



A STUDY ON THE IMPACT OF ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE

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ABSTRACT

At present many specialists state that machines and technology are substituting human resource and reducing their role or effort. Nevertheless machines and technology are built by the humans. Possibly because of this reason, companies have constantly been looking for talented, skilled and qualified professionals for more development of machines and technology, which must be controlled or monitored by humans. Research designs are important because complete designs tend to produce significant and correct conclusions. They contribute to the systematic observation of the research question or problem. The study adopted the interpretative pattern and used questionnaires as a tool for collecting the necessary data. A total of 50 questionnaires were distributed to the employees of Source Edge Software Technologies Pvt. Ltd. Simple method of tally marks, percentages and ranking methods were used to analyze and interpret the data. The findings showed that there is a significant and strong relationship between culture and employee performance. The results of the analysis of cultural variables explained that culture is a significant factor to improve the employee performance and the managers in the organization should translate this connection into action. Based on the research findings made in this study, some recommendations were offered for possible considerations by Source Edge Software Technologies.

Keywords: Technology, skilled professionals, human behavior, mission, employee performance, culture, organization culture.