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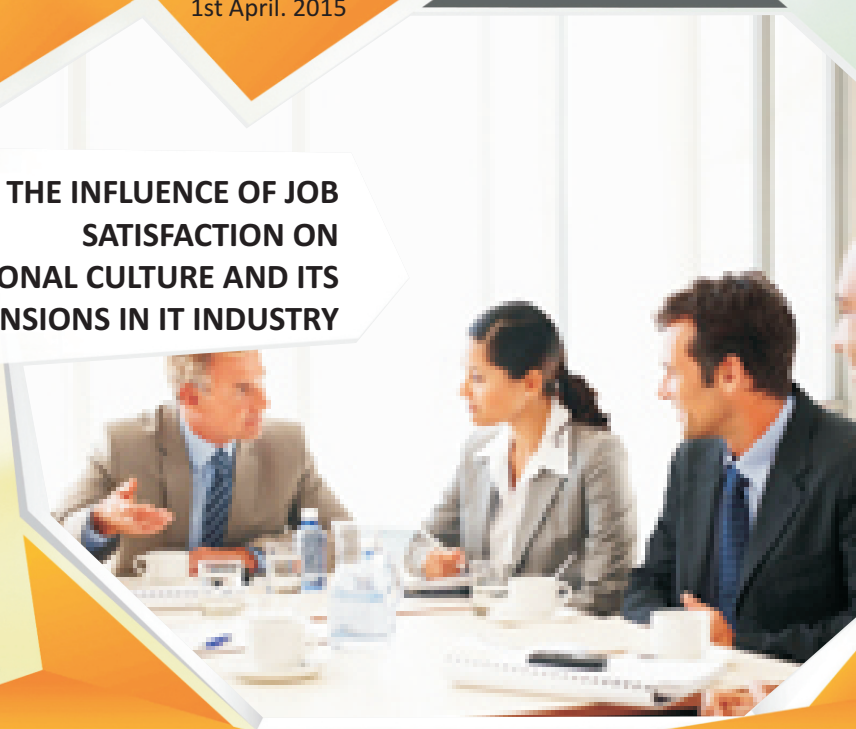
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THE INFLUENCE OF JOB SATISFACTION ON ORGANIZATIONAL CULTURE AND ITS DIMENSIONS IN IT INDUSTRY

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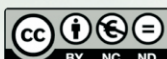


Joby Jose

ABSTRACT

This paper deals with the influence of job satisfaction on the organizational culture in IT industry. The study mainly concentrates on the dimensions Openness, Confrontation, Trust, Authenticity, Proaction, Autonomy, Collaboration and Experimentation in respect to the job satisfaction. This paper attempted to measure the influence of job satisfaction on the organizational culture in IT Industry. The data for the research work was collected through the method of questionnaire schedule.

Article Indexed in



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Introduction

The term culture carries different meanings for different people. The definition and the boundaries of organizational culture appear to be confused, in spite of the numerous articles appearing on culture. The anthropological origin of the concept is one of the reasons for the difference of opinion as far as Smircich (1983) is concerned.

A Good Introduction :-

Depict the significance (importance) of the study - why was this value doing in any case? Give a wide connection. Extremely briefly depict the exploratory configuration and how it achieved the expressed destinations.

Materials

Research design stands for advance planning of the methods to be adopted for collecting the relevant data and the techniques to be used in their analysis, keeping in view the objective of the research and the availability of staff, time and money.

A Good Materials :-

Materials may be accounted for in a different passage or else they may be distinguished alongside your systems. In biosciences we habitually work with arrangements - allude to them by name and portray totally, including convergances of all reagents, and pH of watery arrangements, dissolvable if non-fluid.

Result

From the above table maximum frequency (52) was found in the cell, which had the medium job satisfaction and medium organizational culture, and least frequency was found in the cell created at the intersection of high organizational culture and high job satisfaction.

A Good Result :-

Results are as per aims and objective and useful to further research.

Conclusion

Job satisfaction is major component in employee retention which shows the employee friendly atmosphere in work and work life balance (Joby & Panchanatham, 2013b). Every organization has a unique culture, which comprises certain assumptions, beliefs, values and norms commonly shared by its members or employees.

A Good Conclusion :-

You may propose future headings, for example, how the analysis may be adjusted to achieve an alternate target. Clarify the majority of your perceptions however much as could be expected, concentrating on systems.

References

- Amarchand D and Jayaraj B.J. (1992). Corporate Culture and Organizational Effectiveness, Global Business Press, New Delhi, pp.66-71
- Barnes and John Walter (1992). "Organizational culture and value, congruity as determinants of sales organizational outcomes", organizational culture dissertation, pp.142-145
- Berta, D. (2005). Put on a happy face: High morale can lift productivity. Nation's Restaurant News, 39(20), 8-10.

A Good References :-

There are Places where the Author Joby Jose and N. Panchanatham Need to Cite a Reference, but Have Not

SUMMARY OF ARTICLE

No.		Very High	High	Average	Low	Very Low
1.	Interest of the topic to the readers	✓				
2.	Originally & Novelty of the ideas		✓			
3.	Importance of the proposed ideas	✓				
4.	Timelines			✓		
5.	Sufficient information to support the assertions made & conclusion drawn	✓				
6.	Quality of writing (Organization, Clarity, Accuracy Grammer)		✓			
7.	References & Citation (Up-to-date, Appropriate Sufficient)		✓			

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College:- **Doctoral Research Scholar, Department of Business Administration, Annamalai University, Annamalai Nagar, Tamil Nadu, India .**

The research paper is Original & Innovation it is done Double Blind Peer Reviewed. Your article is published in the month of **April** Year 2015.



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Editor-in-Chief

CERTIFICATE OF EXCELLENCE IN REVIEWING

This is to certify our Editorial, Advisory and Review Board accepted research paper of **Joby Jose and N. Panchanatham** Topic:- **The Influence Of Job Satisfaction On Organizational Culture And Its Dimensions In It Industry**
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Editor-in-Chief

REVIEWER COMMENTS

- The writing audit was careful, the approach was carefully exhaustive and fused the utilization of sufficient quantities of tests in dust size examination and blast tests.
- I discover no shortcoming at all with the routines, information examination, or conclusions.
- The work, as with all work advancing from this specific gathering, is generally sound.

Authorized Signature

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Review Editor

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