Understanding and assessing organization's culture can mean the difference between success and failure in today's fast changing business environment. On the other hand, senior management, particularly the CEO, often has a view of the organization's culture that is based more on hope than a view grounded in objective fact. This paper will explore some of the problems associated with understanding the reality of an organization's culture. It will also focus on the role of the leader in creating or maintaining this culture. Finally, it will discuss the perils of confronting the leader with an assessment of the organization that flies in the face of his/her preconceptions.

Imagine one was asked to describe one's organization to an outsider. How would one answer the following questions?

- What 10 words would you use to describe your company?
- Around here what's is really important?
- Around here who gets promoted?
- Around here what behaviors get rewarded?
- Around here who fits in and who doesn't?

In reality, what management pays attention to and rewards is often the strongest indicator of the organization's culture. This is often quite different than the values it verbalizes or the ideals it strives for. Think for a minute about the organization in which you work. Does your management encourage or discourage innovation and risk taking? Does it reward employees for coming up with new ideas and challenging old ways of doing things or punish those who challenge established norms and practices? Do mavericks fit in or do they get pushed out? Is rapid change
the norm in one's organization or does management vigorously protect the status quo? Does the organization truly value excellence or is the mentality simply "just ship it"? Does management pay attention to the wellbeing of its employees or is it completely focused on task performance and profits? Does a high level of employee participation characterize the culture or does senior management make most decisions? As one can probably see from one's own responses, this kind of inquiry can give insight into the real culture of one's organization and some of its underlying values and norms. It may not even resemble the culture management thinks it has created.

I selected BHEL Haridwar unit under public sector and TRIVENI ENGINEERING AND INDUSTRIES LTD. Bangalore under private sector for my research study, being both are of similar business, making the same products i.e. steam turbines and turbo generators and having similar annual turnover of about rupees one thousand crores.

The research work consists of 7 Chapters which are as follows;

Chapter One- Introduction. It consists of seven parts. In this Organisation Culture has been defined. Historical development, factors effecting, levels and topologies of the Organisational Culture has been explained. Its effect on working life have been described.

Chapter Two- Research Design. In it the selection of problem and Its hypothesis has been explained. Objective and purpose of study has been describe. Modus operandi has been written and selection of samples for BHEL and TRIVENI have been explained. Method of analyzing the data has been discussed.

Chapter Three – Indian Industry. It consists of the three parts. In this parts difference, growth and limitations of Public and Private sector has been discussed. Their role in the Indian economy has been described. In this chapter the profiles of both the companies BHEL and TRIVENI has
been drawn. Their products, Financial results and Board of directors have been mentioned.

Chapter four- Analysis and Interpretation of BHEL data. In this chapter bar chart were drawn. Data has been divided into different categories on the basis of rank, age and department. Separate analysis has been done for each category against each dimension. Analysis of each dimension against each category has also been done. Analysis of data of whole BHEL has been further done separately. Rank correlation coefficient has been calculated for each dimension showing its correlation with the Organisation Culture.

Chapter five- Analysis and Interpretation of TRIVENI data. In this chapter bar chart were drawn. Data has been divided into different categories on the basis of rank, age and department. Separate analysis has been done for each category against each dimension. Analysis of each Dimension against each category has also been done. Analysis of data of whole TRIVENI has been further done separately. Rank correlation coefficient has been calculated for each dimension showing its correlation with the Organisation Culture.

Chapter six- Comparative Analysis and Interpretation of TRIVENI Vs. BHEL data and Organisational Culture in Indian Public and Private sector Enterprises. In this chapter bar chart were drawn. Data has been divided into different categories on the basis of rank, age and department. Separate analysis has been done for each category against each dimension. Analysis of each Dimension against each category has also been done. Analysis of data of whole TRIVENI and BHEL has been further done separately.

In the seventh chapter, which is “Summing Up”. It includes Conclusion and suggestions. In it final suggestions are given by the
researcher along with the major conclusions that she reached to as a result of the survey.

Therefore, an attempt has been made to cover all important aspects regarding Organisational Culture in an Indian industry in public and private sector both in India. The view expressed and the suggestions given are the researcher's own and are the result of the survey conducted by the researcher.