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**A STUDY ON IMPORTANCE OF WORK CULTURE TO
ORGANIZATIONAL CULTURE**

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ABSTRACT

"Work culture" has become a popular topic of discussion in the business world. Given the nebulous nature of the term "work culture," it might be challenging to devote the level of focus it merits. In contrast to the concrete aspects of a company's culture, intangible aspects can take many forms, such as disagreements, partnerships, output, quality, and so on. The core ideas and beliefs motivate behavior, which in turn yields a wide range of tangible and intangible outcomes. Work culture, like "the corporate spirit" that permeates an organization, is made up of the assumptions, ideas, and meanings that employees have about their jobs. The workplace culture is a little version of the larger culture, which is a complicated phenomenon. The "core" of a person consists of their most deeply held convictions and ideals in regard to themselves, other people, and the world at large. A company's "organisational culture" encompasses everything about it, regardless of whether it has anything to do with the business itself. In this context, "non-work culture" refers to the way of life that has developed within an organization where activities other than work have been highly valued. Building a culture of excellence requires establishing norms that encourage productivity and positivity in the workplace. It's crucial that employees have a positive view of the company's culture because the success of a corporation depends on them. In order to foster such positivity among workers, the organization must establish conditions favorable to effective HRM procedures. Proactive human resource management practices, thus, provide a positive work environment, which increases productivity. The concept of "company culture" is often viewed as abstract and difficult to pin down. Culture, as defined by the author, is "a human-made component of the natural environment that embodies people's way of life, their customs, their legacy, their design for living, etc." As a result, "work culture" refers to the accumulation of beliefs, values, and customs that are linked with working.