PREFACE

The business paradigms today are undergoing shifts like never before. Business is going global and technology is improving so quickly that even the experts can’t keep up with it all. With this in mind, corporate leaders and managers virtually in every industry, particularly the manufacturing industries, are realizing that the only way to deal effectively with all of the rapid changes are to effectively utilize the most valuable asset in the company - *Its People*. For this reason, the need for good organisational culture is growing more popular and gaining wide acceptance at the conceptual as well as practical level in the work place everyday.

In the present study, an effort is made in an Organisational Culture to investigate the effect of managerial effectiveness, leadership behaviour, and work motivation among the middle and lower managerial cadre employees of BHEL, Hardwar. This project has the following content in the logical sequence. The first chapter contains an introductory note consisting of the introduction of the company BHEL, Hardwar, and of the study. Detailed information about the company (BHEL, Hardwar) is discussed in the second chapter. The third chapter of the present study deals with essentiality of organisational culture, concept, creating and sustaining with a view of developing a culture of high performance.
Managerial effectiveness - its concept, effective managers and organisational goals are discussed in chapter four. Leadership behaviour - its concept, theories and styles are being dealt with in chapter five. Work motivation and characteristics of motivation are being dealt in chapter six. The seventh chapter is concerns with the analysis aspect of the study with the interpretation of collected data.

As a whole this chapter explores the study of organisational culture in relation to managerial effectiveness, leadership behaviour & work motivation. The eight chapter of this study deals with the conclusions derived from the study. In this chapter the main findings of the study have been given. The ninth chapter and the final chapter of thesis research work deals with the suggestions for the further research in this area. Some suggestions have been made for improving the organisational culture, managerial effectiveness, leadership behaviour and work motivation not only at BHEL, Hardwar but also in different organisation.