PREFACE

Present doctoral work investigates this theme in the light of current contributions of industries in Gujarat to the fields of organisational behavior and aims at assessing organisations culture, productivity, leadership and organisational effectiveness and suggested social work interventions.

An organisation’s culture may affect a company’s profitability, and it acts as a subtle control mechanism on employee behavior. Cultures originate in the historical foundations of the company, the business the company is in, and the company’s national and regional origins. Organisational Culture helps in building a strong value system and work ethics amongst employee, which has direct bearing on productivity. Productivity is sensitive issue and small miss here becomes fatal. Culture and leadership, when one examines them closely, are two sides of the same coin, and neither can really be understood by itself. In fact, there is a possibility under emphasized in leadership research—that the only thing of real importance that leaders do is to create and manage culture and that the unique talent of leaders is their ability to work with culture. Organisational culture is plastic and can be shaped, constitute a unifying force and link to organisational effectiveness. Organisational culture can be explained by the assumption that certain organizational cultures lead to an increase in corporate financial performance. This assumption is founded on the perceived role of culture in generating competitive advantage organizational culture may create competitive advantage if the boundaries of the organization are designed in a manner which facilitates individual interactions and if the scope of information processes is limited to appropriate levels.

This main purpose of the present study is to understand organisational culture with reference to productivity, leadership and organisational effectiveness. Study carried out in selected pharmaceuticals as well as textile industry in Gujarat. Four hundred forty samples in grade of managerial cadre participated in this study. Present study had adapted Property-Research design as well as descriptive research design. Crux of the present study demonstrated that an understanding of organisational culture is important because no organisation can operate in isolation to its cultural environment. There are significant correlations and non-spurious relationship found between organisational culture, productivity, leadership and organisational effectiveness. Evidence of study revealed that whose age is less than thirty-two years perceived high organisational culture, productivity, leadership and organisational effectiveness. Looking to significant associations study demonstrated that age and productivity & leadership significantly associated while no significant associations found between age and organisational culture & organisational effectiveness. Educations and organisational culture, productivity, leadership and organisational effectiveness revealed significant associations. Study demonstrated that category that is technical and non-technical group significantly associated with organisational culture, productivity, leadership and organisational effectiveness. Study revealed significantly associations between present experience and organisational culture, productivity, leadership and organisational effectiveness. Total experience in present and other organisation revealed significant associations between
productivity and leadership. And non-significant associations found with reference to organisational culture and organisational effectiveness. Results of the present study indicated that perceptions towards organisational culture productivity, leadership and organisational effectiveness found to be high and low as well. Evidence of the study also revealed that non-significant associations between income and organisational culture and whereas significant association between productivity, leadership and organisational effectiveness. Finding of the study also divulge that there is a significant association between type of organisations and organisation culture, productivity, leadership and organisational effectiveness.

Result of the study also demonstrated that in pharmaceuticals industry had high perceptions compared to textile industry with reference to organisational culture, productivity, leadership and organisational effectiveness. Study contributes to the existing pool of knowledge on the relationship between organisational culture, productivity, leadership and organisational effectiveness. Different aspects of these variables were tested, so as to provide a wider and more comprehensive understanding of the factors that affects organisations and employees as well.

In nutshell it can be say that every individual has different culture and beliefs that he works with and when he joins an organization that has a completely different culture and beliefs from his own, he should be allowed to internalize himself first with the organization’s culture and values to know whether he can cope with them or not. It is the ability of the employee to cope with the organizations culture that will determine how he will perform on his job. In cases where an organizational culture must be changed, employees must first of all be notified and made to learn the modification of the old culture as this will affect their performance. Organizational culture of must be binding on all member and staff of the company as this will encourage uniformity among members of the organization and thus enhance commitment and group efficiency.

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