

**“A STUDY ON ORGANIZATION CULTURE AND ITS IMPACT ON EMPLOYEES  
BEHAVIOUR WITH SPECIAL REFERENCE TO LEKSA LIGHTING  
TECHNOLOGIES PRIVATE LIMITED, ASHWATHAPURA”**

**Submitted By**

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**Submitted to**

**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**

**In partial fulfillment of the requirements for the award of the degree of**

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

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**PG DEPARTMENT OF BUSINESS ADMINISTRATION**

**ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY**

**MIJAR, MOODBIDRI**

**2022-2024**



Leksa Lighting Technologies Pvt. Ltd.

Ref no: LLT/HR/Training Letter/2024-25

Date: 06-06-2024

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that, **Ms. Sahithya (USN: 4AL22BA080)**, a student of **MBA** from **Alva's Institute of Engineering and Technology, Moodbidri**, has completed one & half months of project training from **April 23<sup>rd</sup> 2024 to June 06<sup>th</sup> 2024**. Her project titled **"A Study on Organization Culture and It's Impact on Employees Behavior with special reference to Leksa Lighting Technologies Pvt. Ltd., Ashwathpura Moodbidri."** was conducted under our guidance.

She has understood the process and we have found her disciplined and keen to learn new things.

We wish her all the very best for her future endeavors.

Thanking you


For **LEKSA Lighting Technologies Pvt. Ltd.**




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# ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

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Accredited by NBA (CSE & ECE)

Date: 09/09/2024

## CERTIFICATE

This is to certify that **Sahithya** bearing USN 4AL22BA080, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belagavi. The Project report on "A study on organization culture and its impact on employees behaviour with special reference to Leksa lighting technologies pvt ltd, Ashwathapura, Moodbidri", is prepared by her under the guidance of Johnson Fernandes, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.

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## DECLARATION

I SAHITHYA (4AL22BA080), hereby declare that the project report entitled **“A STUDY ON ORGANIZATION CULTURE AND ITS IMPACT ON EMPLOYEES BEHAVIOUR WITH SPECIAL REFERENCE TO LEKSA LIGHTING TECHNOLOGIES PVT LTD, ASHWATHAPURA, MOODBIDRI”** prepared by me under the guidance of Mr. Johnson Fernandes, Assistant Professor, faculty of MBA Department, Alva’s Institute of Engineering and Technology, Mijar, and external assistance by Mr. Arvin Moras, HR Manager, Leksa Lighting Technologies Pvt Ltd, Ashwathapura. I also declared that this project work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of 6 weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University/ Institution.

Place: Mijar

Date: 09-09-2024



Signature of the student

## ACKNOWLEDGEMENT

I would like to take this opportunity to express my sincere gratitude to all those who have helped me throughout this project. It gives me immense pleasure to acknowledge all those who have encouraged and supported for the successful completion of this work.

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## **EXECUTIVE SUMMARY**

The present executive summary provides an overview of a comprehensive study conducted to examine the “A Study on Organizational Culture and Its Impact on Employee Behavior” with special reference to Leksa Lighting Technologies, explores how the company’s internal culture influences employee attitudes, performance, and overall work environment. It examines the role of positive culture in enhancing motivation, job satisfaction, and teamwork, leading to improved productivity and lower turnover. The study highlights specific cultural practices that have shaped employee behavior, such as open communication, leadership involvement, and recognition programs. The findings emphasize that a strong, positive organizational culture is crucial for fostering employee engagement and driving long-term business success.

This report is divided into five chapters. First chapter is about Introduction, Industry profile and company profile which is all about the company in which internship has done.

Second chapter shows Conceptual background and Literature review of the topic studied.

Third chapter is about Research design which contains statement of the problem, need for the study, objectives, scope of the study, research methodology, hypotheses and limitations of the study.

Fourth chapter is about analysis and interpretation of the data which is collected by the Leksa employees through the questionnaires by using tables and graphs.

Fifth chapter is about findings, conclusion and suggestions based on the study. Then it contains bibliography which is about the various journals I have studied, and the questionnaires.

The source of data referenced here is primary data by using questionnaires which is collected from the employees and secondary data which refers to the company official website