Preface

India is the only country in the world that embraces the extraordinary mixture of ethnic groups, the profusion of mutually incomprehensible languages, the varieties of topography and climate, the diversity of religions and cultural practices. It is a country with seventeen major languages and twenty-two thousand distinct dialects, inhabited in the last decade of the twentieth century by nearly 940 million individuals of every ethnic extraction known to humanity. In the process, Indian mind has been shaped by remarkable diverse forces: ancient Hindu tradition, myth, scriptures; the impact of Islam and Christianity, and almost two centuries of British colonial rule. The cultural result is simply unique, not just because of the variety of contemporary influences available in India, but because of the diversity of its heritage. The study of organization culture and climate always evokes some special interest against such a kaleidoscopic socio-cultural background of this country.

The growth of modern business organizations in India has been the subject of study by many scholars and practitioners. From the pre-Independence periods when British capital and some Indian entrepreneurs built up industries like mining, plantations, textiles, steel manufacture etc., the Indian organizations have evolved into the most modern technology oriented business organizations in the world. Study of organizational culture & climate in such a ground become a real advantage. In a traditional society which has adopted a very progressive Constitution and has assimilated the most of the complicated technologies of the world, the growth and development of the business organizations in respect of their culture and climate becomes the most spectacular subject of research. More precisely, to study their culture and climate against the background of the cultural mosaic of the country is a real privilege.

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