

Employee perspective towards Corporate Work culture**Mrs.Hermina Corera**Ph.D.,Research Scholar,
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Chennai, Tamilnadu, India**Dr. J. Arul Suresh**Assistant Professor
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Chennai, Tamilnadu, India**Abstract**

An organization is framed to accomplish certain objectives and goals by uniting people on a typical stage and inspiring them to convey their level best. It is basic for the representatives to appreciate at the working environment for them to build up a feeling of dedication towards it. Work culture assumes a significant job in extricating the best out of representatives and making them adhere to the association for a more drawn out term. The association must offer a positive atmosphere to the representatives for them to focus on their work instead of meddling in one another's work. The manner in which an association ought to react to outside condition alludes to association morals. Association morals incorporates different rules and standards which choose the manner in which people ought to act at the working environment. With this context, the researcher has taken this topic to analyse the work culture from the employee's point of view in IT sector.

Keywords: IT, Employee, Work culture**Introduction**

Work culture assumes a basic job in affecting worker conduct. A representative needs to feel great at work environment for him to convey his level best. Urge the representatives to work in groups instead of working alone. People who work in detachment will in general be overburdened and consequently are baffled and frequently censure individual laborers and bosses. Representatives ought to have the option to cooperate with one another to share their encounters and come to inventive arrangements. Half of the issues vanish in a well disposed work culture. Individuals feel glad coming to work and only sometimes whine or den over negligible issues. Clashes and mistaken assumptions lead to no arrangement. Trust me; you don't want to step into your association where colleagues don't gel with one another. No representative can work at a stretch and it is fundamental to take breaks in the middle. Being excessively severe with workers doesn't help. Nobody will try to hear you out. Urge representatives to interface with people of different divisions too. People sort out portion of their issues just by talking about things among themselves. Directors need to confide in their representatives.

Objectives

To analyse the work environment of IT sector from the employee's view

Research methodology

The researcher has used descriptive research design. The researcher has used Primary data for the study. Simple random sampling technique was adopted for the study. The researcher has selected 120 respondents (80 Male respondents and 40 female respondents) working in IT sector from Ramanujam IT park. The researcher has selected 12 factors to analyze work culture in IT sector. F1 - Employee's perception on job security, F2 - Job satisfaction level of employees, F3 - Satisfaction level on recreational facilities in the organization, F4 - Employee's satisfaction level of performance appraisal method offered F5 - Monetary benefits offered in organization, F6 - Activities of grievances and redressal, F7 - Employees perception on satisfaction level of career development, F8 - Employee's opinion on promotion offered, F9 - Employees satisfaction level of leave

offered, F10 - Satisfaction level of materials and equipments offered, F11 - Employees perception on satisfaction level of benefits and F-12 Satisfaction level of organization climate and work condition Simple Percentage Analysis

Opinion of the IT employees about the factors of Work Environment

Attributes	F1		F2		F3		F4		F5		F6	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
HS	31	26	48	40	31	26	41	35	42	35	31	26
S	77	64	56	47	67	56	59	49	57	47	60	50
DS	7	6	12	10	14	12	14	11	15	13	21	17
HDS	5	4	4	3	8	6	6	5	6	5	8	7
Total	120	100	120	100	120	100	120	100	120	100	120	100
Attributes	F7		F8		F9		F10		F11		F12	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
HS	35	29	35	29	34	28	39	28	54	45	44	37
S	75	62	57	48	65	54	56	54	49	40	65	54
DS	8	7	21	17	11	9	22	9	16	14	9	8
HDS	2	2	7	6	10	9	3	9	1	1	2	2
Total	120	100	120	100	120	100	120	100	120	100	120	100

Source: Primary data

F1 - Employee's perception on job security

The results showed that 90 percentage of employees fall under the categories of highly satisfied and satisfied level of job security and remaining 10 percentage of employees might have issues which might beyond the hands of organization. Yet they can be resolved by giving more attention on dissatisfied employees. The employees who are be working for regular bases, they will be recommended as a permanent employee, which leads to highly satisfy the dissatisfied employees. The experience certificate is not being provided by the organization for the employees who is working. so some respondents are dissatisfied and highly dissatisfied.

F2 - Job satisfaction level of employees

The majority of the employees are satisfied. Hence it can be obviously interpreted that almost every employees needs are met and they highly satisfied. Very few members are dissatisfied and their needs can be focused and worked on by one to one counseling session. The employees is being provided appropriate salary for their works they and also provided extra benefits like bonus, increment, health facilities, insurance, promotions which they are highly satisfied. Some employees are expecting more benefits from the organization which is not offer able for their works they do. so other 10 percentage of are dissatisfied.

F3 - Satisfaction level on recreational facilities in the organization

98 employees among 120 employees are satisfied and highly satisfied. Respectively hence the remaining 22 employees who are dissatisfied and highly dissatisfied and to be asked for the opinion and few necessary changes can be brought in the organization. 82 percentages of the respondents satisfied with the drinking water, canteen, transport, other facilities provided by the organization. Proper functioning of the existing welfare schemes is enough to motivate the staffs. Curtailing of existing welfare schemes will boost the disappointment of staffs.

F 4 - Employee's satisfaction level of performance appraisal method offered

The organization provides special work for efficient work and who are all efficient and perfect without any criteria's and categories their performance is been appraised by the organization. So that they can does the

future job with the extraordinary performance. The results of the tests on the performance appraisal technique in the organization shows that they are following an appropriate procedure to evaluate the employee performance and the employees are happy with the existing process of performance appraisal. The remaining dissatisfied employee's grievances can be readdressed and explained for the betterment of organization.

F5 - Monetary benefits offered in organization

From the above table we can understand that there is more number of employees are satisfied with monetary benefits and very few dissatisfied with the monetary benefits. so by this we can easily understand that the organization monetary benefits are effectively providing to the employees. The organization providing all types of monetary benefits to the employees at all time expansion of course Fee Waivers Employees Assistance Program , adequate and Affordable Health Care Benefits, Short-Term Family Leave and disability Benefits Expanded and Formalized Flextime Option Adequate Salaries in the organization. only few of the employees are dissatisfied with the monetary benefits because of expecting more from the organization which is not offer able to the employees.

F6 - Activities of grievances and redressal

Most of the employees are satisfied with the grievances redressal because if the employees having any issues in the work station ,transport, and other issues are solved by organization, that's why most of the employees are satisfied with the grievances' and redressal and few of them are not satisfied with the grievances in the organization because of employees are not like the organization and negative thoughts among the organization. Other than that we can say they are providing good grievances' and redressal to the employees.

F7 - Employees perception on satisfaction level of career development

Organization perspective, the failure to motivate the employees to please their career can result is shortage of employees to fill open positions , lower employee commitment, and inappropriate use of money allocate for training and development program. Developing the career can improve the morale of the employee boost the productivities and help the organization become more efficient.

F8 - Employee's opinion on promotion offered

The result of the test to evaluate the satisfactory level of promotion offered is as follows. There are more satisfied employees than dissatisfied employees. The minority team can be met and the dissatisfaction must be enquired to retain those employees in the organization. The organization provides promotion. Some employees feel dissatisfied with their jobs at one point or other. Some employees leave their jobs for betterment opportunities, while others choose to stay. Employees with low job satisfaction can negatively affect a company because they typically lack of motivations, perform poorly and posses negative attitudes .A lack of interest in the work is another reasons why employees are dissatisfied.

F9 - Employees satisfaction level of leave offered

The test result for the satisfactory level of the leave offered to the employees, majority of the employees are fall under the category of highly satisfied and satisfied because of satisfaction of work, good management and organizational support to the organization. very few of the employees are dissatisfied with the leave offered facilities, due to heavy workload, which precursor to job stress, and burnout which have also been linked to dissatisfaction. Hence this group of dissatisfied employees must be given the clarity and importance of the existing successful leave policy.

F10 - Satisfaction level of materials and equipments offered

The test results showing the satisfactory level of materials and equipments available in the organization are as follow. Majority are satisfied. Hence we could conclude the existing setup of the organization is good but still for the betterment and improvement of the organization feedback from the minority can be received which

might help in the further development of the organization. so by this we can easily analyze that in the organization providing materials and equipment are given to the employees to finish their works.

F11 - Employees perception on satisfaction level of benefits

There is more number of employees are satisfied with the benefits and few of them are dissatisfied with the benefits. There are more satisfied employees than dissatisfied employee. The organization provides promotion for their work, increment, bonus and other extra benefits to the employees, the dissatisfied employees are expecting more from the organization, which is not offer able to their works .The minority team can be met and the reasons for dissatisfaction must be enquired. So by this we analyze that in the organization provide benefits to the employees to fulfill the satisfaction. So surely we can say they are providing effective benefits to the employees.

F-12 Satisfaction level of organization climate and work condition

From the result most of the employees are satisfied with the climate and work condition in the organization and very few of the dissatisfied. The organization providing good infrastructure and work station other facilities to the employees. The allocated climate and work condition to the employees is good, mainly in the organization equality and coordination between the employee from top level to bottom level which makes them to work perfectly without any issues and they feel a good work condition surrounded by the employees. From the result we say the organization providing a good climate and working conditions to the employees.

Correlation

Ho: There is no significant relationship between corporate ethics followed in company and the level of satisfaction of the employees.

Ha: There is a significant relationship between corporate ethics followed in company and the level of satisfaction of the employees.

	Value	Asymp. Std Error ^a	Approx. T ^b	Approx. Sig.
Pearson's R	0.368	0.67	6.459	0.000 ^c
Spearman Correlation	0.435	0.054	8.124	0.000 ^c
No. of valid cases	120			

From the above it can be concluded that the calculated value is less than the p value at 5% level of significance. Hence there is a significant relationship between the corporate ethics followed in company and the level of satisfaction of the employees

Findings

- The minority of respondents of employees who are dissatisfied are due to insecurity in their jobs.
- The existing performance appraisal system has to updated to satisfy the minority percentage of dissatisfied employees on job performance.
- Some of the employees are dissatisfied with the promotion offered in the organization. Employees with the low job satisfaction can negatively affect a company because typically lack of motivation, perform poorly and possess negative attitudes. A lack of interest in the work is another reason why employees are dissatisfied.
- Most of the employees are satisfied with the monetary benefits in the organization. The organization providing all types of monetary benefits to employees at all time course fee waivers, employee assistance program, adequate and affordable health care benefits, short term family leave and adequate salary.

- Most of the employees are satisfied with career development because of organization providing good career development to the employees. Developing career can improve morale of the employees to boost the productivities and help the organization become more efficient.
- Organization providing good recreational facilities to the employees, and most of the respondents are satisfied with the facilities providing by organization like drinking water, canteen, restroom, meditation room, library, transport and few of the respondents are dissatisfied with the recreational facilities in the organization.
- Proper functioning of the existing welfare schemes is used to motivate and boost the disappointed employees. Safety measures are taken to prevent employees from hazardous work environment.
- In the organization most of the employees are satisfied with climate and work condition. The allocated climate and work condition to the employee is good, mainly equality between all the employees from top level to the bottom level which makes them to work perfectly without any discomfort and provides good work condition surrounded by the employees.
- Some of the employees fall under the dissatisfaction level of leave offered because of heavy workload, which is precursor to job stress, and burnout.
- Very systematic and organized manner of promoting individual employees are perfectly implemented.

Conclusion

Organization is form by group of body. So for achieving goal together need something toward them this makes them more cooperative, active and helpful. For having a proper work culture is most important thing in any company. Employees want to have most nice climate and work condition which induce them to be more feel free. Every human being doesn't want to make enemy or harm to other but things happen according to the circumstances. So be free from any bad circumstances, company need to build a work culture that can able to face all kind of challenge without harm anyone. By providing various benefits and excellent working condition is kind of method which motivate employee to use their full energy and concentration toward work only. Management should follow the same to have a good output and should also need to improve and up increase their excellence to have a better outcome in the future. Because organization is depend on the people working for them. So over all work culture is most importance for both the employer and employee. Having a good work culture in the company is another good salutation which helps to reduce labour turnover ratio and to achieve company goal together at final stage.

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