
A STUDY ON WORKCULTUREON EMPLOYEE JOB PERFORMANCE CONCERNING

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ABSTRACT

There is a developing readiness in today's workplaces that employees don't surrender their lives only on the grounds that they work. Work and life remain the two most paramount areas in the life of a utilized single person. Nonetheless, the test of adjusting work and non-work requests is one of today's focal attentiveness toward both people and organizations. With the developing differences of family structures spoke to in today's workforce, especially with the developing standard of double profession families, the imperativeness of dealing with an employee's work-life balance have expanded notably in the course of recent years. Managements understand that the nature of an employee's close to home and family life effects work quality and that there are solid business motivations to advertise work and non-work coordination. In this project, we battle that helping employees to accomplish a work-life balance ought to turn into a basic piece of HR policy and procedure in the event that it is to genuinely get the best from the organization's kin without abandoning them unsatisfied, worn out and unfulfilled

I INTRODUCTION

At present, organizations around the globe are finding themselves in a difficult predicament. The competition for talented employees has never been fiercer, nor has it been more critical to their success. Although recruitment and retention are top priorities for most companies, finding strategies that appeal to the three distinct generations that currently make up the workforce presents its own unique set of challenges. Also, workers, today are demanding more from their employers than they ever have in the past, not just in terms of salaries and perks, but also in terms of the work experience itself and the cultural context in which it occurs. Numerous organizations are finding that giving a beneficial, adaptable a unique workplace can be a basic resource in drawing in and holding significant representatives. Truth be told, associations that see how to utilize the physical workplace to accomplish corporate targets just as give representatives what they are searching for are flourishing now like never before previously. Occupation inclusion has been characterized as a person's mental distinguishing proof or promise to his/her activity (Kanungo, 1982a). It is the degree to 'which one is intellectually distracted with, occupied with, and worried about one's current activity (Paullayet al., 1994, p. 224). Occupation association includes the disguise of qualities about the integrity of work or the significance of work in the value of the individual (Lodahl&Kejner, 1965).

II NEED FOR THE STUDY

Every organization has its own culture. Since many employees spend 40 or more hours at their workplace, their organization's culture affects both their work lives as well as their personal lives. Authoritative culture alludes to the convictions, belief systems, standards, and qualities that the people of an association share. In this context, it is pertinent to the steady relationship between motivational levels, job involvement about the task performance.

III OBJECTIVES OF THE STUDY

To study is to assess the impact of work culture on employee jobperformance.

To what extent motivational levels impactperformance.

To study the different gender groups impacting the performance in the organization.

To study the factors causing stress among employees in the organization.

IV REVIEW OF LITERATURE

(OJO, 2011) There is no positive connection between hierarchical culture and worker work execution, and The examination utilizes a review look into the technique. The contextual investigation organizations were chosen utilizing stratified and straightforward arbitrary testing methods; while our respondents were chosen utilizing a basic irregular examining system. These discoveries made us acknowledge our two elective speculations and reject the invalid theories because in the two cases the determined estimations of chi- square are more prominent than the arrangedqualities.

Aluko, (2013) the current examination inspects the multidimensional effect of culture on authoritative execution in chose material firms from Lagos, Asaba, and Kano in Nigeria. The primary targets of the examination were to identify the social factors which impact authoritativeexecution. Identify different determinants of executionand determine the manners by which culture associates with different variables to impact authoritativeexecution. Kroeber and Kluckholn (1952), culture comprises examples, express and certain, of and for conduct procured and transmitted by images, establishing the particular accomplishment of human gatherings, remembering their epitome for ancient rarities. The fundamental center of culture comprises of customary (i.e., truly inferred and chose) thoughts and particularly their joined qualities. Culture frameworks may, from one viewpoint, be considered as results of activity, and as molding components of future activity. In the expressions of Hofstede's (1980) culture is, "The aggregate programming of the brain which recognizes the individuals from one human gathering from another. The intuitive total of basic attributes that impacts a human gathering's reactionto its condition."

V METHODOLOGY

PRIMARY DATA

The primary data is collected through structured questionnaire relating to the stress management of the employees and also by the observation and interaction with the employees.

SECONDARY DATA

It is the second hand data which is collected and already published in other sources. Here the data is collected through various sources like company websites, various articles related to stress management of the employees, human resources management text books.

VI DATA ANALYSIS

Relationship between various variables i.e., motivational levels, work culture, job involvement and task performance.

1 TABLE SHOWING TOOLS OF DESCRIPTIVE STATISTICS

<i>Motivati on level</i>	<i>TOTAL</i>	<i>Work culture</i>	<i>TOTAL</i>	<i>Job involveme nt</i>	<i>TOTAL</i>	<i>T ask performan ce</i>	<i>TOTA L</i>
Mean	16.84	Mean	63.34	Mean	24.06	Mean	36.9
Standard Error	0.296041917	Standard Error	0.692	Standard Error	0.334920033	Standard Error	0.52
Median	17	Median	63	Median	24.5	Median	36.5
Mode	18	Mode	60	Mode	26	Mode	35
Standard Deviation	2.093332467	Standard Deviation	4.89319	Standard Deviation	2.368242266	Standard Deviation	3.66
Sample Variance	4.382040816	Sample Variance	23.9433	Sample Variance	5.608571429	Sample Variance	13.4
Kurtosis	-0.95998416	Kurtosis	-0.3452	Kurtosis	-0.666243327	Kurtosis	-0.8
Skewness	-0.36321944	Skewness	0.02728	Skewness	-0.535330985	Skewness	0.16
Range	7	Range	22	Range	9	Range	14
Minimum	13	Minimum	52	Minimum	19	Minimum	31
Maximum	20	Maximum	74	Maximum	28	Maximum	45
Sum	842	Sum	3167	Sum	1203	Sum	1845
Count	50	Count	50	Count	50	Count	50

INTERPRETATION

In the entire organization where the sample has been taken the motivational levels is 80% (16.84/4*20%)

This shows that the work culture is positively impacting the motivational levels of the employees. (63.34/16*20%)

The work culture shows 79% impact on the employees of the organization.

Again this is a good sign for the organization that there is congenial work environment.

There is also a good working condition existing in the organization where it is also impacting the motivational levels of the employees.

Job involvement is 53%. To some extent it is also an impending factor affecting the

performance of the employees. (24.06/6*20%)

Task performance is 82% which is again a positive symbol for the benefit of the organization
(36.9/9*20%)

2 DATA SHOWING TYPES OF TASKS PERFORMED

TABLE-2

Row Labels	Count of Task perform TOTAL2
low task	40.00%
medium task	38.00%
high task	22.00%
Grand Total	100%

INTERPRETATION

The total respondents are divided into 3 groups 21-30-(group1)/31-40- (group2)/41-60- (group3)

The three groups are labelled as low task, medium task and high task groups

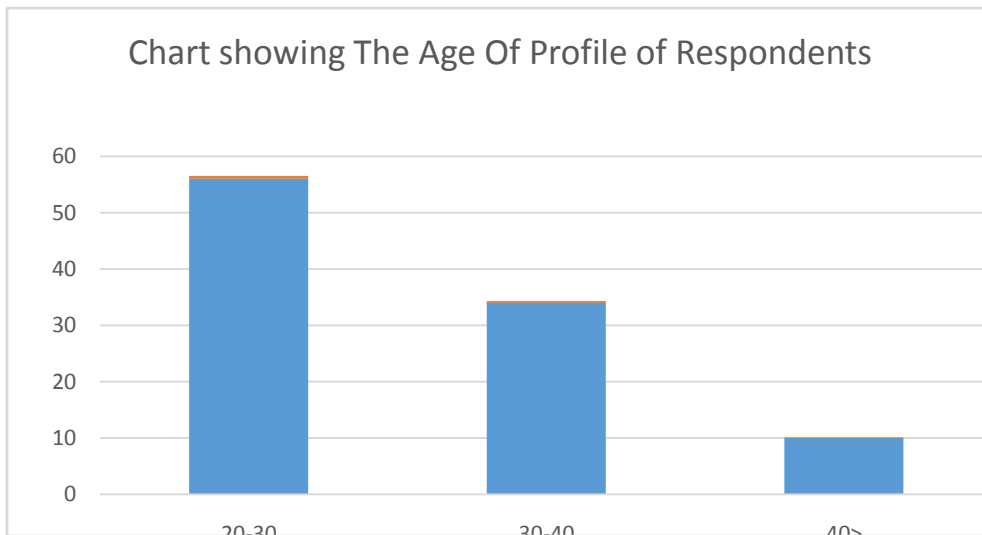
The graph above depicts that the low task and medium task have positive or more influence on the performance which is 40% and 38% of the total response.

The table above shows a relationship of work culture and task performance where the correlation is 0.49 which is close to 5%.

Therefore there is an impact of work culture on performance.

3 Age Profile of Respondents

Category	No. Of Respondents	% Of Respondents
20-30	56	56%
30-40	34	36%
40>	10	10%



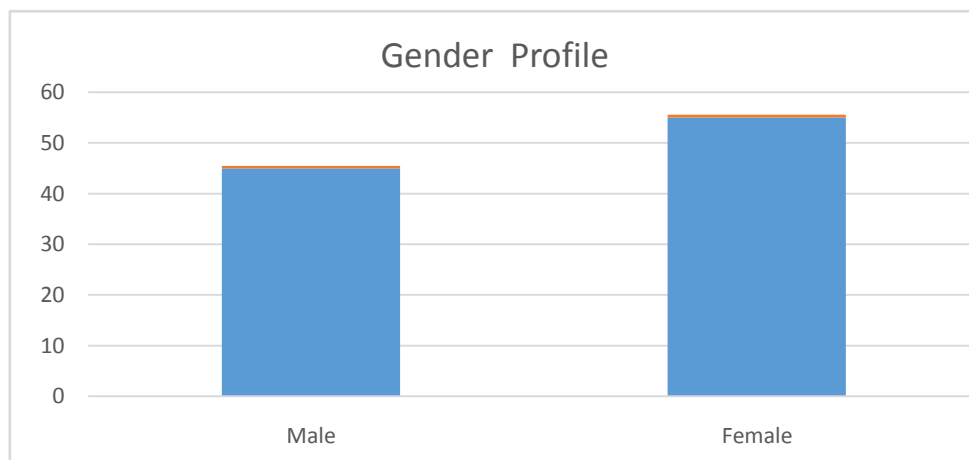
Interpretation:

From the above data it shows that

- 56% fall under 20-30age group,
- 34% Fall under 30-40 age group,
- 10% fall under 40> age group

4 Gender Profile of Respondents.

Category	No. of Respondents	%of Respondents
Male	45	45%
Female	55	55%



Interpretation

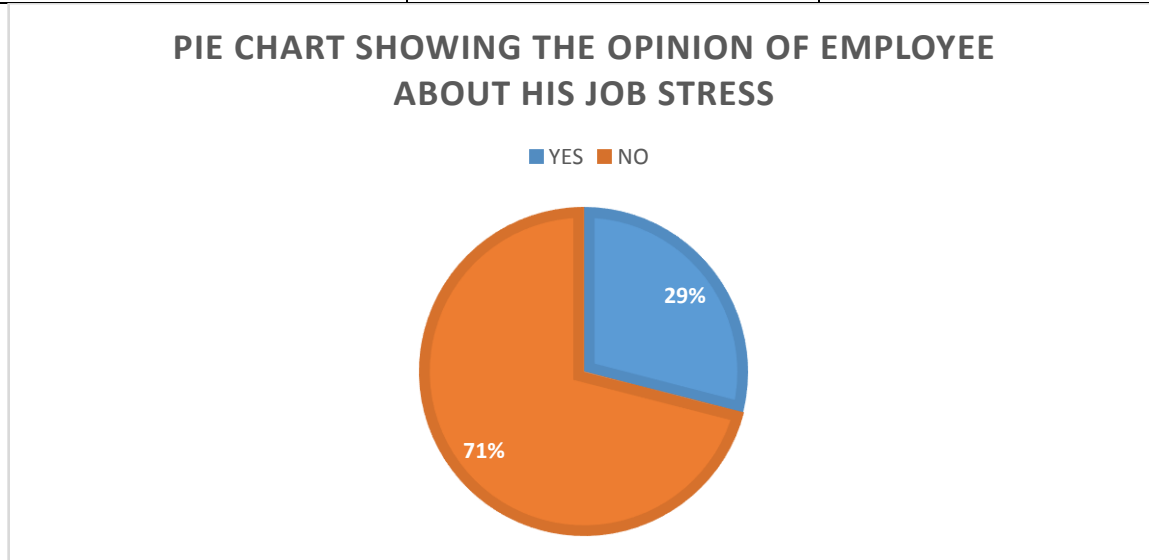
From above data it shows that

- 45% are of male

55% are of female.

5 Data Showing the Opinion of Employee That His Job Is Stressful or Not

Opinion Of Employee About His Job Is Stressful Or Not	No Of Respondents	% Of Respondents
YES	29	29%
NO	71	71%



Interpretation

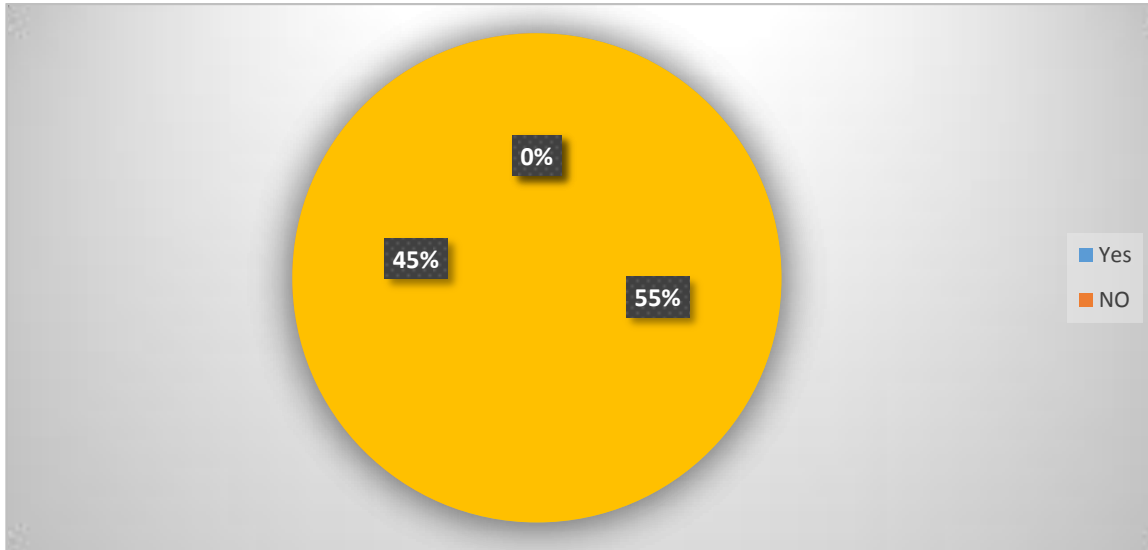
From the above data it shows that

29% of respondents feel that their job is stressful,

71% of respondents feel that their job is not a stressful job

6 Data Showing That The Junior Employees And Colleagues Makes Employees Job Stressful Or Not

Jr. Employees make Employees job Stressful	No. of Respondents	% Of Respondents
Yes	55%	55%
No	45	45%



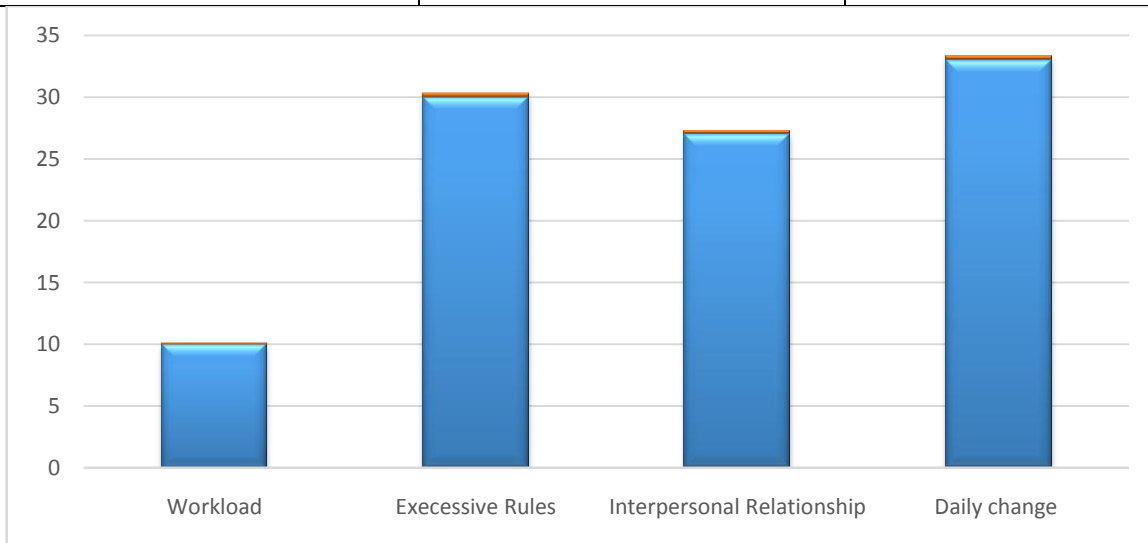
Interpretation

From the above data it show that:

- 55% of respondents feel that their junior employees and colleagues make their job stressful
- 45% of respondents feel that their junior employees and colleagues do not make their job stressful.

7 Data Showing the Things Which Makes the Employees Job Stressful

Opinion Of Employees	No. Of Respondents	% Of Respondents
Workload	10	10%
Excessive Rules	30	30%
Interpersonal Relationships	27	27%
Daily Change In Schedule	33	33%



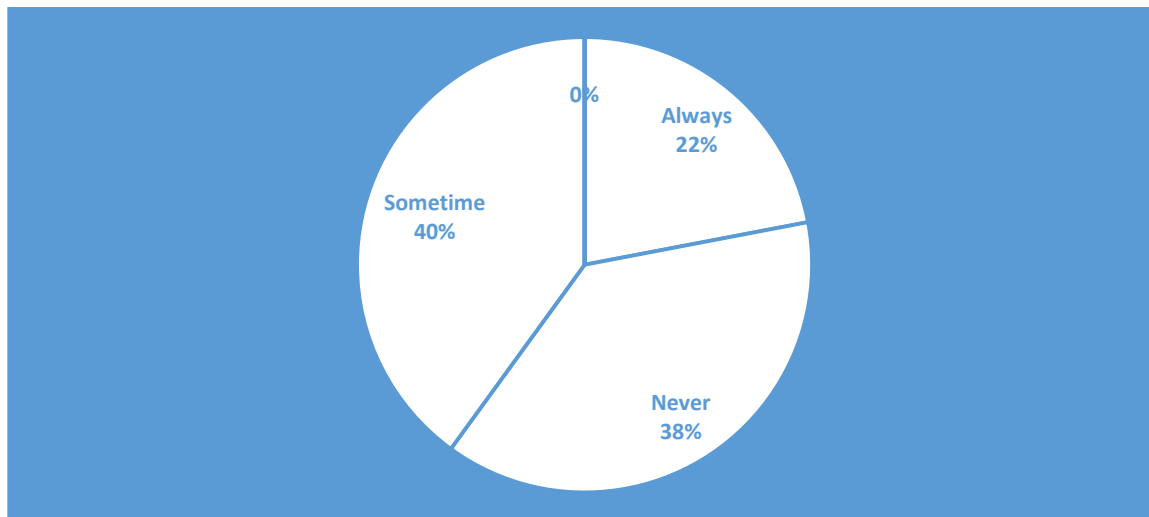
Interpretation

From the above data it shows that:

- 10% of respondents feel that workload make their job stressful.
- 30% of respondents feel that excessive rules make their job stressful.
- 27% of respondents feel that interpersonal relationships make their job stressful.
- 33% of respondents feel that daily change in schedule make their job stressful.

8 Data Showing That Performance Is Affected By Stress

Employee Performance Is Effected By Stress	No. Of Resident	% Of Resident
Always	22	22%
Never	38	38%
Sometimes	40	40%



Interpretation:

From the above data it show that:

- 22% of respondents think that their performance is affected by stress.
- 38% of respondents think that their performance is not affected by stress.
- 40% of respondents think that their performance is sometimes affected by stress.

VII FINDINGS

The data was collected from 50 employees, so the information depicted in the correlation shows slight variation as the sample size is small.

As the designation differs from lower level to middle level and high level management in the organization there is an impact in the performance levels and their contribution in the organization.

The qualifications and the knowledge management existing in these employees also have an impact on overall performance of the organization.

The number of males were more when compare to female employees.

The impact of low task and medium task group employee's impact on performance is more i.e. Accounting to 40% and 38%.

VIII SUGESTIONS

There is further scope to increase the job level of the employees in the organization with introduction of attractive rewards and recognition.

Job involvement and Motivational level show a very poor relationship which can be improved by identifying or with the help of competency mapping.

When the personal satisfaction of the employees exists there is more scope for increased performance. So the top level management may strive for retention and job satisfaction of the employee existing in the organization.

More sophisticated training methods such as practical exposure in job related tasks may also have a positive impact on performance.

Potential problems of employees should be addressed with almost care to avoid disturbance in the organization.

Mo slows motivational theory also have greater impact which is accounting to 80%.

Relation exists between work culture and motivational levels which have an impact on profits of the organization.

As the period of the study is restricted to small number of employees the possibilities of correlation between work culture and performance was only found.

The period of service has a greater impact on performance because of experience gained with the long association with the organization.

IX CONCLUSION

The purpose of the project is to help the management in producing the desired results for the organization. If the employees are involved in their work they can work more effectively and efficiently. The involved employees put extra efforts for the completion of their task. These employees become involved in the work not only physically but also emotionally and cognitively. So the organization can best achieve their objectives and targets by these kinds of employees. The organizations also try to recruit the employees who produce best results but by involving the existing employees the organization can do the same. But involving employees can be easier by designing the characteristics of the job according to the attitude of the employee. If the nature of the job matches with the attitude of the employee, these employees will be more productive and helpful for the organization for achieving their objectives and goals. Job involvement is a tool for the management that can be used for enhancing the performance of the company and attaining the desired objectives. The current study describes it that the job design is important in this aspect. Employees should be considered in this respect and make the work challenging and interesting for them. In this way the employee can be more involved in their job and work effectively.

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