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# A Study on Organisational Development With Reference To Alcodex Technologies Pvt. Ltd

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**ABSTRACT:** Now-a-days many problems like internal as well as external Conflicts, Project on time issues, Internal politics, Timely payback issues, etc., For overcoming these issue research undergone to understand the organization development in company with their employees i.e., between employee-employer management. The topic focused on main points for the problem happening, the remedies & helping company to improve employee relationships. The research showing total overview about organizational development. Objective of the study, following with study about different interpersonal relationships, factors affecting and findings with some commendation along with suggestions. Recommendations mentioned for improvements that the company to follow the given recommendations and suggestions which they can improve their performance and project output. If company goes on with respect to suggestions and recommendations, they can improve their total outcomes and ability for better capability for better performance in the future. Also, they can develop the company-employee relationship or employer-employee relationship in a good aspect.

**KEYWORDS:** Conflicts, Internal Politics, Project on time, Interpersonal relationship, Company- Employee Relationship, Employer-Employee Relationship.

## I. INTRODUCTION

The term Organizational development was devised by Richard Beckhard in mid-1950s. Organizational development is an shortening of two words i.e., organization and development. Organizational development is a study of successful organizational change and performance. Their aims are depending upon the work-life, productivity, flexibility and effectiveness. Organizational development will help to explain the evolution of terms as well as some problems and confusing that encircled it. They are emerged from five major stems. The first was the growth of the national training laboratories and the development of training groups. The second stem of organizational development is research which is conducted by the social scientists. The third stem is normative view of organizational development. The fourth stem is directing on productivity and work life value. And the last stem is practice, change and face-lift.

This research study proposes to inspect the practitioner's experiences of organizational design, development and change management by engaging practitioners to gain insight into their knowledge and experiences.

Organizational development is a critical and science-based process that helps organizations build their capacity to change and achieve greater usefulness by developing, improving, and stimulating strategies, structures, and processes.

## II. OBJECTIVE OF THE STUDY

An Organizational development helps to make co-ordination among the employees, to inspire the employees and

it assistances in support in drill for the employees to make the work more efficient and effectively. Many companies are unable to retain the employees due to heavy burden. This study will give an idea how to retain the employees to develop the organization and makes co-ordination among the workers.

#### *Primary objective*

To study and analyze the current workforce development.

#### *Secondary objectives*

1. To augment organizational performance.
2. To study the skills of the employees.
3. To study mutual adjustment between the employees.
4. To elevate the ability of communication (vertically, diagonally and up till now).

#### *Limitation of the Study*

- As the study is carried out only in work from home method due to the pandemic, not able to visit their all-manufacturing units.
- As my sample size is small, the result will not be in clear view.
- Due to short period of time, most of the data will be as a secondary one.
- As all the staff are busy with work schedule, there is not enough information is available due to network failure

### III. REVIEW OF LITERATURE

**Friedlander and Brown (1974)**, defined organizational development as a way to enable change and development of people, technology, organizational process and structures. It mainly focuses on external changes. They provide a framework to make changes in job expansion and job upgrading. In organization development it mainly focuses on values, humanistic, democratic values, open communication and problem solving, building trust and alliance, self-control, etc.

**Meyer & Rowan (1977)**, says that while making the changes, the employees needs should be constant. The task which are carrying out daily should be kept while making changes in the organization. Changes can be done inside and outside the organization. When the change happens inside the organization it will also reflect a make change in social, fiscal, political and technology environment and the organizations need to answer to those changes.

**Smirich (1983)**, explored about the organizational culture, which is seemed to be limited to verify the communal interrelationships is a root metaphor. This is mainly focused on what the organizational previously has and what they have following in the organization. This study is also focused about, how members of the social clusters are through social process which pass with their realities and the conduct of the employees.

**Anderson and King (1993)**, concludes that the renovation process in the organization, the leader who have make changes should have a strong need. These leaders will make a clear value in the development of a clear vision and make those clear to follow by the members. In this way the administration provide a strong motivational force among the employees. He also stated that among the leadership styles, a clear vision and mission makes a clear innovation and motivation to the employees and it helps for make an organizational development.

**Smith and cooper, C. (1994)**, explored about the relation n between the leadership and stress. The main aim of this study is to identify whether the stress has influenced the performance of the employees and leaders. From this study certain factors have been identified which influence the performance of employees such as long working hours, travel etc. The main reason for the stress is adaptation of new technology and the conflict also plays a major role for the

source of stress. If there is no clear vision in the organization, then it will affect the job satisfaction.

**Jackson et al. (1999)**, explored about the creating and managing the organizational culture was the most important role by the leaders or top management. Culture contains the characteristics which include behavior, decisions, co-operation and teamwork, needs of the employees, good upward, downward and lateral communications.

**Azhar (2003)**, talks about the culture in the organization which is shared common in the organization by each member. Basically, organizational culture is made up of two basis they are: value and beliefs. Both values and beliefs are assumptions. Values are forwarded by the leaders or top management by the organizational which are ideal that are desired by all the members in the organization. Beliefs are about the reality and created by the experience.

**Gudz (2004)**, explains that organizational learning is a dangerous points which has to be continued in the organization. Organization learning will be limited in three ways in terms of type of organization, type of employees we have in the organization which are benefit from the culture of the organization. Awareness can be done in same place and mainly it can be done at workstations.

**Burnes et. al. (2003)**, . Burnes talks about the connection between the organizational learning and learning organization. This also clarify about the organizational learning which is often used in the organization. Organizational learning is the idea which is used to describe various types of activities take place in the organization but learning organization talks about the type of organization.

**Van de Vein & Poole (1995)**, Van de, talks about the theoretical review on how to advancement and change the management. Change management can be done on the basis on four types namely they are: life cycle theory, teleological theory, dialectical theory and evolutionary theory. This theory explains about how change occurs in the organization. In this learning companies are classified on the basis of mode and unit of changes at various levels of organizational development. The organizations will grow on the basis of size of motors conversion.

**Burnes (2004)**, explored organization development will be based on two types: one is field study and the second one is group dynamics concept. Field study is based on the struggles between the group which are drive the change and resist against it. Group dynamics is based on the behavior changing among employees in the group. Changes can be done by using three steps, they are: unfreezing, change and refreezing. Here unfreezing means identifying or judging the group behavior, makes the changes and refreezing means getting used to new behavior. This is how change happens in the organization.

#### IV. RESEARCH METHODOLOGY

A research design means the preparation of conditions for collection and study of statistics in a style which aspires to combine significance to the research purpose. As such the design consists of an overview of what the investigator will do from writing the hypothesis and its operational implication to the final analysis of data. A research design is utilized to building the research, to indicate that all the major essentials of the research have been intended to work together.

#### SOURCE OF DATA COLLECTION

The data is collected by the following method.



### PRIMARY DATA

Data used in research originally obtained through the straight efforts of the investigator through studies, interviews and direct clarifications.

### SECONDARY DATA

Data that has previously been collected (primary data) that is employed by a person other than the one who collected the data. Minor data is often used in social and economic study, especially when access to primary data is unobtainable.

### SAMPLE SIZE

Size of sample means number of specimen units selected from the people for study. Whenever we conduct a survey, we need sample size, sample size has a great importance in inspection. A smaller sample but well selected sample may be superior to large badly selected sample. Sample size taken for the study is 85.

### RESEARCH INSTRUMENT

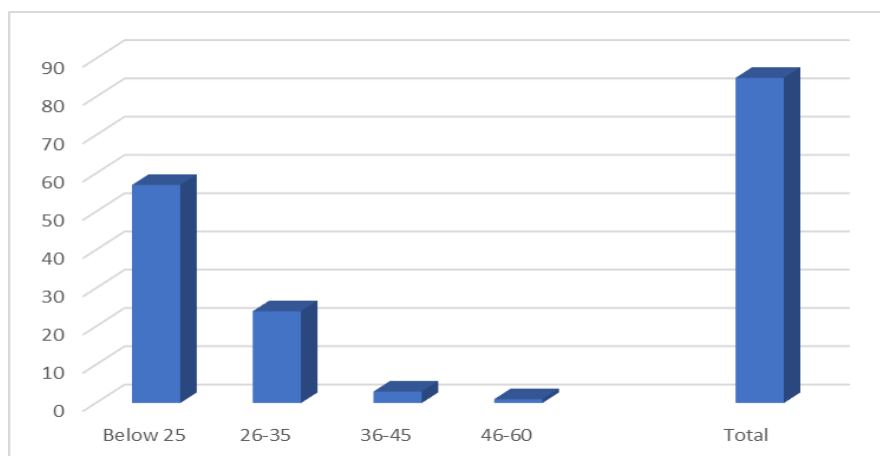
Data is collected through designed questionnaire. The questionnaire consists of three demographic questions and twenty-two consists of five-point measure, multiple choice questions and yes or no questions.

**SAMPLING** – Prospect – Simple Random sampling.

## V. DATA INTERPRETATION

The below charts show the descriptive analysis:

Chart 1.1



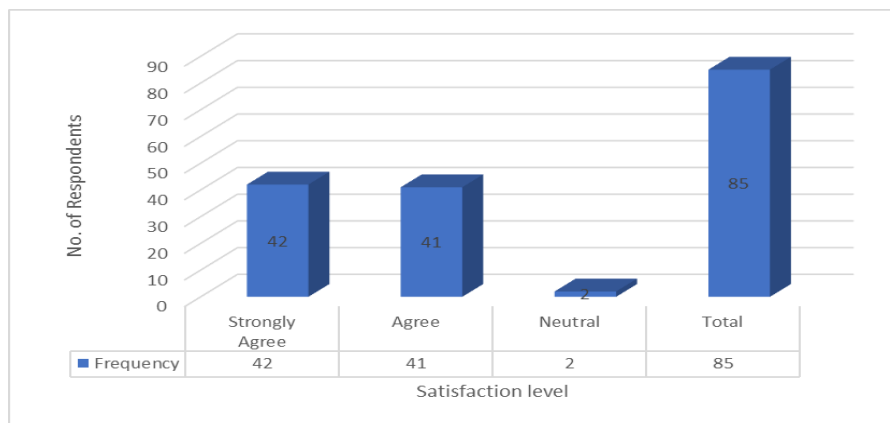




INFERENCE

From the above Chart 1.1, it tells about the classification of age of the employees, 67.1% of employees falls under below 25 where as 28.2 % of employees falls under the 26 35 which is followed by 3.5% and 1.2 % drops under the age group of 36 – 45 and 46-60.

Chart 1.2



INFERENCE

The above Chart 1.2 represents that’s, 49.4 % of employees are fully satisfied with their job with all facility but 48.2 % of employees are just fulfilled which indicates that they have less attention in their job which is followed by 2.4 % of employees are comes under both the category

VI. CONCLUSION

It is important for the organization to retain its employees. Developing the organization will contribute to the company's growth. Even businesses need to fulfil their employees to know how they are working and their loyalty. Employee perception plays a crucial role in determining the value of the company and in proving its worth. Identifying internal and external problems that are affecting an organization requires organizational development awareness. An organization's structure, culture, plans, control system, human resources, organizational structure, communication, inspiration, and leadership are all affected by its development.

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