IMPACT OF ORGANIZATIONAL CULTURE ON COMMITMENT OF EMPLOYEES IN HOTELS AT PONDICHERRY

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ABSTRACT

In today’s competitive environment, every organisation is in need to excel. To excel, an organisation needs to focus on all parts of their management, optimizing the use and effectiveness of all of its resources. An organizing should concentrate towards the growth of their employees which automatically creates good commitment of employees towards their goals and objectives. Organizational culture includes ethics, values, beliefs, attitudes, norms, ethos, climate, environment, and culture. Its have three dimensions supportive cultures, bureaucratic and innovative cultures. This study makes the analysis of partial correlation, multiple regression and reliability test. After this analysis we find the industry providing the right type of climate, individuals in an organization can be helped to give full contribution to achieve the goals of the organization and also employees get the job satisfaction.

KEY WORDS: Employee Commitment, Supportive Cultures, Bureaucratic, Innovative Cultures and Job Satisfaction.

Reference

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