

**PROJECT REPORT ON**  
**"A study on organization culture and its impact on Employees performance with special reference to Cygnus Solutions Pvt Ltd Mangalore"**

**Submitted by**  
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**Submitted to**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**  
**IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR**  
**THE AWARD OF THE DEGREE OF**  
**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**INTERNAL GUIDE**

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**ASSISTANT PROFESSOR**

**EXTERNAL GUIDE**

**MS. SAHANA HEGDE**  
**HR DEPARTMENT**



**Department of MBA**  
**ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY**  
**MIJAR, MOODBIDRI,**  
**SEPTEMBER 2024**



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Date: 19.09.2024

**TO WHOM IT MAY CONCERN**

This is to certify that Ms. Sudeeksha S Shetty (4AL22BA108), Student of Alva's Institute of Engineering and Technology Moodbidri, has successfully completed her project work in our organisation on the topic "**A Study on Organization Culture and its impact on Employee Performance**", from 23.04.2024 to 06.06.2024.

During the period of her internship programme with us, we found her sincere, hardworking, dedicated and result oriented. She worked well as part of the HR team during her project work.

We take this opportunity to thank her and wish her all the best for her future.

Yours faithfully,  
For **CYGNUS SOLUTIONS**

A handwritten signature in blue ink, appearing to read 'Pal Prasad'.

**PAL PRASAD VARAKALA**  
Senior Manager - HR



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# ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

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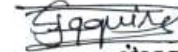
Date: 09/09/2024

## CERTIFICATE

This is to certify that **Sudeeksha S Shetty** bearing **USN 4AL22BA108**, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodabidri for the year 2022-2024, affiliated to Visvesvaraya Technological University, Belagavi. The Project report on "**A study on organization culture and its impact on employees performance with special reference to Cygnus Solutions Pvt Ltd, Mangalore**", is prepared by her under the guidance of Mrs. Amritha Kumar K P, 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.

 09/09/24

Signature of Internal Guide



Signature of HOD

HOD

PG Dept. of Business Administration  
Alva's Institute of Engg. & Technology  
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Signature of Principal

PRINCIPAL

Alva's Institute of Engg. & Technology,  
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Viva – Voce Examination

Signature of Internal Examiner

(Name & Affiliation)

Signature of External Examiner

(Name & Affiliation)

## DECLARATION

I, Sudeeksha S Shetty, USN: 4AL22BA108, hereby declare that the Project report titled "A study on organization culture and its impact on Employees performance with special reference to Cygnus Solutions Pvt Ltd Mangalore" prepared by me under the guidance of Mrs. Amritha Kumar KP, Assistant Professor, PG Dept. of Business Administration, Alva's Institute of Engineering and Technology, and Mrs. SahanaHegde, HR Department, External Guide, at Cygnus solutions Pvt LTD, Mangalore.

I also declare that this Project work is towards the partial fulfillment of the university regulations for the award of the degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi.

I have undergone a summer project for a period of six 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: Mijang

Date: 20/09/2024



Signature of the Student

## **ACKNOWLEDGEMENT**

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly in completing this project work meaningfully.

I would like to thank my external guide Sahana hedge HR, Cygnus solution Pvt Ltd, Mangalore for their encouragement, suggestion and support throughout the duration of my project.

I would like to thank Dr. Peter Fernandes, principal AIET for his support and encouragement to undertake a purposeful project.

My heartfelt thanks to Mrs. Priya Sequiera, Head, PG Department of Business Administration for giving me the direction for a good project work.

My thanks to my internal guide Mrs. Amritha Kumar KP, Assistant Professor, PG Department of Business Administration, for her feedback and suggestion which have greatly help me in completing this project.

Finally, my gratitude to each and everyone who have been associated with my project.

With sincere regards,

Sudeeksha S Shetty

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## **Executive Summary:**

This project report, titled “Impact of Organizational Culture on Employee Performance at Cygnus Solutions Pvt Ltd,” explores how organizational culture influences key aspects of employee behaviour, including motivation, efficiency, and job satisfaction. The study was conducted over a span of six weeks from April 24, 2024, to June 6, 2024. Through a thorough analysis of company culture, the research aimed to identify areas for improvement to enhance overall business performance.

The report is structured in five sections. The first section introduces Cygnus Solutions, including detailed background on the company's culture, leadership, competitors, and operational environment. A SWOT analysis is provided to assess the company's strengths, weaknesses, opportunities, and threats in the context of its culture.

The second section presents a historical perspective of organizational culture along with a literature review to explore existing theories and models. The research also outlines a gap in previous studies focusing on the relationship between corporate culture and employee behaviour at Cygnus Solutions.

The third section discusses the problem statement, research objectives, methodology, and the limitations of the study. It highlights the importance of understanding how the organizational culture impacts employee satisfaction and behaviour, and it employs statistical methods, including Chi-Square tests, to analyse survey data.

The fourth section provides a detailed analysis of the data, supported by tables and charts, and examines how the organizational culture at Cygnus Solutions affects employee behaviour. Key findings indicate that 97% of employees are satisfied with the company's culture, particularly in areas like teamwork and work-life balance.

Finally, the report concludes with recommendations to enhance the organizational culture at Cygnus Solutions. The study emphasizes the importance of a strong, adaptive culture in maintaining employee satisfaction and driving long-term business success.