

A STUDY OF ORGANIZATIONAL CULTURE OF A COMPANY

An Internship Report For

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(MBA) In Human Resource

By

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DECLARATION BY STUDENT

I hereby declare that the data presented in this Internship report entitled, "A Study of Organizational Culture of a Company," is based on the result of investigations carried out by me in the People and Culture at PAIKANE GROUPS , under the mentorship of Mr. Sadanand Gaonkar and the same has not been submitted elsewhere for the award of degree by me. Further, I understand that Goa University or its authorities will not be responsible for the correctness of observations/ experimental or other findings given the internship report.

I hereby authorize the University authorities to upload this dissertation to the dissertation repository or anywhere else as the UGC regulations demand and make it available to anyone as needed.

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COMPLETION CERTIFICATE

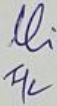
This is to certify that the internship report "A Study of Organizational Culture of a Company," is a bonafide work carried out by Mst. Omraj Shivprasad Tivrekar under my mentorship in partial fulfillment of the requirements for the award of the degree of Masters of Business Administration in the Discipline Human Resource at the Goa Business School, Goa University.

Date: 06th May 2024



Mr. Sadanand Gaonkar
Assistant Professor
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Signature of Dean of school/HoD



Date: 06th May 2024

Place: Goa University

School Stamp



ACKNOWLEDGMENT

I am sincerely grateful to Goa Business School and Goa University for providing me with the opportunity to pursue my internship. Special thanks to my mentor, Mr. Sadanand Gaonkar, Assistant Professor at Goa Business School, for his invaluable guidance and support throughout my internship journey. I would like to express my deepest gratitude to Orlene D'Souza, HR Manager at Paikane Groups, for granting me the privilege to undertake my summer internship at their esteemed organization. Orlene's guidance and support were instrumental in making my internship experience enriching and valuable. Furthermore, I extend my heartfelt thanks to all my close friends for their invaluable assistance and encouragement. A special mention goes to my beloved parents, whose unwavering support and encouragement have been the driving force behind my achievements. Without their love and support, this opportunity would not have been possible. Thank you to everyone who has played a part in shaping my internship experience and contributing to my professional growth

Power Engineering (India) Pvt. Ltd.



PEIPL/Intern/24-25/72

4th May, 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Omraj Tivrekhar**, student of Goa Business School, Goa University, Taleigao Plateau, Goa, has successfully completed his Internship of 16 weeks with us from **15th January, 2024 till 4th May, 2024.**

During his internship with us, we found him sincere and hardworking.

For Power Engineering (India) Pvt. Ltd.

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EXECUTIVE SUMMERY

The Pai Kane Group, founded in 1971 by the late Mr. Devidas Pai Kane, has grown from a modest trade company into a powerhouse in the engineering sector, driven by a commitment to excellence, quality, and innovation. With a rich history rooted in Goa, India, the company has expanded its reach globally, serving clients in 66 countries across various industries. Certified with ISO 9001, ISO 14001, and ISO 45001, the company prioritizes quality control, environmental sustainability, and occupational health and safety.

During the internship, tasks included CV segregation, health checkups, recruitment processes, Aadhar card seeding, attendance management, and employee provident fund nomination seeding. Additionally, interactions with DMC College provided insights into operational practices and candidate selection.

An in-depth analysis of organizational culture, employee engagement, and teamwork dynamics revealed diverse perceptions across demographic segments. While certain aspects of culture like communication and transparency showed varying levels of agreement, regression analysis did not indicate significant predictors of employee engagement. Similarly, correlations between teamwork factors and effectiveness were non-significant, suggesting potential areas for improvement in fostering collaboration and productivity.

In conclusion, the internship experience at Pai Kane Group provided valuable insights into organizational dynamics and processes. While the company's commitment to excellence is evident, opportunities exist to enhance employee engagement, teamwork effectiveness, and overall organizational culture for sustained growth and success.

Why PAIKANE?

- ❖ Products from Pai Kane are made to satisfy the market's ever-increasing expectations for clean, efficient power while also providing excellent performance, durability, and reliability and satisfying the industry's stricter emission standards.

- ❖ Our process-oriented, highly experienced personnel and our

ISO 9001 Quality Management System	ISO 14001 Environmental Management System	ISO 18001 Health & Safety Management System
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comprehensive, value- engineered power solutions are focused on achieving one goal: "Customer Delight." Nothing else matters to us; "customer delight is our commitment!"

- ❖ Long-term partnerships with our value partners, ISO certifications, and happy customers all attest to the fact that we provide the best solutions possible through sophisticated technology, sturdy construction, and the highest level of safety.

PAIKANE Products

Designed and manufactured for total dependability and reliable mechanical and electrical performance, we offer the following products:



**Diesel Generators
3 kVA – 3000 KVA**



**Gas Generators
105 kWe – 1015
kWe**



**Compact Sub-
Station 160 kVA –
2000 kVA**



**Electrical Panels
Upto 4000 Amps**



**Lighting Towers 5
kVA – 7.5 kVA**

INTRODUCTION OF THE COMPANY

Established in 1971 by the late Mr. Devidas Pai Kane, the Pai Kane Group has come a long way from its modest beginnings as a trade company to become a major force in the engineering sector. The company has evolved into a top producer of engineering products and a top supplier of unmatched services throughout the years thanks to its unwavering dedication to excellence, quality, and innovation.

The Pai Kane Group, which has its roots in the picturesque Indian state of Goa, has fostered a culture of unwavering pursuit of perfection thanks to the visionary leadership of its founder. The company has effectively diversified its portfolio, increased its operations, and cemented its presence both domestically and globally by strategic foresight and keen business acumen.

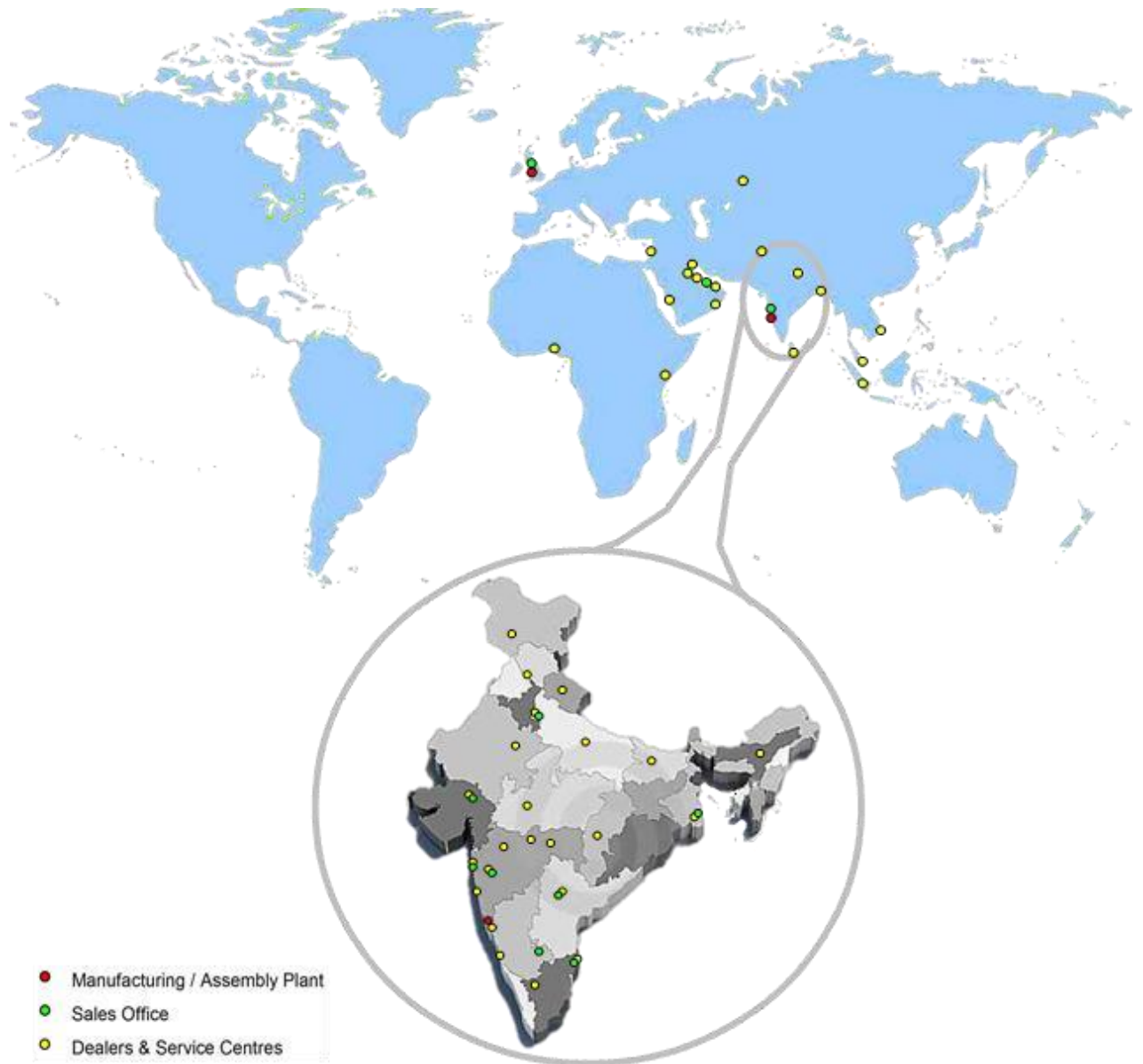
The Pai Kane Group is now recognized as a leader in the international market, with its goods available to clients in 66 nations spanning multiple industries and continents. The company's steadfast commitment to quality control, environmental sustainability, and occupational health and safety is demonstrated by its ISO 9001, ISO 14001, and ISO 45001 certifications.

The company is unwavering in its dedication to providing top-notch goods and services that surpass expectations and improve the lives of its clients and communities throughout the globe, even as it forges ahead and seizes new opportunities. The Pai Kane Group, with a history based on honesty, creativity, and resourcefulness, is well-positioned to influence the direction of the engineering sector and make a lasting impression on the world scene.

Products:

- **Diesel Generator Sets**
 - 5 KVA to 3000 KVA
- **Natural Gas Generator Sets**
 - 135 KVA to 1250 KVA
- **Mobile Lighting Towers**
 - 5 KVA to 7.5 KVA
- **Compact Sub Stations (CSS)**
 - 100 to 2500 KVA , up to 33 KV
- **Switchboards/Control Panels**
 - Low Voltage — upto 415V, 6300A and Medium Voltage — upto 33 KV, 1250A
- **Renewable Energy**
 - For Solar Energy Sector - 11 KV, 22 KV And 33 KV For Wind Energy Sector - 33 KV

LOCATION



Sections within the Organization:

- **Power Engineering (India) Pvt. Ltd.:** The main enterprise of the Pai Kane Group, focused on the creation and production of electrical capital goods, such as small substations, switchboards, and diesel and gas generator sets.
- **Creative Manufacturing Solutions (India) Pvt. Ltd.:** Produces a range of engineering goods, including electrical switchboards, composite material components, power generator sets, and sheet metal enclosures. Services for contract manufacturing are also offered in this section.
- **Ward Power Limited:** A UK-based business that the Pai Kane Group purchased, this company produces gas and diesel generator sets under the Sheffgen and Ward Power brands.

Vision

- We will be a professionally managed business group and adopt policies, processes and systems as the only way of doing business.
- We will continue to be in the business of Power & Industrial Equipment as well as Components and emerge as a significant brand in this sector.
- We will continue our focus on emerging export markets across the world and foray into the domestic markets across the country.
- We will create new vibrant partnerships which will be our catalysts for expansion.
- We will continuously adapt to new technologies & opportunities as an enabler for increasing

the group footprint.

- We will ensure operational efficiencies and create an environment for improvement, creativity & excellence.
- We will recognize employees for their ability to contribute, create opportunities & ability to bring in change as a constant & perpetual method of working.
- We will continue to be a responsible corporate citizen with the highest regard for education, health, safety and environment.

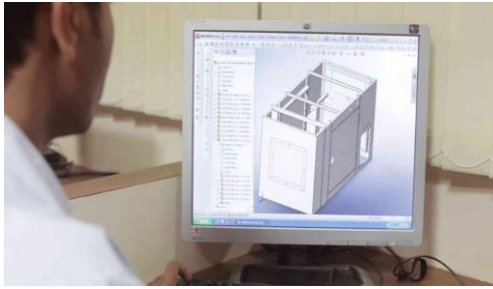
Mission

- Globally Recognized Independent Gen-set Brand
- Top 5 Gen-set player in India
- Preferred partner with world leaders in Power & Equipment Industry.
- Market Innovator in Composites business
- Differentiator offering 'Value for Money'
- Engaged Human Capital through recognition & reward.

Values

- Our ego is in the performance of Products we manufacture or the Services we deliver.
- We encourage diversity of thought but work as a Team. We own the decisions.
- We empower leaders and encourage entrepreneurial thinking.
- We respect our colleagues.
- We follow a data-driven approach to analyze information to make decisions.
- We encourage innovation in product and process - think ahead and improve continually.
- We value success without compromising on our responsibility as a corporate citizen.

PAIKANE Facilities



Design

With latest technologies and processes
Understanding your needs

Fabrication

Highly accurate CNC machines for sheet metal punching and bending



MIG / TIG welding facilities operated by certified, skilled technicians



Painting

11 Tank pre-treatment + Powder coating

Fully automated, in a contamination free environment
Weather proof & Corrosion resistant. Defect free painting

Genset Assembly

Over 20 years of experience

Capacity of over 15000 gensets per year



Panel manufacturing

Customized solutions as per your need

Manual as well as automated solutions available
Experience in synchronization of gensets

Testing

Exhaustive product testing at our factory Ensuring that the best quality reaches the customer



PAIKANE HEAD TEAM



MR ATUL PAIKANE
CMD PAIKANE GROUPS



**Mr. Sunil
Pai Kane**

Director,
Finance &
Operations



**Mr.
Sushant
Pai Kane**

Director,
SCM
Global



**Mr. Jose
Fernandes**

Director,
Gas &
Telecom
Sectors &
Int'l Sales



**Mr.
Manguesh
Dalvi**

Head, HR,
Legal &
Admin



**Mr.
Swaroop
Naik**

Head,
Operation



**Mr.
Siddharth
Naik**

Head, Sales



**Mr.
Sandip
Redkar**

Executive
Director-
Operation

PAIKANE PLANTS





Industry Analysis

SWOT Analysis:

Strengths:

- Established brand reputation and recognition in the engineering industry.
- Diversified product portfolio including diesel and gas gensets, electrical switchboards, and composite material products.
- Strong focus on quality assurance and innovation.
- Extensive manufacturing capabilities with state-of-the-art facilities.
- Global presence with products sold in 66 countries.

Weaknesses:

- Dependency on traditional work practices may hinder agility and innovation.
- Reliance on manual processes in certain areas such as welding, leading to inefficiencies.
- Limited brand visibility and market penetration in certain regions.
- Lack of diversification in revenue streams.

Expansion into emerging markets and sectors.

- Adoption of advanced technologies such as automation and robotics to enhance manufacturing processes.
- Strategic partnerships and collaborations to access new markets and customers.
- Diversification into renewable energy solutions such as solar power.

Threats:

- Intense competition from both domestic and international players.
- Economic uncertainties and fluctuations in raw material prices.
- Regulatory challenges and compliance requirements in different markets.
- Rapid technological advancements leading to obsolescence of existing products.

PESTEL Analysis:

Political:

Government policies and regulations impacting the manufacturing sector.

Trade agreements and tariffs affecting international operations.

Economic:

Economic conditions influencing consumer spending and demand for engineering products. Currency exchange rates affecting export revenues.

Social:

Changing consumer preferences and trends towards sustainability and renewable energy.

Skilled labor availability and workforce demographics.

Technological:

Technological advancements driving innovation and automation in manufacturing processes. Investments in research and development to stay competitive in the market.

Environmental:

Environmental regulations and sustainability initiatives impacting manufacturing practices. Shift towards eco-friendly and energy-efficient products.

Legal:

Compliance with labor laws, environmental regulations, and industry standards.

Intellectual property protection and patent issues.

Porter's Five Forces Analysis:

- **Supplier Power:**

Moderate: Depends on the availability and bargaining power of suppliers of raw materials and components.

- **Buyer Power:**

High: Buyers have multiple options and can exert pressure on prices and terms.

- **Competitive Rivalry:**

High: Intense competition from domestic and international players in the engineering industry.

- **Threat of Substitutes:**

Moderate: Substitutes exist, but the uniqueness of the company's products and services mitigates the threat.

- **Threat of New Entrants:**

Moderate: Entry barriers include capital requirements, brand recognition, and technological expertise.

VRIO Analysis:

Value:

The company's diversified product portfolio and global presence add value to its operations.

Rarity:

The combination of manufacturing capabilities, product quality, and brand reputation is relatively rare in the industry.

Imitability:

Some aspects of the company's operations, such as manufacturing processes and brand reputation, may be imitated but not easily replicated.

Organization:

The company's organizational structure, skilled workforce, and strategic partnerships contribute to its competitive advantage.

Overview of Organizational Culture in a company

Organizational culture is a crucial component of contemporary corporate management, also referred to as the "personality" of an organization. It includes all of the common standards, values, and behaviors that characterize an organization's workplace. Every element of an organization is impacted by its organizational culture, including performance results, organizational structure, employee behavior, and decision-making procedures.

The identity and profitability of firms are significantly shaped by their organizational culture in the fast-paced and cutthroat corporate world of today. Higher levels of creativity, teamwork, and organizational success are attained when there is a strong and good organizational culture that supports employee engagement, satisfaction, and productivity. On the other hand, an unhealthy or dysfunctional culture can lead to dissatisfaction, opposition to change, and eventually organizational failure.

To develop a positive work atmosphere and accomplish strategic goals, managers and leaders must comprehend and control corporate culture. This entails encouraging actions and procedures that promote the intended results as well as coordinating the organization's culture with its purpose, vision, and values. Furthermore, given that businesses are functioning in more varied and international environments, cultural sensitivity and awareness are even more important for promoting inclusivity and promoting cross-border cooperation.

LITERACHER REVIEW

Employee performance, attitudes, and behavior are greatly influenced by the organizational culture of a corporation. Strong corporate cultures have been linked to increased employee engagement, greater levels of innovation, and superior overall performance, according to research [2]. According to Smith and Brown (2017), a strong culture has a favorable effect on staff engagement, which raises output and work satisfaction. In a similar vein, Jones et al. (2018) discovered that businesses with a positive culture are more inventive and flexible, which gives them a market edge.

Additionally, work satisfaction and employee well-being have been connected to company culture. According to Smith et al. (2019), workers who have a positive perception of the culture of their company are more likely to report feeling more satisfied with their jobs and overall, wellbeing.

Employee behavior and decision-making are also influenced by organizational culture. Lee and Lee (2016) proposed that an organization's culture shapes how workers view and handle moral quandaries, highlighting the significance of cultivating an ethical culture. Additionally, organizational culture affects worker effectiveness and engagement [1], wherein a culture that values transparency, honesty, and autonomy among team members fosters productivity and collaboration [2]. This emotional bond can raise engagement levels and boost productivity [4].

Furthermore, corporate culture is critical to a company's ability to innovate [3]. Employees are more likely to come up with novel ideas that can propel the success of the firm when they are encouraged and supported in using their creative thinking. Performance in invention is strongly impacted by social networks and personal characteristics [5]. Organizational innovation is also influenced by individual traits and job satisfaction [5].

The profitability and productivity of employees are significantly impacted by organizational culture as well. Increased productivity can result from improved employee motivation in a firm with a positive organizational culture [1]. One important component influencing productivity is motivation [1].

Moreover, a productive workplace culture encourages engagement, increased employee satisfaction, and productivity [3]. Conversely, a hostile workplace environment can negatively impact worker engagement and performance

Increasing productivity, profits, efficiency, customer happiness, and lowering turnover are just a few benefits of employee engagement [4]. Enhancing employee engagement through a good and encouraging culture can benefit the firm as a whole [5].

Research Gaps:

1. Despite the fact that prior research highlights the beneficial effects of organizational culture on a range of employee performance and attitudes, little is known about the particular traits of the Pai Kane Company's culture and how they affect worker conduct and judgment. To determine the distinctive components of Pai Kane's culture and how they affect employee outcomes, more research is required.
2. While research indicates that a strong organizational culture can improve profitability, productivity, and employee satisfaction, the precise mechanisms by which organizational culture functions within Pai Kane Company are not well understood. In the context of Pai Kane Company, more investigation is needed to uncover the fundamental elements and mechanisms that underlie the relationship between employee performance and organizational culture.
3. Even while it is widely acknowledged that organizational culture plays a crucial role in

stimulating creativity and innovation, little is known about the precise policies and programs that Pai Kane Company might put in place to support innovation in its own cultural setting. To find practical methods for fostering an innovative culture within the company, more investigation is required.

Research Questions:

1. How does the Pai Kane Company's organizational culture affect worker behavior, judgment, and job satisfaction?
2. What essential elements of the organizational culture of Pai Kane Company support worker engagement, creativity, and output?
3. How does organizational culture affect the creativity and innovation of employees at Pai Kane Company, and what tactics might be used to promote an innovative culture?

Research Objectives

Goal 1: Evaluate the Present Culture of the Organization

Perform a thorough examination of the Pai Kane Company's current organizational culture.

Determine the important cultural aspects, norms, beliefs, and practices that define the workplace culture of the organization.

Employ both qualitative and quantitative research techniques, including as observations, interviews, and surveys, to learn more about how employees see the culture of the company.

Goal 2: Assess the Influence of Organizational Culture on Worker Results

Examine the connections between employee outcomes including commitment, work happiness, and intention to leave the company and organizational culture.

Analyze the effects that particular cultural characteristics have on the attitudes, actions, and output of employees at Pai Kane Company.

Examine current research and empirical data to comprehend the ways that company culture affects employee experiences and results.

Goal 3: Make Suggestions for Improving Organizational Culture

Determine the Pai Kane Company's present organizational culture's advantages and disadvantages.

Provide suggestions and workable plans for enhancing corporate culture in order to better align it with the objectives and values of the business.

In order to promote a happy and encouraging work environment, provide HR departments and leadership teams with helpful guidelines and interventions.

Research Methodology

Introduction: Using the Pai Kane Company as a case study, this study intends to investigate how organizational culture affects worker behavior, job satisfaction, and creativity. The strategy utilized to look into the research questions and accomplish the goals of the study is described in detail in the methodology section below.

Research Design: To obtain a thorough grasp of the organizational culture of Pai Kane Company and its influence on employee outcomes, the study uses a mixed-methods research design that combines both qualitative and quantitative methodologies.

Gathering of Data:

Primary Data:

Qualitative Method: Employees at various levels of the Pai Kane Company will participate in semi-structured interviews. The purpose of these interviews is to learn more about how they view the company culture and how it affects their behavior, judgment, and level of job satisfaction. Insights on the aspects of the culture that encourage employee engagement, innovation, and productivity will also be acquired.

Quantitative Approach: To gauge how staff members feel about the company culture, their level of job satisfaction, and their level of creativity, a structured online questionnaire will be created. A Likert scale, with points ranging from 1 (strongly disagree) to 5 (strongly agree), will be used to gauge respondents' answers to the questionnaire. Employees will receive the survey through internal communication channels and emails.

Secondary Data:

To complement the primary data and offer more insights into corporate culture and its effects on employee outcomes, secondary data will be gathered from pertinent literature, such as academic studies, research papers, and reports.

Sampling Design: To choose participants for the quantitative survey and the qualitative interviews, a purposive sampling technique will be used. To guarantee diversity in viewpoints, the sample will consist of workers from different departments and levels of the Pai Kane Company hierarchy.

Research Instrument: Semi-structured interview guidelines are used to acquire qualitative data, while an online structured questionnaire is used to collect quantitative data. These tools are intended to collect information about how organizational culture influences worker behavior, work satisfaction, and creativity.

Analyzing Data:

The qualitative analysis method

We will use thematic analysis to examine the interview-derived qualitative data. This is going through the interview transcripts and looking for trends, themes, and categories in order to better understand the company culture and how it affects employee outcomes.

The quantitative analysis method

- The quantitative data obtained from the online survey will be analyzed using descriptive statistics. This involves compiling the respondents' opinions on the work environment, creativity, and organizational culture using means, frequencies, and percentages.

- To investigate the links between variables and find any meaningful correlations between corporate culture and employee outcomes, inferential statistics like regression and correlation analysis will be used.

Ethics: To guarantee the respondents' confidentiality, anonymity, and voluntary involvement, ethical considerations will be taken into account at every stage of the study process. Every participant will be asked for their informed consent, and their privacy will be respected.

Distribution of Results: A thorough report, talks, and scholarly publications will all be used to share the study's conclusions. The Pai Kane Company will get recommendations based on the research findings to guide organizational strategies and practices linked to strengthening corporate culture and boosting employee outcomes.

Data Analysis

Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	17	27.4	27.4	27.4
	30-40	15	24.2	24.2	51.6
	40-50	16	25.8	25.8	77.4
	50+	14	22.6	22.6	100.0
	Total	62	100.0	100.0	
Gender					
Valid	Male	32	51.6	51.6	51.6
	Female	30	48.4	48.4	100.0
	Total	62	100.0	100.0	
Clear and open communication is encouraged in our organization."					
Valid	2	30	48.4	48.4	48.4
	3	32	51.6	51.6	100.0
	Total	62	100.0	100.0	
Information regarding company decisions and changes is shared in a timely manner.					

Valid	1	27	43.5	43.5	43.5
	2	15	24.2	24.2	67.7
	3	20	32.3	32.3	100.0
	Total	62	100.0	100.0	
.Employees feel comfortable expressing their opinions and concerns to management."					
Valid	2	31	50.0	50.0	50.0
	3	31	50.0	50.0	100.0
	Total	62	100.0	100.0	
Teams collaborate effectively and support each other's work					
Valid	2	34	54.8	54.8	54.8
	3	28	45.2	45.2	100.0
	Total	62	100.0	100.0	
Managers actively promote teamwork and recognize collaborative efforts					
Valid	2	35	56.5	56.5	56.5
	3	27	43.5	43.5	100.0
	Total	62	100.0	100.0	
Managers actively promote teamwork and recognize collaborative efforts					
Valid	2	35	56.5	56.5	56.5
	3	27	43.5	43.5	100.0
	Total	62	100.0	100.0	
Employees feel valued and supported by their peers and supervisors."					
Valid	2	27	43.5	43.5	43.5
	3	35	56.5	56.5	100.0
	Total	62	100.0	100.0	
Our organization encourages creativity and innovation.					
Valid	1	22	35.5	35.5	35.5
	2	16	25.8	25.8	61.3
	3	24	38.7	38.7	100.0
	Total	62	100.0	100.0	
We are open to change and adapt quickly to new situations or challenges					
Valid	1	21	33.9	33.9	33.9
	2	20	32.3	32.3	66.1
	3	21	33.9	33.9	100.0
	Total	62	100.0	100.0	
Employees feel empowered to suggest new ideas and improvements.					
Valid	1	26	41.9	41.9	41.9
	2	15	24.2	24.2	66.1

3	21	33.9	33.9	100.0
Total	62	100.0	100.0	

The table gives a thorough summary of the demographics of the respondents and how they see different facets of corporate culture. It starts by showing how respondents were distributed among many age groups (20 to 50+ years), along with percentages that show how each group was made up. In a similar vein, it displays the frequency and percentage of male and female responders to give an overview of the gender distribution. The table then explores respondents' responses to statements about company culture, including those about innovation, teamwork, and communication. The frequency and proportion of respondents for each response option are broken down for each statement, providing insights into the overall sentiment of the respondents.

Overall, this approach makes it easier to discover trends and possible areas for development within the organizational framework by providing a detailed knowledge of the ways in which views of age, gender, and organizational culture intersect among the surveyed population.

Employee Engagement and Satisfaction

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1.123	3	.374	.633	.597 ^b
Residual	34.296	58	.591		
Total	35.419	61			

a. Dependent Variable: 10 I feel motivated and engaged in my work

because of the organizational culture."

b. Predictors: (Constant), 3. Employees feel comfortable expressing their opinions and concerns to management.", 2. "Information regarding company decisions and changes is shared in a timely manner.", 1. Clear and open communication is encouraged in our organization."

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.893	.716		4.040	.000
1. Clear and open communication is encouraged in our organization."	-.262	.196	-.173	-1.336	.187
2. "Information regarding company decisions and changes is shared in a timely manner."	-.010	.113	-.011	-.086	.932
3. Employees feel comfortable expressing their opinions and concerns to management."	-.048	.196	-.032	-.245	.807

a. Dependent Variable: 10 I feel motivated and engaged in my work because of the organizational culture."

The regression analysis conducted on the relationship between aspects of organizational culture, specifically communication and transparency, and employee motivation and engagement reveals that the model as a whole is not statistically significant ($F = 0.633$, $p = 0.597$). The coefficients further indicate that individual factors such as clear and open communication (-0.262 , $p = 0.187$), timely sharing of company decisions and changes (-0.010 ,

$p = 0.932$), and employees feeling comfortable expressing their opinions (-0.048 , $p = 0.807$) do not significantly predict employee motivation and engagement. These findings suggest that, in this context, the examined aspects of organizational culture may not exert a substantial influence on employee motivation and engagement. Further exploration or consideration of additional factors may be necessary to better understand the drivers of employee engagement in the organization.

Team Performance and Collaboration

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.002	3	.667	.901	.447 ^b
	Residual	42.982	58	.741		
	Total	44.984	61			

a. Dependent Variable: 13.The organizational culture fosters effective teamwork and collaboration among team members."

b. Predictors: (Constant), 6. Employees feel valued and supported by their peers and supervisors.", 5. Managers actively promote teamwork and recognize collaborative efforts, 4.Teams collaborate effectively and support each other's work

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.108	.971		1.141	.259
4. Teams collaborate effectively and support each other's work	.046	.225	.027	.205	.839
5. Managers actively promote teamwork and recognize collaborative efforts	.353	.223	.205	1.586	.118
6. Employees feel valued and supported by their peers and supervisors."	-.038	.225	-.022	-.167	.868

a. Dependent Variable: 13.The organizational culture fosters effective teamwork and collaboration among team members."

The regression analysis conducted to examine the relationship between aspects of organizational culture related to teamwork and collaboration and the perceived effectiveness of such collaboration among team members yielded a non-significant result ($F = 0.901$, $p = 0.447$). Individual coefficients further indicate that none of the specific factors - teams collaborating effectively and supporting each other's work ($\beta = 0.027$, $p = 0.839$), managers actively promoting teamwork and recognizing collaborative efforts ($\beta = 0.205$, $p = 0.118$), and employees feeling valued and supported by their peers and supervisors ($\beta = -0.022$, $p = 0.868$) - significantly predict the effectiveness of teamwork and collaboration. These findings suggest that, in this context, the examined aspects of organizational culture may not significantly influence the perceived effectiveness of teamwork and collaboration among team members. Further investigation or consideration of additional factors may be warranted to better understand the dynamics of teamwork within the organization.

Correlations

		4.Teams collaborate effectively and support each other's work	5. Managers actively promote teamwork and recognize collaborative efforts	6. Employees feel valued and supported by their peers and supervisors. "	16. The organizational culture plays a role in my decision to stay with the company."	17. I feel a sense of loyalty towards the company because of its culture and values."	18.I believe the organizational culture contributes to employee retention and reduces turnover."
4.Teams collaborate effectively and support each other's work	Pearson Correlation Sig. (2- tailed) N	1 62	.118 .361 62	-.183 .154 62	-.112 .388 62	-.018 .890 62	.033 .796 62
5. Managers actively promote teamwork and recognize collaborative efforts	Pearson Correlation Sig. (2- tailed) N	.118 .361 62	1 .701 62	.050 .701 62	-.235 .066 62	.063 .629 62	-.178 .167 62
6. Employees feel valued and supported by their peers and supervisors."	Pearson Correlation Sig. (2- tailed) N	-.183 .154 62	.050 .701 62	1 .352 62	-.120 .352 62	.097 .451 62	-.073 .575 62
16. The organizational culture plays a role in my decision to stay with the company."	Pearson Correlation Sig. (2- tailed) N	-.112 .388 62	-.235 .066 62	-.120 .352 62	1 .129 62	.195 .129 62	.089 .492 62

17. I feel a sense of loyalty towards the company because of its culture and values."	Pearson Correlation	-.018	.063	.097	.195	1	-.075
	Sig. (2-tailed)	.890	.629	.451	.129		.564
	N	62	62	62	62	62	62
18. I believe the organizational culture contributes to employee retention and reduces turnover."	Pearson Correlation	.033	-.178	-.073	.089	-.075	1
	Sig. (2-tailed)	.796	.167	.575	.492	.564	
	N	62	62	62	62	62	62

The table shows Pearson correlation coefficients between different aspects of organizational culture and employee outcomes. Weak correlations exist between some factors, but many are not statistically significant, suggesting these relationships may be due to chance. Notably, there's a weak positive correlation between organizational culture's role in retention decisions and belief in its impact on retention, but it's not statistically significant.

Correlations

		1. Clear and open communication is encouraged in our organization. "	2. "Information regarding company decisions and changes is shared in a timely manner."	3. Employees feel comfortable expressing their opinions and concerns to management."	10 I feel motivated and engaged in my work because of the organizational culture."	11. Overall, I am satisfied with the work environment and culture in our organization."	12. I believe the organizational culture positively impacts my productivity and job satisfaction. "
1. Clear and open communication is encouraged in our organization. "	Pearson Correlation Sig. (2-tailed) N	1 62	-.014 .911 62	.065 .618 62	-.175 .174 62	-.084 .517 62	.059 .650 62
2. "Information regarding company decisions and changes is shared in a timely manner."	Pearson Correlation Sig. (2-tailed) N	-.014 .911 62	1 62	-.019 .885 62	-.008 .951 62	-.066 .609 62	-.070 .590 62
3. Employees feel comfortable expressing their opinions and concerns to management."	Pearson Correlation Sig. (2-tailed) N	.065 .618 62	-.019 .885 62	1 62	-.043 .742 62	.041 .750 62	-.058 .654 62
10 I feel motivated and engaged in	Pearson Correlation	-.175	-.008	-.043	1	.213	.079

in my work because of the organizational culture."	Sig. (2-tailed)	.174	.951	.742		.097	.540
11. Overall, I am satisfied with the work environment and culture in our organization."	N	62	62	62	62	62	62
	Pearson Correlation	-.084	-.066	.041	.213	1	.100
	Sig. (2-tailed)	.517	.609	.750	.097		.440
	N	62	62	62	62	62	62
12. I believe the organizational culture positively impacts my productivity and job satisfaction."	Pearson Correlation	.059	-.070	-.058	.079	.100	1
	Sig. (2-tailed)	.650	.590	.654	.540	.440	
	N	62	62	62	62	62	62

The table presents Pearson correlation coefficients between statements related to organizational culture and employee outcomes. Overall, the correlations are generally weak, with few notable exceptions. One notable finding is a moderate positive correlation between feeling motivated by organizational culture and believing it positively impacts productivity and job satisfaction (correlation coefficient = 0.213, $p = 0.097$). However, the majority of correlations are weak and not statistically significant, indicating that these relationships may not be reliably present in the population and could occur by chance.

Findings

1. **Demographics and Organizational Culture:** The survey captures a diverse range of respondents across different age groups and genders, providing a comprehensive understanding of how perceptions of organizational culture vary among demographic segments. Responses indicate varying levels of agreement with statements regarding communication, transparency, teamwork, innovation, and empowerment within the organization.
2. **Employee Engagement and Satisfaction:** Regression analysis examining the relationship between organizational culture factors and employee motivation and engagement suggests that the examined aspects of culture, such as communication, transparency, and comfort expressing opinions, do not significantly predict employee engagement. Individual coefficients for factors like clear communication, timely sharing of decisions, and comfort expressing opinions are not statistically significant, indicating a lack of substantial influence on employee motivation and engagement.
3. **Team Performance and Collaboration:** Regression analysis on factors related to teamwork and collaboration reveals a non-significant relationship with perceived effectiveness among team members. Factors such as effective collaboration, managerial support, and peer support do not significantly predict the effectiveness of teamwork and collaboration. Correlation analysis shows weak correlations between factors related to teamwork, employee loyalty, satisfaction, and productivity. Most correlations are not statistically significant, suggesting that these relationships may not reliably exist in the population.

Conclusion

The Pai Kane Company's organizational dynamics are better understood because to the thorough investigation on the connection between employee outcomes and organizational culture that was carried out. Several significant conclusions have been drawn using a combination of demographic, regression, and correlation analysis techniques.

First of all, a wide range of respondents from various age and gender groups participated in the poll, illustrating the disparities in how different demographic groups see corporate culture. The comments about empowerment, creativity, teamwork, communication, and transparency elicited various degrees of agreement from respondents, demonstrating the intricate relationship between employee experiences and company Culture.

Nevertheless, non-significant results were obtained from the regression analysis that looked at the association between organizational culture characteristics and employee engagement and motivation. The lack of substantial correlation shown between communication, transparency, and ease voicing opinions and employee engagement points to the possibility that other organizational characteristics may have an impact on these outcomes.

Analyses of variables pertaining to cooperation and teamwork likewise showed no significant correlation with team members' perceptions of their own efficacy. The success of cooperation and collaboration was not significantly predicted by peer, management, or other support variables, despite efforts to foster effective collaboration.

Weak relationships between variables pertaining to productivity, teamwork, employee loyalty, and satisfaction were also revealed by correlation analysis. Although there were a few moderate

associations found, most of them were not statistically significant, indicating that the population may not consistently exhibit these links.

TASK HANDLED IN PAIKANE GROUPS AS A HR INTERN

During my internship at Paikane Groups, I undertook various responsibilities remotely, contributing to the company's human resources operations:

- **CV Segregation:** Effectively sorted through a large volume of CVs received from job applicants, ensuring only relevant candidates progressed in the recruitment process.
- **Health Checkup Coordination:** Assisted in coordinating health checkups for employees, ensuring compliance with company health and safety standards.
- **Recruitment for Electrical Engineer Position:** Conducted research and outreach to identify suitable candidates for the position of Electrical Engineer, emphasizing the recruitment of fresh talent to meet organizational needs.
- **Aadhar Card Seeding:** Facilitated the process of seeding Aadhar cards in the ESIC website, ensuring accurate employee data management and compliance with regulatory requirements.
- **Learning Recruitment Processes:** Gained hands-on experience in the end-to-end recruitment process, from candidate sourcing to onboarding, under the guidance of experienced HR professionals.
- **Attendance Data Management:** Efficiently sorted and managed attendance data, ensuring accuracy and reliability for payroll processing and compliance purposes.
- **Candidate Communication:** Engaged in proactive communication with candidates, providing timely reminders for interviews and assisting with any queries they had regarding the recruitment process.
- **Employee Provident Fund Nomination Seeding:** Assisted in the seeding of employee

provident fund nominations, contributing to the smooth administration of employee benefits.

- **College Placement Interview Coordination:** Participated in placement interviews at DMC College, gaining insights into candidate evaluation and selection processes, and fostering relationships with educational institutions for future recruitment endeavors.
- **Learning Operational Processes:** Acquired knowledge of operational processes within the company, enhancing understanding of organizational dynamics and HR functions.

Overall, my internship at Paikane Groups provided me with valuable hands-on experience in HR operations, strengthening my skills in recruitment, data management, and employee engagement.

KEY LEARNINGS

Hands-on Recruitment Experience: Through tasks such as CV segregation, candidate communication, and recruitment for specific positions like Electrical Engineer, I gained practical insights into the intricacies of talent acquisition. Understanding the importance of thorough candidate evaluation and effective communication in the recruitment process is crucial for successful hiring outcomes.

Compliance and Data Management: In tasks like Aadhar card seeding and provident fund nomination seeding, I learned the significance of compliance with regulatory requirements and accurate data management. Attention to detail and adherence to legal standards are essential in HR operations to ensure organizational integrity and employee trust.

Remote Work Adaptability: Working remotely on projects like health checkup coordination and attendance data sorting highlighted the importance of adaptability in the modern workplace. Leveraging technology for efficient communication and task management is

essential for remote collaboration and productivity.

Employee Engagement: Through candidate calling and interview reminder calls, I recognized the importance of proactive communication in fostering positive candidate experiences and engagement. Building rapport with candidates and providing support throughout the recruitment process contributes to a favorable employer brand.

Educational Institution Collaboration: Participation in college placement interviews at DMC College underscored the significance of building relationships with educational institutions for talent pipeline development. Collaboration with colleges and universities can facilitate access to fresh talent and support long-term recruitment strategies.

Operational Insight: Learning operational processes within the company broadened my understanding of organizational dynamics beyond HR functions. Recognizing the interconnectedness of various departments and processes enhances overall efficiency and contributes to organizational effectiveness.

Overall, my internship experience at Paikane Groups provided valuable insights into HR operations, emphasizing the importance of recruitment, compliance, communication, and collaboration in fostering a productive and engaged workforce.

WORK PLACE





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