ABSTRACT

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A Comparative study of Organizational Culture and Organizational Learning in grant in aid and non - grant in aid educational institutions of Gujarat

The main aim of the study was to known the result of comparison of organizational culture and organizational learning in grant in aid and non-grant in aid educational institute of Gujarat. With respect to some Independent variables as types of institutions, levels of management, Dependent variables as organizational culture, organizational learning and controlled variables as educational institution and medium.

In the present study Organizational Culture with respect to openness, confrontation, trust, authenticity, pro action, autonomy, collaboration, experimentation while Organizational Learning with respect to innovation, implementation, stabilization, experimentation, mutuality, planning, temporary systems, competency building in grant in aid and non-grant in aid schools. The survey method was applied and 300 employees as 50+50+50=150 accordingly middle management, lower management and clerical cadre of grant in aid institutes and 50+50+50=150 as middle management, lower management and clerical cadre of non-grant in aid institutes were selected as sample by using stratified intentional sampling method.

Tool of the study was OCTAPACE Profile developed by Uday Parik to know the organizational culture of educational institutions which consists 40 items having 8 values & also used ‘OLD’ ( Organizational Learning Diagnostics ) developed by Uday Parik to know the Organizational Learning. Two standardized tests were translated into Guajarati, norms were established and test were used. Data was analyzed qualitatively through t-test.
Finding of the study in terms of organizational culture in comparison to non-grant in aid schools as more openness, confrontation, trust, authenticity, pro-action, autonomy, collaboration and experimentation were found in grant in aid schools. While in comparison to lower level of management more openness, more confrontation, more trust, more authenticity, more pro action, more autonomy, more collaboration and more experimentation were found in middle level of management. While in comparison to clerical level of management more confrontation was found in middle level of management.

Finding of the study in comparison is to grant in aid schools more proportion of innovation, implementation, stabilization, experimentation, mutuality, planning, temporary systems were found in grant in aid schools. There was no effect of level of management on stabilization, experimentation, mutuality, planning, temporary systems and competency building dimension of organizational learning.

Through the research researcher made an attempt to develop mentioned dimensions of organizational culture and programs should be organized to bring up the level of organizational culture in non-grant in aid schools. For grant in aid schools also and attempt should be made to develop dimensions of organizational learning. Present research is also an attempt to increase experimentation in non-grant in aid schools.

Key words: Organizational Culture

Organizational Learning.