

ORGANIZATIONAL CULTURE AND ORGANIZATIONAL PERFORMANCE – A STUDY ON FEMALE CONSTABLES

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Abstract

The presence of a strong organizational culture inside the police organization deserves higher order commitment among the police personnel for the achievement of the organizational goals. This strong culture proves to be very helpful for increasing the police personnel's performance. In this regard, the present study focuses on the influence of organizational culture on the organizational performance of the police personnel. In this unique circumstance, the current research describes the effect of organizational culture on the organizational performance among female constables in Tanjore district. The investigation was led among the women police constables when the examinations were chosen through stratified random sampling method. The results of the investigation displayed that the organizational performance of the respondents is profoundly affected by the organizational culture.

.Keywords: Organizational culture, Organizational performance, Stratified random sampling

Introduction

Organizational culture refers to the unwritten beliefs, behaviors and customs which define the rules of the organization and help for making decisions and establishing the power and structure. The organizational culture is framed on the basis of the shared traditions and history of the entity together with the existing leadership values. In its sense, organizational culture is the method of carrying out a business and also the one which helps for the successful survival of the organization (Dave H. and Jeanne Urich, 2011).

In the presence of a strong organizational culture, the workers get motivated to perform their duties as they believe that they will be rewarded for their activities. The concept of organizational culture is inclusive of the system of ideas, traditions, customs, habits and procedures for carrying out the

activities (Harris P. R, R.T Moran, 1981; 103-104). Handy C.B, (1986) had said that organizational culture comprises of a set of standards, belief and values. according to Scholz Z (1987; 80), organizational culture is invisible, implicit, informal and intrinsic awareness which makes the employees to control their actions.

Review of literature

Abbas et al., (2018) had examines the effect of organizational culture on the job performance. The research was done in the work culture of public sectors in Saudi Arabia. The authors had also reviewed the effect of every sub-element of the organizational culture on the job performance of the employees.

Rajinikanth et al.,(2012) found the importance of social support in work performance among police personnel. In 2013, Rajinikanth and Sritharan analysed into the impact of negative exposures into the work performance in police profession.

Fakhar Shahzad et al., (2013) has studied the effect of organizational culture on the job performance of the employees. It was an empirical study done among the software industries in Pakistan. It was a study which was based on survey method. Both secondary and primary data were used in this research study. Questionnaires and interviews were implemented to collect the primary data, whereas, the secondary data was gathered from previous literatures, magazines and papers. The variables of the study were customer service, system of rewards, employee participation, system of communication, innovation and the risk-taking process. The sample population of the study numbered to 110. Analysis was made through regression, correlation and descriptive statistics. The findings of the study proved the fact that the organizational culture had a positive impact on the performance of the employees in job. It is toughest task to maintain sound mind state of police personnel in their work life (Rajinikanth, 2013). Personality traits of the police officers can also played important role in their work outcomes (Rajinikanth and Sritharan, 2012 ; Violanti and Aron 1993).

RESEARCH METHODOLOGY

The study adopted the research design which was the combination of descriptive and cross sectional survey. Data was collected from 119 women police constables in Tanjore district, Tamilnadu. Questionnaires were used to collect the data for the study. The respondents were selected using Stratified random method. The analysis of data was done using linear regression to examine the relation between the variables of the study.

ANALYSIS AND INTERPRETATION

Influence of organizational conflict on organizational performance

Model Summary

R	R Square	Adjusted R Square	F	Sig.
.864(a)	.754	.762	58.147	.000(a)

a. Predictor: (Constant), Organizational Culture

Coefficients(a)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.051	.200		5.204	.000
I have the necessary skills to achieve my goals	.136	.040	.164	2.760	.005
I am familiar with the overall organization strategic plans	.245	.038	.332	5.180	.000
I am encouraged to be innovative within my role	.050	.022	.108	1.719	.070
I am empowered to perform my role to the best of my ability	.082	.022	.126	2.631	.005
My supervisor trusts me to perform within my role without micro managing me	-.163	.017	-.301	-6.110	.000
I am encouraged to think independently in the course of carrying out my duties	.182	.021	.311	5.854	.000
I am familiar with the organization's standard operating procedures (SOPs)	.153	.023	.228	4.685	.000

a. Dependent Variable: Organizational performance

The table also shows a positive coefficient, which entails that independent variable had a positive relationship with the dependent variable. Data analyzed through regression exhibited that all the 7 factors had an influence on job performance. The value of R^2 was determined as 0.762 with the help of multiple regression. This implies that 76 % of the variables which were independent had an impact on the dependent variable, that is, organizational performance. Organizational culture has positive relationship with organizational performance.

CONCLUSION

The police administration authorities should give more consideration especially on female constables to set more work related projects in dynamic time consideration with the goal that the respondents land more engaged in position. Further, the police administration ought to likewise guarantee that reward exercises like conducting personality development games, social affairs, diversion programs, empathy training programs, social responsible attitude, and so on, are done consistently to diminish the degree of professional weakness and passionate immersion. Discoveries of this research show that the organizational performance of the female constables is profoundly affected by the organizational culture.

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