OBJECTIVES OF THE STUDY

As evident from the title, the present study is an attempt to ascertain relationship between organizational culture and employees’ commitment in public and private sector organizations in India. However the specific objectives of the study have been as under:

1. To study the variations in employees’ perception with regard to their organizational culture.
2. To examine the variations among the employees with regard to their levels of commitment in their respective organizations.
3. To ascertain the relationship between background variables and employees’ commitment in the organizations.
4. To analyze the relationship between the organizational culture and employees’ commitment in the organizations.
5. To compare the status of organizational culture and employees’ commitment in public and private sector organizations in India.
6. To suggest workable guidelines for the healthy organizational culture and higher level of employees’ commitment.
HYPOTHESES

Based upon the objectives of the study, the following hypotheses have been framed and tested statistically-

**Hypothesis 1**: There is no significant variation in the perception of organizational culture between:

(a) Workers and Supervisors
(b) Workers and Managers
(c) Supervisors and Managers

**Hypothesis 2**: There is no significant variation in the perception of level of employee commitment between:

(a) Workers and Supervisors
(b) Workers and Managers
(c) Supervisors and Managers

**Hypothesis 3**: There is significant relationship between background variables i.e. age, marital status, education, work experience in the present position, work experience in the present organization, and total work experience and employees’ commitment.

**Hypothesis 4**: There is significant relationship between organizational culture and employee commitment.