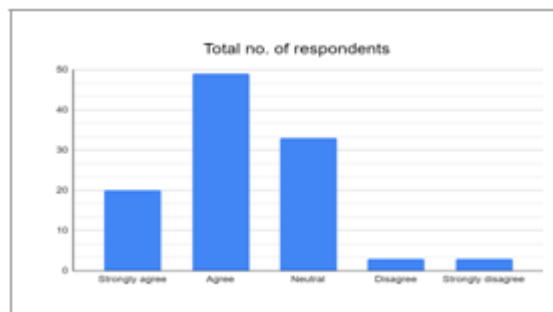

Figure 4.7 People work like they are part of a team.

Inference: From the above table, it is inferred that more than half 64% of the respondents in an organization agree that they work like a part of a team, 30% are neutral that they work like a part of a team, and 6% disagree that they work like a part of a team.
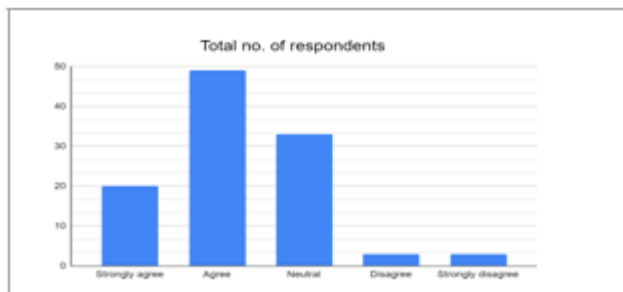

Figure 4.8 The "bench strength" (capability of people) is constantly improving.

Inference: From the above table, it is inferred that majority 53% agree that the bench strength is constantly improving, 36% are neutral that the bench strength is constantly

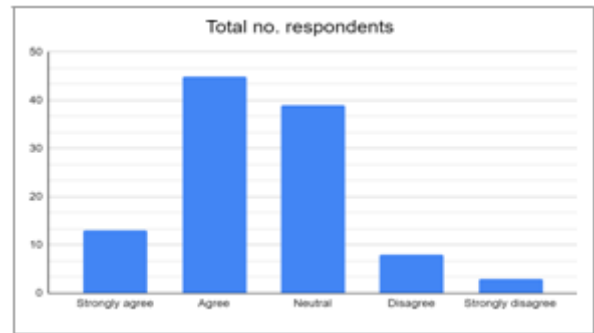improving and 11% disagree that the bench strength is constantly improving

Figure 4.9 There is continuous investment in the skills of employees.

Inference: From the above table, it is inferred that more than half 66% agree that there is continuous investment in the skills of employees, 23% are neutral that there is continuous investment in the skills of employees, and 10% disagree that there is continuous investment in the skills of employees.

JOB SATISFACTION

I feel I am being paid a fair amount for the work I do

Inference: From the above table, it can be inferred that majority 40% agree that they are being paid a fair amount for the work they do, 35% are neutral that they are being paid a fair amount for the work they do and 25% disagree that they are being paid a fair amount for the work they do.
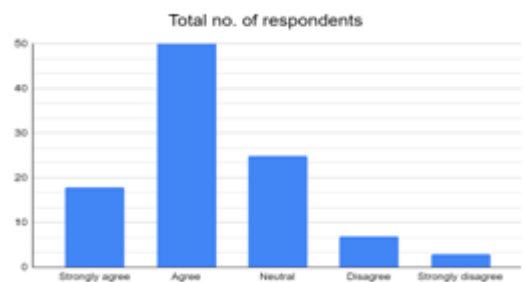

Figure 4.19 I like the people I work with.

Inference: From the above statement, I like the people I work with, it can be inferred that more than half 65% agree that they like the people they work with, 16% are neutral that they like the people they work with and 19% disagree that they like the people they work with. Thus, the majority 65% agree that they like the people they work with.
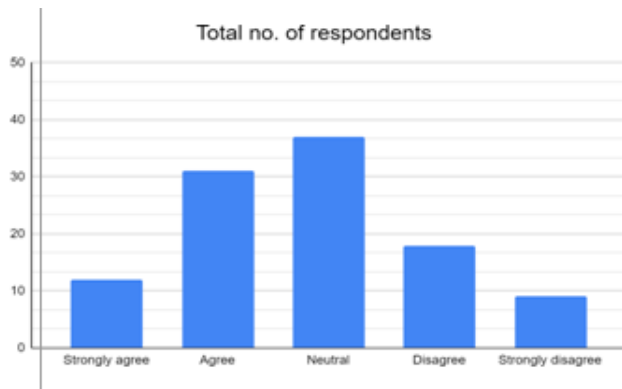
Figure 4.21 Communications seem good within this organization.

Inference: From the above table, communication seems good within this organization, it can be inferred that majority 47% agree that communication seems good within this organization, 33% are neutral that communication seems good within this organization and 20% disagree that communication seems good within this organization.

I feel a sense of pride in doing my job.

Inference: From the above table I feel a sense of pride in doing my job, it can be inferred that more than half 58% agree that they feel a sense of pride in doing their job, 25% don't know whether they feel a sense of pride in doing their job and 17% disagree that they feel a sense of pride in doing their job.
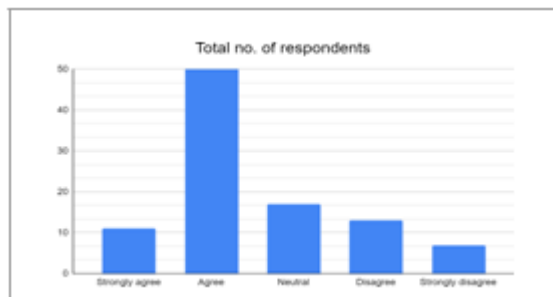

Figure 4.24 My supervisor shows too little interest in the feelings of subordinates.

Inference: From the above table, it is inferred that less than half 29% agree that the supervisor shows too little interest in the feelings of the subordinates, 38% are neutral that the supervisor shows too little interest in the feelings of the subordinates and 33% disagree that the supervisor shows too little interest in the feelings of subordinates.
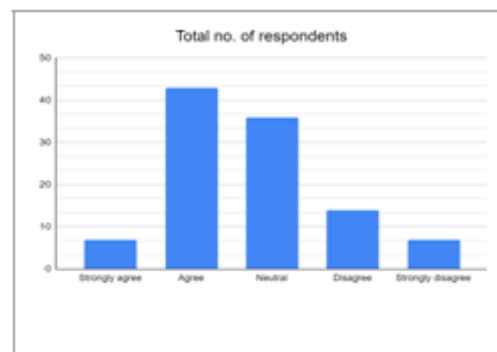
V. FINDINGS

- Encourage employees to feel empowered and informed to drive positive impact within the organization.
- Fostering a collaborative team culture and continue to develop the bench strength to further improve organizational culture.
- An organisation's culture has to be enriching that it results in continuous skill development of employees leading to satisfaction in their job.
- The organisation has to consider reviewing the compensation structure to address satisfaction with benefits while maintaining fair pay.
- Foster better communication and engagement between supervisors and subordinates to address feelings of neglect and better benefits to increase the satisfaction among employees.
- An organization has to offer professional development opportunities to enhance job satisfaction of employees.

VI. CONCLUSION

The general purpose of the study is to find the impact of Organizational Culture on Job Satisfaction. Job satisfaction is a dependent variable and organizational culture is the independent variable. The research problem statement is to find out how organizational culture impacts job satisfaction.

The research underscores that organizational culture significantly influences job satisfaction. A positive culture fosters employee contentment, while negative cultures can lead to dissatisfaction. Implementing diverse strategies highlighted earlier is crucial to ensuring job satisfaction amidst varying cultural contexts. Organizations must prioritize fostering inclusive, supportive environments that align with employee values and needs, thereby enhancing overall job satisfaction and productivity.

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