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## Comparative organizational culture analysis in Osmania University: Government vs. Private Colleges

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### Abstract

This research paper conducts a comparative analysis of organizational lifestyle in authorities and private faculties underneath Osmania University. It examines cultural dimensions, impact on stakeholders, and the capacity for cultural transformation. The study identifies specific cultural elements in both types of Colleges, highlighting regions of alignment and divergence. The findings inform coverage and exercise, aiming to enhance instructional best in Osmania University's various university gadget.

**Keywords:** Organizational culture, government colleges, higher education, educational effectiveness

### Introduction

In the panorama of higher colleges, organizational subculture plays a critical function in shaping the identification, values, and typical surroundings of educational establishments. It profoundly affects the dynamics of coaching and getting to know, administrative approaches, and the satisfaction of numerous stakeholders. To benefit a deeper expertise of these cultural dynamics, this research paper embarks on a comparative analysis of organizational way of life within the educational establishments under Osmania University, focusing on the distinction between government and private faculties.

Osmania University, certainly one of India's renowned educational institutions, incorporates a various array of Colleges, encompassing each authorities-funded and privately managed establishments. These Colleges perform underneath special governance systems, investment mechanisms, and administrative hierarchies, which necessarily make a contribution to the formation of wonderful organizational cultures. Recognizing the effect of those cultures on the general functioning and effectiveness of the colleges, this examine endeavors to explore the cultural dimensions that differentiate government and personal Colleges.

Naikal A. *et al* (2013) <sup>[1]</sup> examined how prospective employees perceived the company as a potential employer was crucial. Evaluating the organization's culture and drawing insights from successful organizations was essential for the growth of these entities. Utilizing Schein's model was pivotal for this endeavor. The cultural aspects below investigation encompass norms, values, rituals, symbols, leadership styles, and conversation styles that are intrinsic to the Colleges' daily operations. Understanding these nuances is important, as they now not handiest outline the faculties' identity however also influence the conduct of college and workforce, the experiences of students, and the institutions' usual effectiveness.

Vashishtha S. *et al* (2019) <sup>[2]</sup> performed a comparative analysis of the company culture between the government and private owned universities. Their findings suggest that government-owned universities tend to exhibit a structured and bureaucratic organizational framework characterized by established rules and procedures, along with stable leadership that prioritizes efficiency. In contrast, private universities appear to foster a more welcoming work environment, emphasizing human development and building trust among employees through mentoring and active participation. The research also highlights a notable disparity between the current and desired organizational cultures in both types of institutions.

### Objectives of the study

This studies employs a mixed-techniques approach, combining surveys, interviews, and record evaluation to delve into the intricacies of organizational lifestyle in authorities and private colleges underneath Osmania University.

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By examining these colleges' cultural traits, this take a look at pursuits to find their strengths and weaknesses, thereby imparting valuable insights into their operations.

Moreover, the research scrutinizes the potential for cultural transformation within these faculties, thinking about the ever-evolving demands of better colleges within the twenty first century. The dynamic nature of the instructional panorama necessitates variation and innovation within institutions, and knowledge the modern organizational culture is a prerequisite for any a hit transformation effort.

By figuring out areas of alignment and divergence within the organizational subculture of government and private Colleges, this studies seeks to inform coverage, exercise, and selection-making methods. The ultimate intention is to enhance the great and effectiveness of higher college inside Osmania University's diverse college environment.

### Hypotheses

**H<sub>1</sub>:** There will be a significant difference between the prevailing and preferred organizational cultures in both government and private colleges within Osmania University.

**H<sub>2</sub>:** Factors such as governance structure, funding mechanisms, and administrative hierarchies are likely to influence the differences in organizational culture between government and private colleges under Osmania University.

### Literature Review

Lacatus M. *et al* (2013) <sup>[3]</sup> explored the significance of organizational culture in understanding the dynamics of educational institutions, particularly universities. It discussed the Competing Values Framework (CVF), which categorized organizational cultures into four quadrants based on their key dimensions.

Their study also introduced Ian McNay's model, which focused on the form of control and the emphasis on policy and strategy in higher education institutions, resulting in four distinct organizational cultures.

Additionally, the research identified three traditional academic models tied to national culture and government education policies: Humboldtian, Napoleonic, and Anglo-American.

Thien N. *et al* (2020) <sup>[4]</sup> discussed characteristics of organizational culture within the higher education sector in Vietnam. Their objective was to contribute to the existing body of knowledge concerning organizational culture, with a specific focus on higher education institutions and their associated themes within the Vietnamese context. Qualitative research methods and a holistic single-case approach have been employed to achieve the study's goals.

The results indicate that within higher education institutions in Vietnam, values such as morality, professional expertise, and teaching methods employed by faculty members hold paramount significance. Furthermore, there is a strong emphasis on adhering to hierarchical structures, university regulations, and decisions, with faculty members serving as role models for students. The study also identifies the growing importance of elements such as interpersonal relationships, salary considerations, and promotion opportunities within the organizational culture.

Eyyup NACAR (2019) <sup>[5]</sup> assessed organizational culture among academicians at Firat University during the 2018-2019 academic year. A sample of 96 academicians from various faculties was randomly selected. The results showed

no statistically significant differences in organizational culture among different gender groups. However, significant differences were found when considering faculty, age group, and academic study year variables.

Yıldız E. (2014) <sup>[6]</sup> in their study explored that Organizational culture, characterized by shared goals and values among employees, is recognized as a valuable knowledge resource within organizations. They explored the relationship between organizational culture, performance, and the role of knowledge management and innovation strategy. It proposed a research model to assess the impact of organizational culture on performance, considering the supporting influences of knowledge management and innovation strategy.

Akyol B. *et al* (2020) <sup>[7]</sup> discussed that the prevalent cultural components include shared values, effective communication, democratic principles, hierarchical structures, and collective beliefs. The inability to establish lasting traditions, often disrupted by changing administrations, has been recognized as a hindrance to the growth of organizational culture. To foster the development of organizational culture, participants have suggested initiatives such as organizing unifying events, creating rituals and symbols, establishing a communication network to encourage scientific collaboration, and adapting to newcomers.

Coman A. *et al* (2016) <sup>[8]</sup> focused on aspects of organizational culture that define the identity of a higher education institution. It sought to answer questions such as the institution's purpose, the methods it employs to achieve its objectives, and what it provides to both its internal and external stakeholders. To do this, the research conducted a comparative analysis of the mission, structure, governance, decision-making processes, teaching, and research at two institutions: Harvard University (HU) and the University of Bucharest (UB) in Romania. By examining the organizational culture of a top-performing institution like Harvard, valuable insights were gained that could inspire and motivate the University of Bucharest to take action towards achieving a prominent position in the global higher education landscape.

Giansanti D. *et al* (2023) <sup>[10]</sup> analyzed global research on organizational culture in healthcare. It found a steady increase in publications over the past two decades, with contributions from 92 countries. The United States played a significant role in this research. Organizational culture is vital for quality management in healthcare, but more theoretical foundations are needed for widespread practice dissemination. Research in this area is expected to continue to evolve as a prominent focus, especially within the context of evidence-based medicine.

### Methodology

#### Research Design

This study employs a comparative research design to analyze and compare organizational cultures in government and private colleges within Osmania University.

#### Data Collection

**Sampling:** A stratified random sampling method will be used to select government and private colleges within Osmania University, ensuring representation from both sectors.

**Data Sources:** Primary data has been collected on 400 people through surveys and interviews with faculty, staff, and administrators from selected colleges using the Google form. The data has been collected from the Nizam college, Avantee degree PG college, Kasturaba Gandhi degree and PG college, Telangana MAhila Viswavidyalayam, IIMC Hyderabad, Dhruva College of management, ICBM college of Business Excellence. We sent the google form to the employees of these colleges including Osmaniya university staff and collected the information.

**Instrumentation:** A structured questionnaire will be designed based on established organizational culture measurement tools. Additionally, semi-structured interviews will be conducted to gain deeper insights.

**Variables**

**Independent Variables:** Governance structure, funding mechanisms, and administrative hierarchies.

**Dependent Variables:** Prevailing and preferred organizational cultures in government and private colleges within Osmania University.

**Data Analysis**

**Descriptive Analysis:** Basic statistics will be used to describe the sample and provide an overview of the organizational culture in both government and private colleges.

**Ethical Considerations**

Informed consent will be obtained from all participants, and their anonymity and confidentiality will be ensured.

**Data Validation**

The questionnaire will be pilot-tested to validate its reliability and clarity.

**Limitations**

Limitations may include potential response bias, the representativeness of the selected colleges, and generalizability.

**Significance**

This research aims to provide insights into the comparative analysis of organizational cultures in government and private colleges within Osmania University, shedding light on the factors influencing these differences, which can be valuable for educational policy and decision-making.

**Analysis and Discussion**

To accomplish the research work we have prepared the questionnaire using the Google form and shared to the staff/faculty of the Osmania University (Private and Government both) sectors and the collected data has been analyzed.

The Hypothesis H<sub>01</sub> has been tested for the collected data and the results has been summarized in Table-1.

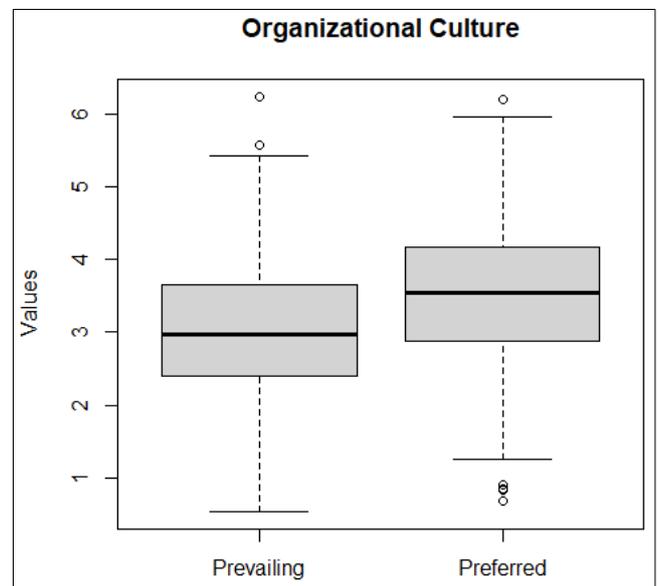
**Table 1:** Paired t-test

Hypothesis	Test	Statistic	P-Value
H <sub>1</sub>	Paired t-test	-7.13053301	4.73E-12

The paired t-test performed to test research Hypothesis 1, which aimed to decide whether there may be a widespread difference among the winning organizational subculture and the favored organizational culture within the look at sample. The data under attention consisted of variables: Prevailing Organizational Culture and Preferred Organizational Culture.

The evaluation discovered a statistically full-size distinction among the 2 organizational lifestyle measures ( $t = -7.1305$ ,  $df = 399$ ,  $p\text{-cost} = 4.727e-12$ ). This low p-value suggests that the found suggest difference among winning and desired organizational cultures is noticeably not going to arise by using danger.

These findings have sensible implications for businesses, mainly within the context of organizational culture management. Understanding the disparity among winning and preferred cultures can guide choice-makers in figuring out areas for potential upgrades and interventions. The poor imply difference highlights the need for aligning the organizational lifestyle with the possibilities of the people inside the organisation.



**Fig 1:** box plot

The multiple regression analysis was conducted to test Hypothesis 2, which aimed to assess the influence of governance structure, funding mechanisms, and administrative hierarchies on prevailing organizational culture. The results of the analysis are presented in Table 2.

**Table 2:** The results of the analysis

Variable	Estimate	Std. Error	t. value	Pr...t..
Intercept	3.0349	0.22963	13.217	<2e-16 ***
Governance Structure	-0.04536	0.04778	-0.949	0.343
Funding Mechanisms	-0.05133	0.05137	-0.999	0.318
Administrative Hierarchies	0.05632	0.04579	1.23	0.219

The model's coefficients provide visions into the relationships between the independent variables (Governance Structure, Funding Mechanisms, and Administrative Hierarchies) and the dependent variable (Prevailing Organizational Culture).

The results indicate that none of the independent variables-

Governance Structure, Funding Mechanisms, and Administrative Hierarchies-have a statistically significant impact on prevailing organizational culture. The p-values for all three variables are greater than the commonly used significance level of 0.05, suggesting that there is insufficient evidence to conclude that these variables significantly influence organizational culture.

The multiple R-squared value, which measures the proportion of the variance in the dependent variable explained by the independent variables, is very low (0.009699), indicating that the model has limited explanatory power. Furthermore, the F-statistic is not statistically significant (p-value = 0.2765), reinforcing the notion that the model as a whole does not provide a significant fit to the data.

### Conclusion

The findings regarding H01 revealed a noteworthy difference between the prevailing and preferred organizational cultures. This disparity underscores the importance of aligning the organizational culture with the preferences and expectations of the individuals within the academic institutions. It emphasizes the need for proactive cultural management to bridge these gaps and promote a culture that fosters collaboration, engagement, and shared values.

However, H<sub>2</sub> did not yield significant associations between governance structure, funding mechanisms, and administrative hierarchies with prevailing organizational culture. This result suggests that the prevailing culture may be influenced by a complex interplay of factors beyond those measured in this study. The nuances of cultural evolution within educational institutions call for further research and consideration of additional variables that may contribute to the observed disparities.

Our research underscores the significance of addressing and adapting organizational culture within educational institutions to meet the evolving needs of stakeholders, foster a positive work environment, and ultimately enhance institutional effectiveness. While our findings provide valuable insights, the ever-evolving nature of education calls for ongoing research in this domain to understand the multifaceted dynamics shaping organizational culture.

As we conclude, we stress the importance of continuous efforts to understand, assess, and adapt organizational culture in educational institutions. These efforts will empower educational leaders, policymakers, and administrators to make informed decisions that promote a harmonious, productive, and thriving academic environment. The journey toward effective cultural management in educational institutions is a continuous one, promising a brighter and more enriching educational landscape for the future.

### Scope of the Study

The scope of this studies look at changed into targeted on studying and evaluating organizational way of life within authorities and private colleges underneath Osmania University. Specifically, the examine tested the winning and preferred organizational cultures, in addition to the capacity have an effect on of governance structure, investment mechanisms, and administrative hierarchies on organizational way of life disparities.

The study amassed number one information from a sample of 400 participants, representing each government and private colleges in the university. The analysis was performed the usage of statistical tools, such as paired t-assessments and multiple regression evaluation.

While the study's findings offer treasured insights into the modern nation of organizational subculture inside the decided on instructional institutions, it is critical to well known the scope boundaries:

**Sample Size and Selection:** The study targeted on a pattern of four hundred participants, which won't absolutely constitute the entire Osmania University. Future studies ought to enlarge the pattern size and encompass a broader range of faculties and universities for a more complete evaluation.

**Variables Considered:** The take a look at tested a selected set of variables, which includes governance structure, investment mechanisms, and administrative hierarchies. Further studies can discover additional elements that may have an effect on organizational culture, consisting of management styles, college-student interactions, and institutional guidelines.

**Generalizability:** The findings are precise to the context of Osmania University and might not be at once applicable to other instructional institutions or regions. Future research can increase the scope to encompass an extra various variety of universities and Colleges.

**Timeframe:** The look at changed into performed inside a specific time-frame. Organizational cultures can evolve over the years, and future studies may additionally recollect longitudinal studies to tune cultural changes.

### Future Recommendations

Building on the scope and barriers of this look at, several recommendations for destiny research and action are proposed:

**Longitudinal Studies:** To capture the dynamics of organizational tradition, destiny studies should recollect longitudinal studies that track cultural adjustments through the years. This technique can provide valuable insights into cultural evolution within academic institutions.

**Inclusion of Additional Variables:** While this look at examined precise variables, future studies can increase the scope to encompass a broader variety of things that can impact organizational tradition. Exploring management styles, faculty-pupil interactions, and institutional rules can provide a greater comprehensive expertise.

**Comparative Analysis:** Comparative studies across special universities and regions can offer a broader perspective on organizational subculture in better education. Comparing institutions with various structures and demographics can yield insights into cultural variations.

**Qualitative Research:** Complementing quantitative analysis with qualitative studies strategies, such as interviews and cognizance companies, can provide a deeper

expertise of the nuances and studies related to organizational subculture.

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