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# Study on Organizational Culture And Impacts on Employees Behavior with Special Reference for Paddico Co., Ltd

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**ABSTRACT:** Bibliography of articles titled Research on organizational culture and its impact on employee behavior to determine conditions, wages, facilities, attendance schedules, class schedules, creation strategies motivation and promotion for employees. The article includes objectives, obstacles, company profile, research methods, results, recommendations, and conclusions. The desired facts for the studies were accumulated from primary and secondary statistics. Responses given through the means of company employees are analyzed and interpreted with the help of special types of statistical equipment be it percentage evaluation, chi-squared and correlation . 1. INTRODUCTION

Organizational tradition refers to a device of shared assumptions, values, and ideals that help workers understand what is appropriate and alongside behavior. These values have a significant impact on employee behavior in addition to the overall performance of the organization. Culture is vehicle and invisible to individuals. Tradition creates the employer's internal environment and influences the character of the long-term plans that lead the employer towards his or her vision. Human behavior is radically determined by the means of organizational tradition.

## 1. PROBLEM STATEMENT

It should provide able to provide employees with a comfortable working environment with harmonious interpersonal relationships to bring out their full potential. Company tradition allows employees to have a sense of assignment and experience responsibility, working together towards the common goals of the company. The competitiveness of companies is not always best reflected in their generation but also in their corporate traditions. A high-quality organizational tradition can sell a company's healthy improvement, positively mobilize employees' overall performance, 2 and make them paint with more enthusiasm. Therefore, the inspection recognized the organizational tradition and behavior of PADDICO Co., Ltd.'s employees. father.

## 2. OBJECTIVES OF THE STUDY

To see the organizational tradition and employee behavior at PADDICO Co., Ltd

Recognizing the influence of organizational traditions and employee behavior at PADDICO Co., Ltd

Examine organizational traditions and employee behavior

## 3. RESEARCH SCOPE

It values the tradition of triumphal patronage. He discovered the impact of employee behavior on organizational traditions. He knows the reasons behind the overall performance issues. It helps each worker better understand their function and become clear about their function.

## 4. RESEARCH LIMITATION

The issue of timing has become one of the main obstacles to verification. The technique of filling out the form takes a long time because most of the staff are no longer aware of the standards and conditions.

## 5. OVERVIEW DOCUMENT

**SMITH KEITH V. (1973):-** The study focuses on short-term financing if additional benefits have to accept the performance of the character institution that the financial custodian must provide additional interest on the assets and Contemporaneous debt that many companies finance with contemporary goods in a basket via Karan means, the liability is purely based on need. This article covers eight distance methods. on Return Methods and Portfolio Theory.

**SWAMY (1997):** Swami conducted research with 19 key agricultural regions in the founder of Dakshina Kannada district in Karnataka, openly stating that maintaining liquidity and profitability was the top issue in the central area. . The results of these frameworks have raised funds for organizational traditions and behavioral needs through the vehicle of borrowing from deposits. This has put pressure on the good control of the organization's traditions and behavior so that the company's fortunes are bright.

**Dr. V. BHUVANESWARI (2020):** points out that organizational tradition and behavior is a good way to decide whether a company's position from the perspective of tradition and organizational behavior is healthy and satisfying, or not. It concluded that the overall operational stability, health, and overall economic performance have improved over the years.

## 6. RESEARCH METHODS

This technique is used to collect facts and statistics to make business decisions. The method may also include lesson studies, interviews, surveys, and various research techniques, and each will include ancient facts and gifts.

### 6.1 STUDY DESIGN

Research layout refers to the general approach we have chosen to incorporate particular additives in a coherent and logical manner, thereby ensuring that we can effectively solve the research problem. fruit. It is a model for collecting, measuring and evaluating statistics.

### 6.2 TYPES OF RESEARCH

The type of research used in this test is descriptive, which is used to explain the characteristics of the population or phenomenon being studied.

## 7. THREE DESIGNS

Sampling is the technique of selecting a sufficient number of elements from the population. A sampling plan is an exact plan for obtaining a model from the sampling frame. It refers to the method or system that the researcher can implement to decide on several sampling devices from which inferences about the population can be drawn eight.

### DATA COLLECTION:

Data collection is the age-old, systematic technique of accumulating and measuring facts about variables of interest, in a systematic fashion that helps answer the questions of said studies, test hypotheses, and test results.

#### Main data source:

Primary data sources provide direct evidence of an object, person, or artwork. It includes historical and legal documents, eyewitness accounts, experimental results, statistical data, audio and video recordings, and more. Use a questionnaire, i.e., a set of questions published or written with a view to answering, designed for an Equation-style survey here. or statistics, see We Collected Data.

#### Secondary data source:

The primary data collected for other research is called secondary data source. We consulted the articles, reviews and journals mentioned in the bibliography. 8.1. SAMPLE SIZE :

The sample size is 150

## 8. STATISTICS TOOLS USED

### Simple percentage analysis

Percentage analysis is simply a method of expressing raw data streams as a percentage (part of 100%) to gain insight into the collected data. Number of people who answered

No of Respondents

Simple Percentage = ----- x100

Total No of Respondents

**CHI-SQUARE TEST**

One of the many important tests is the Chi-Square test, which is very important. A statistical tool used in sample analysis to compare variance with theoretical variance is chi-squared, which is symbolized by  $\chi^2$ . The chi-squared test is a statistical hypothesis test in where the static test has a chi-squared distribution when the null hypothesis is true or where the probability distribution of the test statistic can be made to approximate the chi-squared distribution by increasing the sample size. The chi-squared test is used to detect whether there is a significant deviation between the predicted and observed frequencies in one or more categories.

**9. STUDY ANALYSIS AND EXPLANATION****NUMBER TABLE: 1 DEMOGRAPHY INFORMATION OF THE ANSWERS:**

| OPINION                 |              | NO. OF RESPONDENTS | PERCENTAGE |
|-------------------------|--------------|--------------------|------------|
| AGE                     | 18-25        | 48                 | 31.2       |
|                         | 26-35        | 55                 | 35.7       |
|                         | 36-50        | 31                 | 20.1       |
|                         | above 50     | 20                 | 13.0       |
| UGENDER                 | female       | 84                 | 54.5       |
|                         | male         | 70                 | 45.5       |
| EDUCATION QUALIFICATION | GRADUATE     | 64                 | 41.6       |
|                         | HSLC         | 51                 | 33.1       |
|                         | POSTGRADUATE | 8                  | 5.2        |
|                         | SSLC         | 31                 | 20.1       |

**INTERPRETATION**

According to this study, 37.5% of respondents are between the ages of 26 and 35, and 54.5% of respondents are employed and 41.6% of respondents are university students. . NUMBER TABLE: 2 SQUARE AREA age cross table



### Age Cross tabulation

Count

|       |          | 7. Question |            |        |           | Total |
|-------|----------|-------------|------------|--------|-----------|-------|
|       |          | RARELY      | FREQUENTLY | RARELY | SOMETIMES |       |
| Age   | 18-25    | 0           | 9          | 33     | 6         | 48    |
|       | 26-35    | 0           | 0          | 46     | 9         | 55    |
|       | 36-50    | 10          | 11         | 7      | 3         | 31    |
|       | above 50 | 13          | 3          | 4      | 0         | 20    |
| Total |          | 23          | 23         | 90     | 18        | 154   |

### 10. THE NULL HYPOTHESIS

H0: There is no significant relationship between respondents' age and 7. Question

#### Alternative hypothesis:

H1: There is a significant relationship between respondents' age and 7 years of age.

|       |          | 7. Question |            |        |           | Total |
|-------|----------|-------------|------------|--------|-----------|-------|
|       |          | RARELY      | FREQUENTLY | RARELY | SOMETIMES |       |
| Age   | 18-25    | 0           | 9          | 33     | 6         | 48    |
|       | 26-35    | 0           | 0          | 46     | 9         | 55    |
|       | 36-50    | 10          | 11         | 7      | 3         | 31    |
|       | above 50 | 13          | 3          | 4      | 0         | 20    |
| Total |          | 23          | 23         | 90     | 18        | 154   |

### Chi-Square Tests

|                    | Value               | df | Asymptotic<br>Significance (2-sided) |
|--------------------|---------------------|----|--------------------------------------|
| Pearson Chi-Square | 94.850 <sup>a</sup> | 9  | .000                                 |
| Likelihood Ratio   | 104.335             | 9  | .000                                 |
| N of Valid Cases   | 154                 |    |                                      |
| N of Valid Cases   | 154                 |    |                                      |

### Interpretation

The results show that there is a significant relationship between the age of respondents and question number 7, although the nature of this relationship is not clear without further analysis. The chi-square value is 94,850 with 9 degrees of freedom and the p-value is 0.000, indicating that null hypothesis (no significant relationship between age and question 7) can be rejected in favor of null hypothesis. alternative (there is a significant relationship between age and question 7).

### 11.RESULT

□ According to this study, 37.5% of respondents are between the ages of 26 and 35 years old and 54.5% of respondents are employed and 41.6% of respondents are university students. learn. □ The results show that there is a significant relationship between the age of respondents and question 7, although the nature of this relationship is not clear without further analysis. The chi-square value is 94,850 with 9 degrees of freedom and the p-value is 0.000, indicating that null hypothesis (no significant relationship between age and question



7) can be rejected in favor of null hypothesis. alternative (there is a significant relationship between age and question 7).

## **12. PROPOSED**

The best and easiest way is to counsel employees who take unnecessary leave and educate them on organizational culture, employee behavior issues, and their importance in the workplace. The company must provide a good working environment, which reduces the organizational culture and employee behavior in an organization and increases the amount of leave to ensure work performance. Rules and regulations regarding its presence must be explained to workers. In order for it to reduce the load, enough staff must be dispatched. Only current employees can perform better without stress or tension and through this organizational culture and employee behavior can be reduced.

## **13. CONCLUSION**

This study analyzes organizational culture and employee behavior, and explores preventive and corrective actions in detail. Organizational culture and employee behavior harm company morale. Some programs can be implemented individually or collectively, it reduces organizational culture and employee behavior. Organizational culture and employee behavior are serious and costly issues faced by businesses worldwide. This issue requires all employees to understand the consequences of such behavior from a business and personal perspective. All companies need to address this from a proactive stance with employee prevention programs and progressive discipline programs. 14.

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