

AN EXPLANATORY STUDY TO UNDERSTAND HOW THE VALUES AND RHYTHM OF AN ORGANISATION AFFECTS THE ORGANISATION CULTURE

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Abstract—The expression goes that “culture has procedure for breakfast”. Organizational culture is a set of common perceptions, principles, and beliefs that regulate how employees operate themselves within organizations. Organizations rhythms fundamentally affect how we recount to our accounts. Rhythm is not something characterized by your organization—it is characterized by the division or industry where you work. Organizational values are theoretical constructs which direct the actions and thoughts of organizations. Organizational principles are the foundation upon which the organization is founded. The objective of this paper is to understand the core ethics or principles which company should abide by, no matter what. As well as study about the flow pattern that organization has been practicing achieving their goals and mission. This is based on primary data. The research result suggests that most of the employees in the organization are not very happy with the Human Resources practices and organization need to improve the working environment to make the policies and HR practices more acceptable to the employees. This finding will make organization attempt to improve the work culture of the organization and give opportunities to the employees to adjust to the changes.

Keywords—Organizational Culture, Organizational Principles, Perceptions, Rhythm, Value.

INTRODUCTION

Every organization has its own distinct style, just as individuals do. An organization's distinctive identity is called its culture. Organizational culture is an unseen yet influential force in groups of individuals that work together, affecting the actions of the members of that group.

Organization Culture also encompasses the vision, principles, traditions, structures, symbols, vocabulary, perceptions, attitudes, and beliefs of the company.

Organizational values are a common topic of study, but the concept is often used to describe organizational values and attempt to link this with diverse theories. Exceptions are some strong. Jaakson et al. researched how values are related to the scale, industry, and operation area of the company. As an organization does not survive without individuals and all people have their values, it really is (then) safe to conclude that first and foremost, corporate values are determined by the individual values of their workers and managers, and the first thing we can do is to determine the value of a company is to explore its members' personal values. For order for organizational values to be effective, the people that make up the organization will hold the same principles as the organization and assist in the process of deciding and establishing the values of the organization. To order for the organization to be effective, organizational principles must be expressed and implemented by the members of the organization.

Organizational rhythm known as custom, the business cycle or just deadlines, rhythm is. Rhythm is not what the organization defines — it is determined by the field or business that you are operating in. Building up can take years or decades and it can take much longer to adjust. Rhythm is what we do after the day we're gone. Once we get back to our desks it is what we return to. Rhythm is the direction of low effort, because when you know that at the end of a session, the only implementable thing is that someone wants to arrange next meeting.

Rhythms often find working together or bringing in new talents from outside the sector challenging. New workers do not understand why a team leader has set a time-limit. When you cannot both reach the same deadline, partnership with a

partner outside of your field would fail. In our organizations, patterns are deeply rooted, so we do not spend that much time talking about them. Yet it has a profound impact on how we say our stories and it is one of the main barriers to change. So, culture can eat breakfast strategy, but maybe rhythm is the clock that wakes us up first.

LITERATURE REVIEW

Azhar (2003) observed organizational culture is the combination of important assumptions that are shared by each members of an organization and are often unstated. Organizational culture is basically made up by two major common assumptions: values and beliefs. Values are the assumptions that have been forwarded by the leaders of the organization and considered to be ideals that are desired by all the members of an organization. Beliefs on the other hand are the assumptions about the reality and created by experience.

Rousseau (2000) studied organisational culture as a set of commonly experienced stable characteristics of an organization which shows the distinctive features of an organization which differentiates it from others like the definitions of Azhar that has been stated above, Rousseau also define the organizational culture as set of norms and values that are shared by individuals and groups across the organization.

Schein (2004) examined organisational culture as pattern of shared assumptions that have been accepted by a group of individuals as they solve their problems. Because they have used these assumptions to solve their problems and it worked effectively they accepted these assumptions as valid and thus they teach these assumptions to the newly joined members of the organization as standard ways of thinking, perceiving and approaching towards the problems. Organizational culture is a phenomenon that is shared by the members of an organization and operates unconsciously. In order to understand the full complexity of organizational culture, a number of researchers made attempts to recognize and examine the components of the organizational culture. One of the inseparable components of organizational culture is the values that are shared and held by the individuals of an organization.

Hofstede (2006) explained the organizational culture in the form of onion that contains several layers and values that make the core of the organizational culture. Although it is something intangible, it plays a significant role in the shaping the success of the organization and has great influence on the employees. It is difficult to say that the organizational culture guarantees the success of the company but the companies with strong corporate culture always have more chances to become successful than their competitors.

Kwants & Boglarsky (2007) observed strong relationship between organizational culture and personal effectiveness, and leadership effectiveness has been observed. In fact, organizational culture is an integral part of the organization.

About the employees who are work in the organization, Have a significant role in organizational performance. And satisfy of employees from their organization, a significant role in the efficiency and have important role in organizational performance. It seems that sentiment, Positive attitudes in relation to organization and their jobs can lead to many problems within the organization. Also, when a person has a high job satisfaction, this means that person has good feeling about it and has great value for his job. The results show that employees with higher job satisfaction, in terms of physically and mentally are in good condition

Zamini et al., 2011:31 said that despite a strong and cohesive culture, while employees have more information about the objectives and strategies of the organization respect to values and norms, their sense of responsibility and commitment along with strong management that improves morale Motivation of organizational performance and finally will employee productivity. Rich organizational culture, as well as a strong force and energy with efficient human labour resources can lead organization. Sentiment and same perception for the purpose of an organization is important and provides a strong incentive for employees and morality and spirituality in environment organization will systematically returns. So that the number of researchers believes that cultural that for employee's status and values is concerned and will be cause boost morale and job performance. Organizational culture as a system of knowledge and standards that a clerk in accordance get with the organization's values and needs are considered (**Blue, 2010:5**).

Allison and Asvnygsn, (2008) said that organizational culture set of beliefs, Norms that will guide the thinking and actions of employees in the organization. Organizational culture as common and basic assumptions can be defined that an organization has learned, while comes along with the environment and problems of compatibility with the external environment and integration internal environment to salve, for new members as the correct way teach them to solve problems.

STATEMENT OF THE PROBLEM

Since each business works at its own value and inflection, it was expected that the organization should test if the association culture adopted by the organization is appropriate and make a positive situation within the organization. A good and optimistic situation in the company contributes consistently to a relationship which is exceptionally successful. Subsequently, the outflow and flow research study evaluate the organization's ebb and flow esteems, and how the organization's leaders feel towards them.

OBJECTIVES OF THE STUDY

1. To study and understand how an organization's rhythm values affect the culture of the organization.
2. To study and analyze if the organization culture positively affects the working environment in the company.
3. To study and evaluate the attitude of the company's employees against the company's values.

DATA AND METHODOLOGY

The data was collected from employees from employees working in different sectors Bangalore. Questionnaire was prepared to collect data. A sample of 103 participants was collected from Primary respondents. For this study I have chosen Simple Random Sampling. A sample of 103 respondents total was randomly selected.

HYPOTHESIS

H₀: There is no significant impact of organization value and rhythm on organizational culture.

DATA ANALYSIS

TABLE 1: GENDER OF THE RESPONDENTS

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Female	63	36%
Male	40	64%
Total	103	100%

From the above data we can see that the major number of respondents for the survey were male and less number were female. This indicates that majority of people who undertake farming are males.

TABLE 2: WORKING EXPERIENCE OF THE RESPONDENTS

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Less than a year	44	43%
About 1 to 3 years	41	38%
About 3 to 8 years	10	10%
More than 8 years	8	9%
Total	103	100%

From the above data we can see that most of the respondents of our survey said that they have been working in the company for about less than a year. This was closely followed by the respondents who said they have been working about a year to about 3 years.

TABLE 3: LEVEL OF EMPLOYMENT OF THE RESPONDENTS

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Junior level	67	65%
Mid-level	29	28%
Senior level	7	7%
Total	103	100%

From the above graph we can see that most of the respondents we spoke to for our research study were junior level employees and mid-level employees. However, we also spoke to some of the senior level employees whose number is less as they were not available much for the interviews we were conducting.

TABLE 4: COMMUNICATION CHANNELS ARE VERY OPEN AMONG EMPLOYEES AND MANAGEMENT

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly Agree	26	25%
Agree	53	51%
Neutral	15	14%
Disagree	7	7%
Strongly Disagree	2	2%
Total	103	100%

From the data we can see that the respondents in a major number said that even though a huge number of respondents agreed that communication channels are very open here among employees and management, a major number of respondents said that it is not very easy to talk to the management about any issue they have in the company.

TABLE 5: MANAGEMENT ACTIVELY SOLICITS INPUT FROM EMPLOYEES BEFORE MAJOR DECISIONS ARE MADE

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly agree	32	31%
Agree	37	36%
Neutral	17	16%
Disagree	10	10%
Strongly disagree	7	7%
Total	103	100%

From the analysis we can see that most of the respondents answered in negative when we asked if the management actively solicits input from employees before major decisions are made. This shows that the management makes the decision solely without consulting the employees and then the decision will be delivered to the employees who are expected to comply. However, a good number of respondents said otherwise.

TABLE 6: COMPANY’S PRACTICES ARE ALWAYS ORIENTED ACCORDING TO ETHICS AND PRINCIPLES

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly agree	31	30%
Agree	43	42%
Neutral	15	15%
Disagree	12	11%
Strongly disagree	2	2%
Total	103	100%

From the data we can see that most of the respondents of our survey study research chose to stay neutral when we asked if the company’s practices are always oriented according to ethics and moral principles. This shows that the employees of the company do not believe in the morality of the company to a large extent.

TABLE 7: EMPLOYEES UNDERSTAND THE VALUES AND RHYTHM AND PURPOSE OF THE COMPANY FOR THE CONTINUOUS IMPROVEMENT OF ORGANIZATION CULTURE.

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly agree	31	30%
Agree	50	48%
Neutral	10	10%
Disagree	11	11%
Strongly disagree	1	1%
Total	103	100%

From the above table we can see that a major number of respondents agreed that they do understand the values and rhythm and purpose of the company for the continuous improvement of organization culture. However, a good number of respondents chose to stay neutral which shows a lack of understanding from the part of the employees which the company might need to take care of and improve.

TABLE 8: IN THE COMPANY PEOPLE BELIEVE IN TEAMWORK, THE “WHAT’S IN IT FOR US” APPROACH RATHER THAN “WHAT’S IN IT FOR ME”.

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly Agree	33	32%
Agree	41	40%
Neutral	13	13%
Disagree	14	13%
Strongly Disagree	2	2%
Total	103	100%

From the above data we can see that when we asked if the teamwork is more appreciated rather than individual achievements, most of the respondents said that the company mostly supports teams and not each and every employee

An Explanatory Study to Understand How the Values and Rhythm of an Organisation Affects the Organisation Culture individually. However, some of the respondents said that they would expect the company to recognize individuals also along with the team performance to make each employee count.

TABLE 9: EMPLOYEES SOMETIMES COMPROMISE COMPANY POLICY AND PROCEDURES TO REACH OPERATIONAL GOALS.

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly agree	30	29%
Agree	43	42%
Neutral	17	16%
Disagree	8	8%
Strongly disagree	5	5%
Total	103	100%

From the above data we can see that most of the respondents of the survey said that they do believe that sometimes achieving individual goals becomes more important to the company employees and they sometimes compromise company policy and procedures to reach operational goals. This is not good for the best practices of organization culture and the company management should take care of it.

TABLE 10: OVERALL ALL THE VALUES AND RHYTHM OF THE COMPANY HAS A POSITIVE EFFECT ON THE ORGANIZATION CULTURE.

<i>Particulars</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly Agree	32	31%
Agree	42	41%
Neutral	19	18%
Disagree	5	5%
Strongly Disagree	5	5%
Total	103	100%

From the above analysis we can see that the respondents are totally divided in their opinion when we asked them if the values and rhythm of the company has a positive effect on the organization culture. Some of the respondents believe that the values and rhythm of the company are good, and they develop a better organization culture. But some other respondents are not so happy with this.

EMPIRICAL RESULTS

There is no significant impact of organization value and rhythm on organizational culture.

TABLE 10: ANOVA

		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Management actively solicits input from employees before major decisions	Between Groups	2.418	1	2.418	1.724	.192
	Within Groups	143.082	102	1.403		
	Total	145.500	103			

Company's tradition is considered important and Employees values meet corporate values	Between Groups	3.641	1	3.641	4.042	.047
	Within Groups	91.888	102	.901		
	Total	95.529	103			
Company's practices are always oriented according to ethics and moral principles	Between Groups	1.209	1	1.209	1.133	.290
	Within Groups	108.906	102	1.068		
	Total	110.115	103			
I understand the values and rhythm and purpose of the company for the continuous improvement of organization culture	Between Groups	5.826	1	5.826	6.682	.011
	Within Groups	88.934	102	.872		
	Total	94.760	103			

The significant value (P-Value) for all statements should be less than 0.05 which indicates the significance of the statement. But few statements are found to have high P-Value like Management actively solicits input from employees before major decisions and Company's practices are always oriented according to ethics and moral principles.

FINDINGS

1. Major number of respondents for the investigation were male and less number were female. This shows prevailing piece of people who endeavor developing are folks.
2. Most of the respondents of our investigation said that they have been working in the association for about a year to around 3 years. This was immovably followed by the respondents who said they have been working from past year
3. Most of the respondents I tended to for my assessment study were junior level laborers and mid-level delegates. Regardless, I furthermore tended to a segment of the senior level agents whose number is less as they were not available much for the gatherings I was coordinating.
4. Most of the respondents of my assessment study said that the interdepartmental correspondence is adequate in the association. They can pass on contemplations and different business-related information unequivocally. In any case, a segment of the respondents was not content with the freeness of interdepartmental correspondence.
5. The respondents in a noteworthy number said that in spite of the way that incalculable respondents agreed that correspondence channels are uncommonly open here among laborers and the board, countless respondents said that it is nothing however hard to chat with the organization about any issue they have in the association.
6. Most of the respondents answered in negative when I asked with respect to whether the organization viably demands commitment from laborers before noteworthy decisions are made. This shows the organization chooses the decision only without conversing with the laborers and thereafter the decision will be passed on to the agents who are depended upon to concur. Regardless, a conventional number of respondents said something different.
7. A huge number of respondents of my survey said that the organization endeavors to bring a lot of new creative designs to improve things in the affiliation. A couple of them have been viable anyway a lot of such endeavors have exhibited insufficient monitoring the laborers and unsatisfied with the decision of the organization of the association.

Suggestions:

1. The investigation demonstrated that a great deal of workers of the organization are not content with the HR practices of the organization. The organization should attempt to improve the authoritative condition to make the approaches and HR rehearses more adequate to the representatives.

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2. Not everyone in the association has gotten getting ready on the HR practice modules. In this way the association ought to guarantee that all the delegates get getting ready.
3. The delegates of the association are not content with the help they are tolerating from their HR chiefs in endeavoring to grasp the new HR systems and practices. The association should take care that the HR head not simply gives the agents a standard of the new HR practices, furthermore they should reinforce the specialist to get the game plans and practices.
4. When drew nearer about the time administered for the change of the game plans and practices, a couple of laborers said that they might want to remain calm as opposed to reacting to the request. Therefore, the association should endeavor to give greater chance to the laborers to conform to changes.
5. Salary and persevering mentalities of the ness progressions have been viewed as the two noteworthy concerns. Consequently, the association should keep genuine compensation reach out for the agents and moreover the dedicated perspectives ought to be standardized and be in comprehension to the business measures.
6. Overall, the association should endeavor to improve the work culture of the association and it should be in consent to the business measures.

CONCLUSION

The findings of this study necessitate rejecting the null hypotheses and accepting the alternative hypotheses. This paper examined to understand how the values and rhythm of an organization affects the organization culture using the data collected from the employees. Most of respondents said the interdepartmental correspondence in the organization is acceptable. They can crucially communicate ideas and other business-related details. Be that as it may, the freeness of interdepartmental communication was not sufficient for a portion of the respondents. The organization has a number of rules and guidelines, and it meets the tradition of a specific organization which is considered significant by the organization 's administration. Similarly, the company wants to ensure that the organization 's organizational forecasts match the appropriate individual qualities. In either case, not all workers are satisfied with the custom of the organization seen by the number of respondents who decided to remain non - political when we got some details about it.

The path to a good organization is to have a community that relies on a firmly held and widely accepted faith-based values that the program and process uphold. Three things happen when an organization has a strong culture: employees realize how top management wants them to respond to certain situations, workers agree that the usual response is the best one, and members understand that they will be paid for displaying the values of the organization.

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