

Organizational Culture and Change Management

- Dr. Dhananjay Bagul
- Dr. Rajesh Pandey
- Prof. Akash Gawade
- Prof. Shahuraj Yevate



ORGANIZATIONAL CULTURE AND CHANGE MANAGEMENT

Editors

Dr. Dhananjay Bagul

Director Rajmata Jijau Shikshan Prasarak Mandal's Institute of
Computer and Management Research, Research Guide Human
Resource Management Savitribai Phule Pune University.

Dr. Rajesh Pandey

Associate Professor, SSR IMR, Silvassa.

Prof. Akash Gawade

Assistant Professor and HOD,
Rajmata Jijau Shikshan Prasarak Mandal's Institute of
Computer and Management Research.

Prof. Shahuraj Yevate

Assistant Professor and HOD (MCA),
Rajmata Jijau Shikshan Prasarak Mandal's Institute of Computer and
Management Research.

Kripa-Drishti Publications, Pune.

Book Title: **Organizational Culture and Change
Management**

Edited By: **Dr. Dhananjay Bagul, Dr. Rajesh Pandey,
Prof. Akash Gawade, Prof. Shahuraj Yevate**

Price: ₹599

ISBN: 978-93-48091-33-8



Published: **Oct 2024**

Publisher:



Kripa-Drishti Publications

A/ 503, Poorva Height, SNO 148/1A/1/1A,
Sus Road, Pashan- 411021, Pune, Maharashtra, India.

Mob: +91-8007068686

Email: editor@kdpublishations.in

Web: <https://www.kdpublishations.in>

© Copyright Dr. Dhananjay Bagul, Dr. Rajesh Pandey, Prof. Akash Gawade, Prof. Shahuraj Yevate
All Rights Reserved. No part of this publication can be stored in any retrieval system or reproduced in any form
or by any means without the prior written permission of the publisher. Any person who does any unauthorized
act in relation to this publication may be liable to criminal prosecution and civil claims for damages. [The
responsibility for the facts stated, conclusions reached, etc., is entirely that of the author. The publisher is not
responsible for them, whatsoever.]

PREFACE

Dear Reader,

We are thrilled to present to you our latest book on "Organisational culture and change management". This book is a competition of research papers in the field of Organisational Management since this is a very fast and elaborative topic still various authors have contributed to give justice to the various topics of subjects. Various minute details are covered with the leader and shall get a complete inside of it. Suggestions are welcome on babicrab@gmail.com

Since like open system in every aspect of organisation and management and same is applicable to this subject also.

We would like to express our gratitude to everyone who helped to make this book possible. We would want to extend gratitude to our parents Shri. Balasaheb T. Gawade, Shri. Bhaskarrao Bagul, Shri. Dattatray M. Yevate, Shri. B. K. Pandey our Mentor Hon. Vilas Vithoba Lande and Hon. Sudhir Mungase, Hon. Ajitbhou Gavhane, Hon. Dr. Apoorva Prashant Hiray, and our Guide Dr. Anand Dadas, Dr. Ganesh Ramesh Teltumbade, Dr. Jitendra Hude deserve a lot of praise for their unwavering patience.

Thank you for choosing this book as your companion on the path to success. I wish you the very best in your endeavours.

Warm regards,

Dr. Dhananjay B. Bagul
Dr. Rajesh Kumar Pandey
Prof. Akash B. Gawade
Prof. Shahuraj D. Yevate

CONTENT

1. Organizational Culture and Employee Engagement- A Contemporary Approach - Prof. Sunil Chougule.....	1
1.1 Introduction:.....	1
1.2 Strategies for Building a Positive Company Culture:	2
1.2.1 Inspiring Examples of Leadership in The Workplace:.....	3
1.2.2 Fostering Open Communication and Transparency:.....	5
1.2.3 Promoting Work-Life Balance and Employee Well-Being:.....	5
1.2.4 Examples of Work-Life Balance:	5
1.3 Recognizing and Rewarding Employee Contributions:	6
1.3.1 Types of Rewards:.....	7
1.4 Measuring and Improving Employee Engagement Metrics:	10
1.5 Conclusion:	13
1.6 References:.....	14
2. Effects of Organizational Transformation and Culture on Employees Performance in Manufacturing Companies from Pune District, India - Prof. Reshma Pagare.....	16
2.1 Introduction:.....	16
2.2 Objectives of the Study:.....	17
2.3 Research Methodology:	17
2.4 Findings and Conclusion:	25
2.5 References:.....	26
3. Human Resource Management Practices and Organizational Development - A Literature Review - Prof. Reshma Pagare.....	28
3.1 Introduction:.....	28
3.2 Objectives of the Study:.....	29
3.3 Research Methodology & Process:	30
3.4 Literature Review:	31
3.5 Conclusion:	37
3.6 References:.....	37
4. A Study of Leadership Communication Styles and Their Impact on Organizational Change Success- A Literature Review - Prof. Rupali Shende, Mr. Satish Godambe	43
4.1 Introduction:.....	44
4.2 Research Methodology:	45

4.3 Literature Review:.....	45
4.4 Suggested Draft Model:.....	51
4.5 Findings and Conclusion:	51
4.6 References:.....	52
5. Building and Sustaining a Positive Culture- Literature Review - <i>Prof. Akash B. Gawade, Dr. Dhananjay B. Bagul</i>	55
5.1 Introduction:.....	55
5.2 Objectives of the Study:.....	56
5.3 Research Methodology:	56
5.4 Literature Review:.....	57
5.5 Findings and Conclusion:	61
5.6 References:.....	61
6. The Influence of Organizational Culture On Employee Engagement in Automobile Manufacturing Companies from Pune District, India - <i>Prof. Akash B. Gawade, Prof. Shahuraj Yevate</i>	64
6.1 Introduction:.....	65
6.2 Objective of the Study:	66
6.3 Research Methodology:.....	66
6.4 Findings and Conclusion:	71
6.5 References:.....	72
7. “Non-acceptance of Change Management” Reasons and Remedial Measures - Dr. Jyoti Prakash Rath, Miss. Mamanisha Maharana	74
7.1 Introduction:.....	75
7.2 Objective of the Study:	75
7.3 Methodology:.....	76
7.4 Conclusion:	86
7.5 References and Bibliographies:.....	87
8. The Impact of Organizational Culture on Employee Engagement: A Comprehensive Analysis - Satya Kishan	88
8.1 Introduction:.....	89
8.2 Research Questions:	90
8.3 Literature Review:.....	90
8.3.1 The Concept of Organizational Culture:	90
8.3.2 Employee Engagement:.....	91
8.3.3 The Relationship Between Culture and Engagement:	91
8.4 Methodology:.....	93
8.5 Findings:	93
8.5.1 Leadership’s Role in Shaping Engagement:.....	93
8.5.2 Communication’s Impact on Engagement:	94

8.5.3 Recognition and Rewards Drive Engagement:	94
8.5.4 Diversity, Inclusion, and Engagement:	94
8.6 Conclusion:	95
8.7 References:	95

9. The Influence of Adaptive Leadership on Change Management - A Literature Review - Prof. Reshma Pagare 97

9.1 Introduction:	98
9.2 Objectives of the Study:.....	99
9.3 Research Methodology & Process:	99
9.4 Literature Review:	100
9.5 Conclusion:	105
9.6 References:.....	105

10. Agile Change Management in Digital Transformation: Balancing Flexibility and Structure - Prof. Gayatri Gade, Prof. Poorva Sane..... 110

10.1 Introduction:	110
10.2 Objectives:.....	111
10.3 Research Methodology:	112
10.4 Data Analysis:	112
10.5 Findings and Conclusion:.....	118
10.6 References:.....	118

ABOUT THE EDITORS



Dr. Dhananjay Bagul, Ph.D. (Business Administration), Ph.D. (Human Resource Management), MBA, M.Phil., MPM, BSc, M. Com, Director Rajmata Jijau Shikshan Prasarak Mandal's Institute of Computer and Management Research, Research Guide Human Resource Management Savitribai Phule Pune University, Industrial Experience 15 years, Academic Experience 17 Years. Research Paper Publications- UGC Care- 10, ISBN – 50. Books – 7 Nos. Member- BOS (Commerce and Management) Savitribai Phule Pune University. Patent- 01 Nos. Awards- Best Teacher Award and Best Director Award. NAAC Assessor and PTV Member. Common Entrance Examination Book for BBA/BCA/BMS (Author for the book) is Published.



Dr. Rajesh Pandey, He is an Associate Professor at SSR IMR, Silvassa, and has completed Ph. D from Savitribai Phule Pune University (SPPU), Pune in the faculty of Management (Year 2015). His domain expertise spans across wide range of academic interests like Strategic Management, Entrepreneurship, Marketing Strategy & Communication, Strategic HRM, Business Communication & Sustainability etc. He has a total of 21 Years of experience with good 6 years of Industrial Experience with ITes giants like EXL Services & WNS Global Services, Pune. He has participated in FDPs & presented Research Papers in more than 160 State, National & International Conferences / Seminars with contribution to ISSN Journals & ISBN publications. Notable Prize winning performances at various conferences & has to his credit the publication in UGC Care list Journals. The Author also has Three books to his credit. A sportsman at heart & on ground, a person with fair grasp on civic science & a public orator by passion, the author has an aim to excel in the field of Management Education with virtue of openness to learning & sharing knowledge.



Prof. Akash Gawade, Ph.D in Organization Management (Pursuing in Savitribai Phule Pune University), MBA, BE Mechanical Engineering, Diploma in Mechanical Engineering. Assistant Professor and HOD of Rajmata Jijau Shikshan Prasarak Mandal's Institute of Computer and Management Research, Industrial Experience 4 years, Academic Experience 6 Years. Research Paper Publications - UGC Care- 02, ISBN – 03. Patent- 03 Nos. Common Entrance Examination Book for BBA/BCA/BMS (Author for the book) is Published. Received MTC Global "Management Distinguished Teacher Award: 2024"



Prof. Shahuraj Yevate, Ph. D Pursuing in JJTU, Rajasthan, M.C.A., B.Sc (CS), Academic Experience 12 years. RJSPM'S Institute of Computer and Management Research, Dudulgaon. Received "Best Teacher Award 2019" in December 2019, by Rashtriya Bandhuta Sahitya Parishad and Maharashtra Vikas Kendra. Received "Best Work in Education Field 2024" in June 2024, Dr. D Y Patil (Dada) was presented with an award for outstanding performance in the field of education, by SMDDYPSS. Author for the book Web Technology, Himalaya Publication, Pune. Author for the book Digital Marketing, Success Publication, Pune. Author for the book Web Technology, Success Publication, Pune, UGC Care- 04



**KRIPA DRISHTI
PUBLICATIONS**

Kripa-Drishti Publications

A-503 Poorva Heights, Pashan-Sus Road, Near Sai Chowk,
Pune – 411021, Maharashtra, India.

Mob: +91 8007068686

Email: editor@kdpublications.in

Web: <https://www.kdpublications.in>

Price: ₹ 599

ISBN: 978-93-48091-33-8



9 789348 091338