A COMPARATIVE STUDY ON DIMENSIONS OF ORGANIZATIONAL CULTURE BETWEEN TOP AND LOWER MANAGEMENT OF UNIVERSITIES IN RAJASTHAN

CHAUDHARY A.K.*; JAIN N.**

* SENIOR LECTURER, DEPARTMENT OF PSYCHOLOGY, GOVERNMENT MEERA GIRLS COLLEGE, UDAIPUR (RAJ.)
** DIRECTOR, NISTHA MANAGEMENT CONSULTANCY PVT. LTD., UDAIPUR (RAJ.)

ABSTRACT
The purpose of the present research work is to compare culture of universities of Rajasthan i.e. top and Lower management. Respondents were directly contacted for filling up the standard questionnaire of OCTAPACE-Profile, developed by Dr. Udai Pareek in 1988. The eight values of organizational culture namely (openness, confrontation, trust, authenticity, Pro-action, autonomy, collaboration and experimentation) were analyzed through t-test. All over results conclude that there is significant difference on all dimensions of organizational culture of top and lower management. The significance of the study is based on the challenges facing higher education and to improve their academic standard through organizational culture of top, Lower level management.

KEY WORDS: organizational culture, Top management, Lower management.

REFERENCES
Mehta Sandhya, Kaur Sandeep (2007, July-December). Organizational Culture in A Women College: A Case Study CIMR.