

# Project Management And Its Effect On Organizational Culture In Construction Industry

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## Abstract

The study examines the elements that have the greatest impact on organizational success. The team's integration constitutes one of the most crucial elements in any company's success. The performance of an organization is negatively correlated with how well its employees cooperate to execute a task. The success of a company depends greatly on its project management. This study also focuses on the principles of project management and reveals its importance on project. The descriptive research design with survey method was use. 100 respondents were contacted from Delhi NCR-

As per the result of the study project management is one of the necessary aspect to maintain the coordination in the construction industry. The project team and other project stay holders are crucial for organisational structure. There is a direct impact of different organisational work and corporation on the structure of the organisation in the construction industry. Cooperation is one of the important aspect followed by inter personal relationship among the employees crucial for the organisational success in the construction industry-

**Keywords:** Project Management, Organization Culture, Organizational Structure, Construction.

## Introduction

The skill of coordinating and arranging people and material resources during the course of a project is known as project management. By using contemporary management approaches, this is done in order to achieve set targets for scale, price, timeframe, quality, and stakeholder contentment

(Milosevic, D.Z., 2003). Effective construction project management benefits owners by increasing the possibility that the project will be effectively completed—on schedule, within budget, and free from any monetary or legal issues. One of the biggest and oldest unorganized sectors in history, construction provides a great number of employment for the general population (Milosevic, D.Z., 2003). Construction in India before to its independence was restricted to the individual and communal construction of homes, mosques, temples, and other places of worship using customary techniques, some of which are still used in developing countries like India.

The organizational culture is the setting in which a project manager and team must function. The cultural values in a business have an influence on all project components, including policies, leadership, management teams, communication, vulnerability assessment, as well as project request management (Bendak, S., et al, 2020). The culture and organizational structure of an organization can have an impact on how work is arranged and performed. In a related manner, how well a project is executed may also be influenced by the growth of project management inside a company and the management procedures in place. The collective psychological training that differentiates one set or group of individuals apart from another is known as culture. According to academics, organizational culture significantly affects an organization's effectiveness and long-term success. Similar to this, an organization's culture reflects its own characteristics. By examining its culture, it is essential to ascertain the underlying causes of the construction industry's numerous problems (Gineviius, R., and Vaitknaite, V., 2006).

### **Objectives of the Study**

The study seeks to accomplish the following goals.

- To study the impact of project management on the organizational culture in construction industry.
- To explore the relationship of organizational cultural on the performance of the construction industry

### **Hypothesis**

**H1: There is impact of project management on the organizational culture in construction industry.**

## **H2: There exist relationship among organizational cultural and the performance of organization the construction industry.**

### **Literature Review**

A project, according to (Henrie, M. and Sousa-Poza, A., 2005), is a brief, unique activity that is launched to achieve a result. The work on a project is frequently divided up into work packages and given to different contractors. Yet, there are elements that impact the project's complexity, like the number of subcontractors and the kind of contracts. A proposal is only successful if all of the original deliverables are met, it is delivered on time and under budget, and the target audience accepts and uses it.

Culture refers to the set of implicit presumptions that a group has, which new members can learn via addressing problems with external adaption and internal integration. Culture has an impact on people's employment decisions, which in turn has an impact on how decisions are made and how activities are carried out .The performance, development, and expansion of an organization's culture are all impacted by a variety of elements, according to Babi, N., and Rebolj, D. (2016). Organizational culture develops and is always changing as a result of the dynamics of internal and external elements interacting. Values, leadership style, and organizational structure are examples of internal influences. The values of the company shape each employee's internal culture. Moreover, managerial perspective and perhaps leadership style are acknowledged as traits that influence culture since they may foster an innovative and creative culture inside a firm. Procedures, standards, and rules that improve employee engagement, creativity, and performance are part of a healthy organizational structure and can have an impact on the culture of the company. Business partnerships, technology, legislation, and policies, on the other hand, are examples of external elements that have an impact on corporate culture (Babi, N., and Rebolj, D., 2016).

### **Research Methodology**

For the provided study, the researcher used a descriptive research approach to examine how project management affects organizational culture in the construction business.

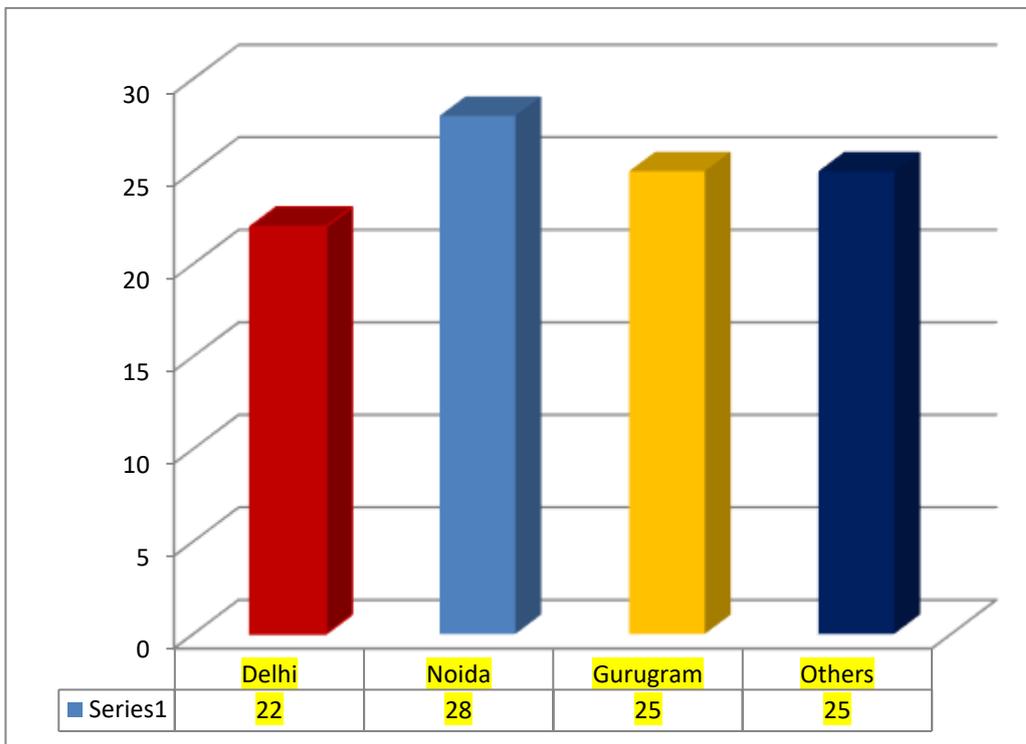
Data collection: The researcher employed the survey approach to gather data and used the online questionnaire. Respondents

were given the questionnaire via a convenient sampling procedure. Delhi-NCR was selected as the study’s geographic focus, and a total of 100 respondents were approached. The goals of the study were the theme of a total of 5 questions.

Data analysis: The analysis of the data was done through MS-Excel and correlation method was used to verify the hypothesis.

**Data Analysis**

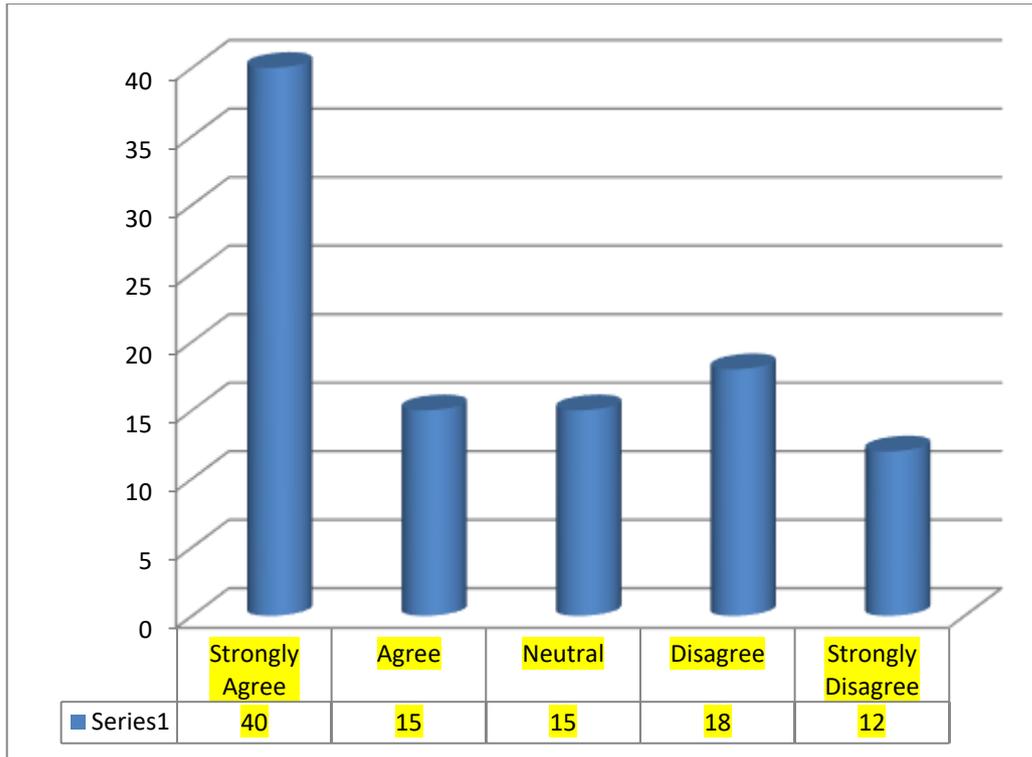
**1. In which part of Delhi-NCR you work**



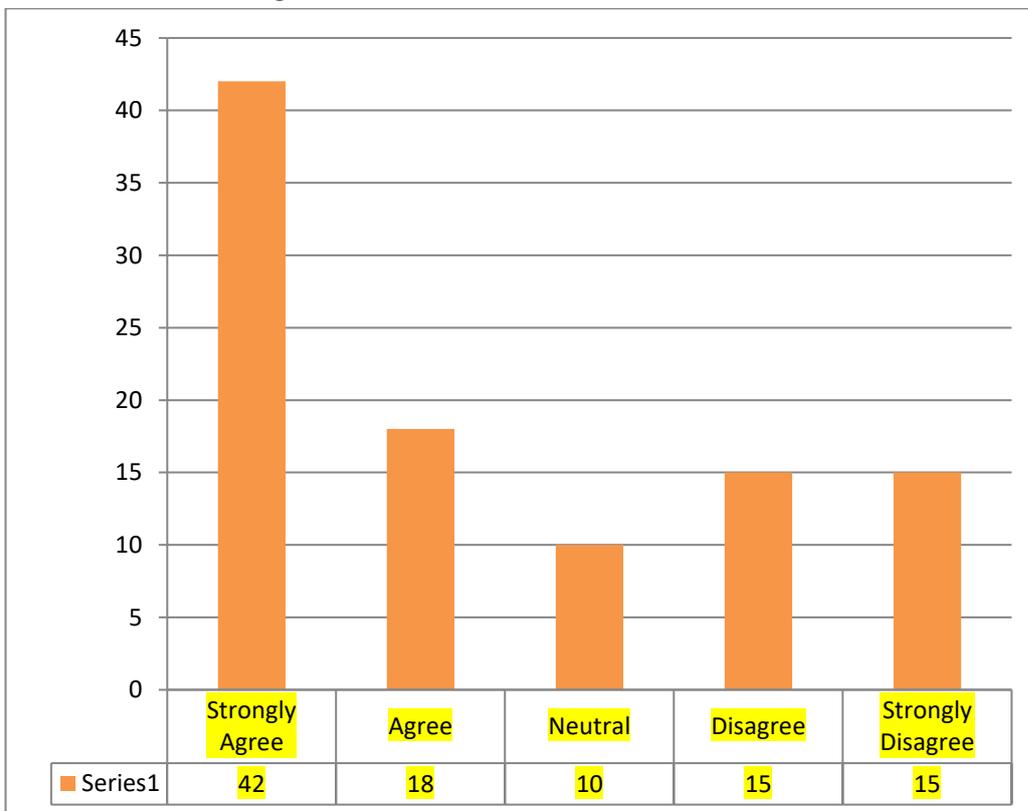
Most of the respondent was from Noida (28%), followed by Gurugram (25%) and Delhi (22%).

**2. Project Management is necessary to maintain coordination in the organization**

Most of the respondents strongly agree (40%) to the fact that it is important to maintain a robust project management for coordination in organisation

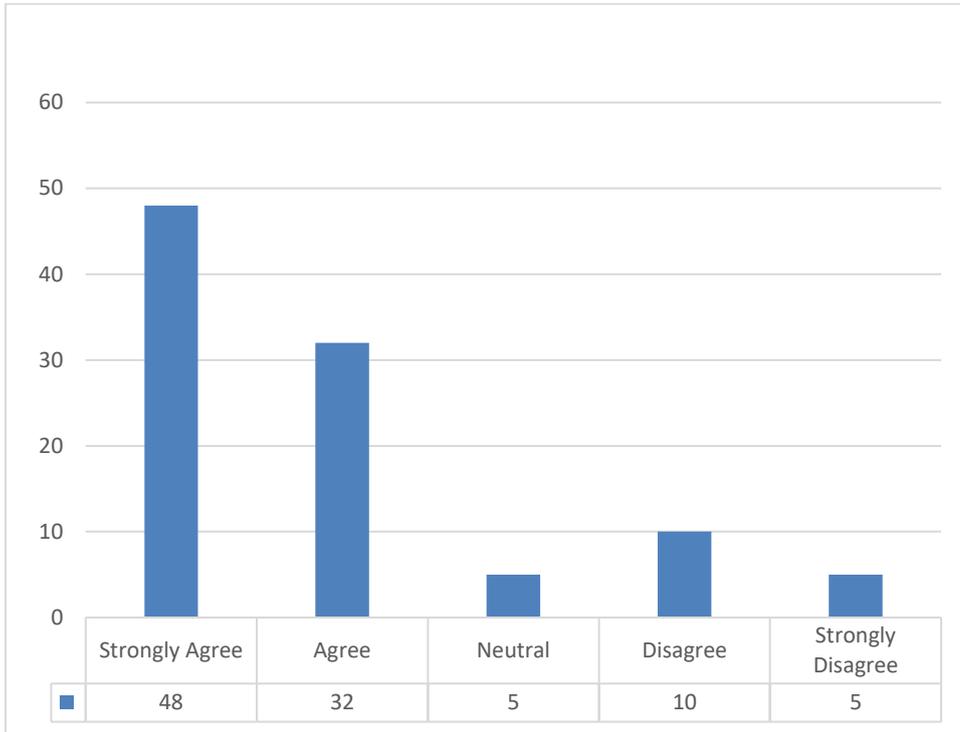


**3. The project team and other project members impact the organizational structure.**



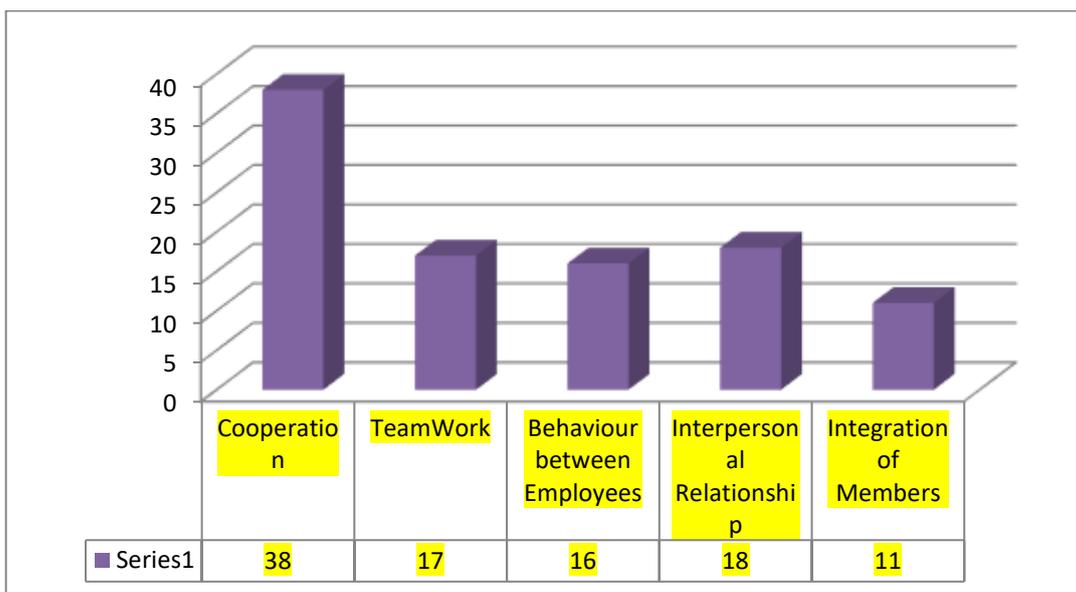
The majority of respondents (42%) strongly agree that the project team and other participants have an impact on the organizational structure.

**4. The discipline of project management involves coordinating, securing, guiding, and regulating resources to accomplish particular project goals.**



The majority of respondents (48%) strongly agree that project management is the process of collectively organizing, planning, securing, managing, leading, and controlling the particular project goals.

**5. Which dimension is most necessary for organizational success?**



Cooperation among the employees (38%) and healthy interpersonal relationship (18%) among employees is necessary for organisational success.

**Hypothesis Testing**

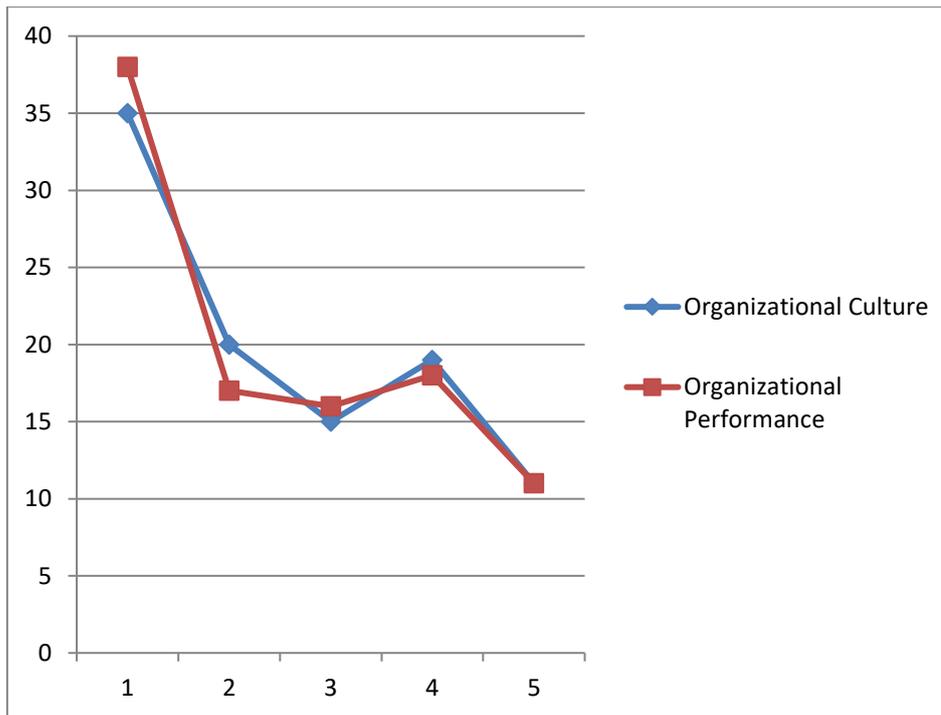
**H1: There is impact of project management on the organizational culture in construction industry.**



	Project Management	Organizational Culture
Project Management	1	
Organizational Culture	0.956726	1

As per the response of the question no. 2 and 3 of the survey there is correlation( $r=0.95$ ) between Project management and organizational culture. Hence it's proved that there is a significant impact of Project management and organizational culture. In this way the first hypothesis is proved.

**H2: There exist relationship among organizational cultural and the performance of organization the construction industry**



	Organizational Culture	Organization Performance
Organizational Culture	1	
Organization Performance	0.982641	1

As per the response of the question no. 4 and 5 of the survey there is correlation( $r=0.98$ ) between organizational culture and organizational performance. Hence it's proved that there is a significant impact of organizational culture and organizational performance. In this way the second hypothesis is proved.

### Result and Discussion

The study's findings suggest that project management is one of the elements required to keep the coordination in the construction sector. For organizational structure, the project team and additional project stayers are essential. The organizational structure in the construction business is directly impacted by various organizational tasks and corporations. For an organization to succeed in the construction sector, cooperation is one of the most critical factors, followed by employee relationships.

## Conclusion

The study looked at how project management is done in the construction business, which includes planning, coordinating, securing, administering, guiding, and monitoring the specific project goals. To gather information and conduct study on the effects of project management on organizational structure and culture, the researcher used a survey instrument. The finding the state that organisational need to established robust organisational culture which involve corporation among the employees in development of healthy interpersonal relationship for the sake of organisational success. It is crucial to manage the projects in the construction industry through well-established organisational structure.

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