

**FINANCIAL SUPPORT APPROVED FOR THE YEAR 2022-2023**

| PATRICIAN COLLEGE OF ARTS & SCIENCE    |                                    |              |                   |                            |
|----------------------------------------|------------------------------------|--------------|-------------------|----------------------------|
| FACULTY FINANCIAL SUPPORT 2022 - 2023  |                                    |              |                   |                            |
| FACULTY RESEARCH AND PUBLICATION PAPER |                                    |              |                   |                            |
| S.NO                                   | NAME                               | Amount Spent | Amount Sanctioned | PURPOSE                    |
| 1                                      | Ms. Divya                          | 3000         | 1000 X            | Publication                |
| 2                                      | Mrs. Lakshmi Kumari                | 2500         | 1000 X            | Paper Publication          |
| 3                                      | Mrs. Unika D                       | 6000         | 1000 X            | Paper Publication          |
| 4                                      | Dr.Arokiamary Geetha Doss          | 500          | 500 X             | Paper Publication          |
| 5                                      | Dr.Meena                           | 2000         | 1000 X            | Paper Publication          |
| 6                                      | Dr.Duralarasan R M                 | 2000         | 1000 X            | Paper Publication          |
| 7                                      | Dr.Purusothaman N                  | 2000         | 1000 X            | Paper Publication          |
| 8                                      | Dr. S.Jansi Rani                   | 2000         | 1000 X            | Paper Publication          |
| 9                                      | Mr. Yuvnesh Kumar R                | 2000         | 1000 X            | Paper Publication          |
| 10                                     | Dr. Prakash                        | 2000         | 1000 X            | Paper Publication          |
| 11                                     | Ms.R. Sunita John                  | 1700         | 1000 X            | Paper Publication          |
| 12                                     | Dr.Mahendran V                     | 3000         | 1000 X            | Paper Publication          |
| 13                                     | Mr.Arunan                          | 2867         | 1000 X            | Paper Publication          |
| 14                                     | Ms.Vaidegi T                       | 2867         | 1000 X            | Paper Publication          |
| 15                                     | Dr. Manjusha T V                   | 3687         | 1000 X            | Paper Publication          |
| 16                                     | Dr. Meenakshi. M.                  | 500          | 500 X             | Paper Publication          |
| 17                                     | Mrs. Florence Josephin Punitha. I. | 500          | 500 X             | Paper Publication          |
| 18                                     | Ms.Sowmiya                         | 500          | 500 X             | Paper Publication          |
| 19                                     | Mr. Prithivirajkumar               | 1200         | 1000 X            | Web of Science Publication |
| 20                                     | Ms. Nivedhitha                     | 1200         | 1000 X            | Web of Science Publication |
| 21                                     | Dr.Anandapriya B                   | 11000        | 1000 X            | Books Publication          |



|    |                         |       |        |                        |
|----|-------------------------|-------|--------|------------------------|
| 22 | Mrs. Srivaishnavi K R   | 5000  | 1000 X | Paper Publication      |
| 23 | Mrs. Annies Mary        | 500   | 500 X  | Paper Publication      |
| 24 | Mrs. Sangeetha          | 500   | 500 X  | Paper Publication      |
| 25 | Mrs. Ajitha Purnima     | 500   | 500 X  | Paper Publication      |
| 26 | Dr. Arivarasan N        | 9000  | 1000 X | Two UGC Journals       |
| 27 | Dr. Gopinath            | 1200  | 1000 X | National Webinar       |
| 28 | Dr. Subbulakshmi        | 750   | 750 X  | Books Publication      |
| 29 | Dr. Frizilin R          | 750   | 750 X  | Books Publication      |
| 30 | Mr. JANARDANAM          | 2000  | 1000 X | Paper Publication      |
| 31 | Dr. Sweetie Regina Mary | 30000 | 1000 X | UGC Journal Published. |
| 32 | Ms Rachel Diana         | 3000  | 1000 X | Paper Publication      |
| 33 | Dr. Usha Jose           | 3000  | 1000 X | Paper Publication      |
| 34 | Mr. Dominic             | 3000  | 1000 X | Paper Publication      |
| 35 | Mr. Jerome Nesa raj     | 3000  | 1000 X | Paper Publication      |
| 36 | Ms Leanne               | 3000  | 1000 X | Paper Publication      |
| 37 | Mr. Justus Wallis       | 3000  | 1000 X | Paper Publication      |
| 38 | Ms Vinola               | 3000  | 1000 X | Paper Publication      |
| 39 | Dr. Muthu Kumara Vel S  | 1250  | 1000 X | National Conference    |
|    | TOTAL                   |       | 35000  |                        |

*Handwritten signature and date: 1/3/24*



22-23  
Divya

①

Patrician College of Arts and Science  
REQUISITION FORM

|                              |                                        |
|------------------------------|----------------------------------------|
| College A/c / Department A/c | College %                              |
| Programme Title              | Publication                            |
| Programme Date               | 21.10.22                               |
| Expense Details              | Swash na College - 3000                |
| Budget                       | 3000 < Rs 1000 / —<br>To be reimbursed |
| Advance Taken, if any        | —                                      |

Forwarded by  
3/5/23

Faculty  
Divya

Academic Director  
3/5/23

3/5/23









my 2/23

Patrician College of Arts and Science  
REQUISITION FORM

2022 - 2023

|                              |                                    |
|------------------------------|------------------------------------|
| College A/c / Department A/c | Publication fee                    |
| Programme Title              | - Lakshmi                          |
| Programme Date               | 28/9/2022.                         |
| Expense Details              | Rs. 2500/- & Rs 1000/- for 2022-23 |
| Budget                       | VGC Case list - Publication        |
| Advance Taken, if any        | -                                  |

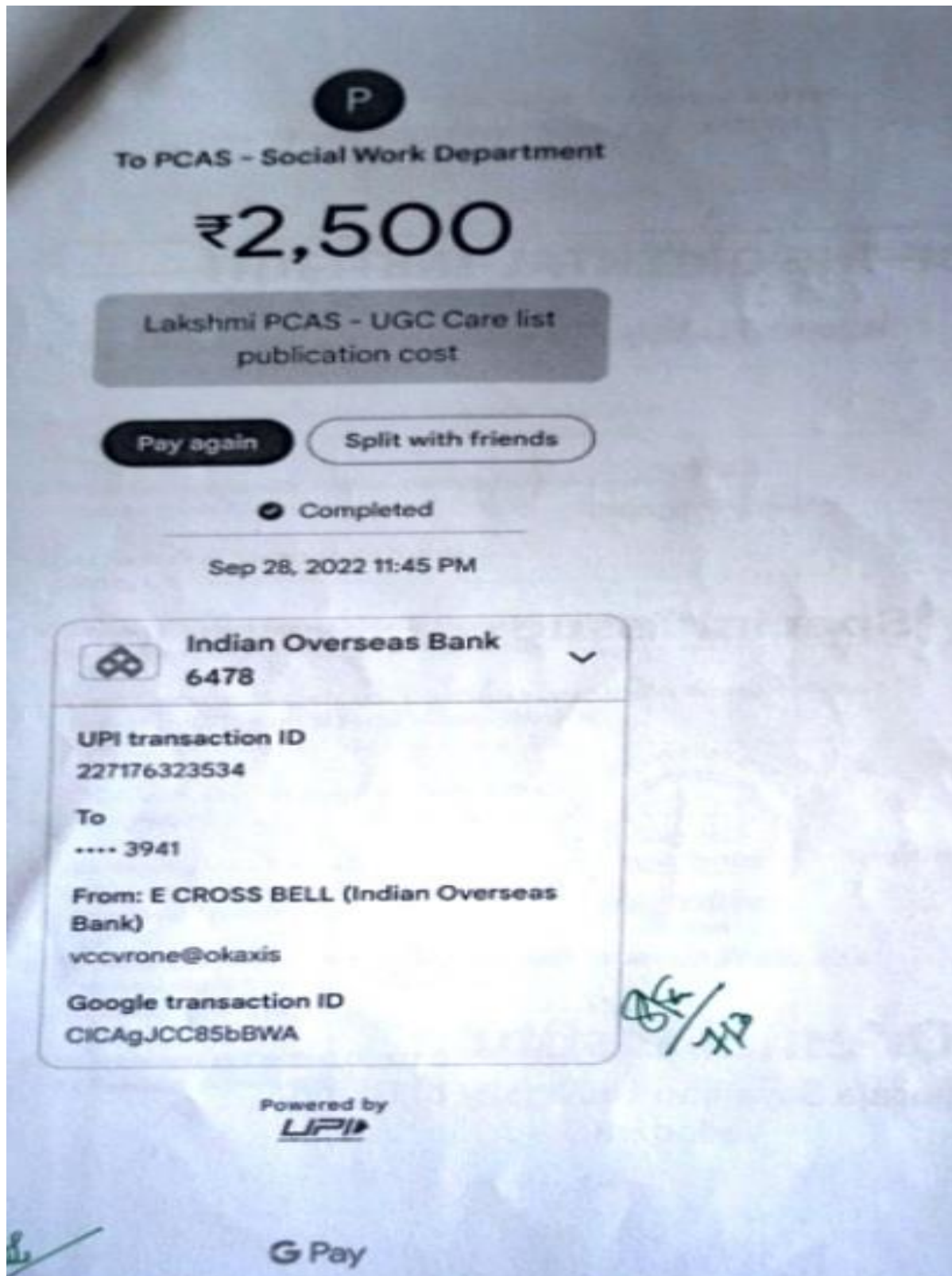
7/7/23

Faculty  
[R. Lakshmi Kumar]

Handwritten: 4/5/23  
Academic Director

Handwritten: 7/13  
Director





Journal of the Oriental Institute,  
ISSN: 0030-5324, UGC CARE LIST NO. 135, Vol. 71, Issue. 03, No.8, 2022,

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2022-23 Unika B. Com

Patrician College of Arts and Science  
REQUISITION FORM

|                                                      |                               |
|------------------------------------------------------|-------------------------------|
| College A/c / Department A/c / UBI<br>Individual A/c | 50775                         |
| Programme Title                                      | Paper published (stay on/dia) |
| Programme Date                                       | 17/8/2022                     |
| Expense Details                                      | Rs. 6000                      |
| Budget                                               | Rs. 6000 1000/- remain        |
| Advance Taken, if any                                | NIL                           |

Fin and  
by  
3/8/23

Faculty

Academic Director

Director

Aug 17 2022 7:40 PM





Patrician College of Arts and Science  
REQUISITION FORM

2022-23  
④

|                              |                                               |
|------------------------------|-----------------------------------------------|
| College A/c / Department A/c |                                               |
| Programme Title              | 7 DAYS National Level FDP                     |
| Programme Date               | 21 <sup>st</sup> - 28 <sup>th</sup> June 2022 |
| Expense Details              | R. 500/-                                      |
| Budget                       |                                               |
| Advance Taken, if any        |                                               |

Faculty \_\_\_\_\_ Academic Director \_\_\_\_\_

Director *[Signature]* 7/5/24



Shrimay Geetha Rajes  
Commerce Department  
To  
The Principal  
Respected Madam,  
I am herewith attaching the document of  
payment for attending 7 Days National level FDP on  
"NAAC Assessment & Accreditation - RAF" organized  
from 21st to 28th Jan, 2022. Conducted by IOT  
Academy. Registration fee of Rs 500/- was paid for  
participating in this 7 days FDP. I request your good office  
to kindly reimburse the same.  
Thanking you,  
Yours truly  
Geetha  
Encl: Payt detail on Reverse side.  
Forwarded  
3/6/23



2022-23 Pg. Com(h) 4, 5, 6, 7, 8, 9, 10

Patrician College of Arts and Science  
REQUISITION FORM

|                              |                                                          |
|------------------------------|----------------------------------------------------------|
| College A/c / Department A/c | Individual A/c [7 Faculty]                               |
| Programme Title              | Paper published in the International Conference          |
| Programme Date               | 25 <sup>th</sup> & 26 <sup>th</sup> August 2022          |
| Expense Details              | Enclosed Rs 16,000/-                                     |
| Budget                       | Rs 100% per head (7 faculty members)<br>₹2,000 per head. |
| Advance Taken, if any        | Nil.                                                     |

Name List Enclosed ,  
For [Signature]  
Faculty

Academic Director [Signature]

Patrician College of Arts and Science  
PG & Research Department of Commerce  
Paper Published in the International Conference  
Financial Assistants Claim

| Sl.no | Name of the Staff    | Amount |
|-------|----------------------|--------|
| 1.    | Dr. Gentha.Rufus     | 2000   |
| 2.    | Dr. B.MEENA          | 2000   |
| 3.    | Dr. R.M.Duraiarasan  | 2000   |
| 4.    | Dr. PURUSHOTHAMAN    | 2000   |
| 5.    | Dr. Jansirani        | 2000   |
| 6.    | Mr.R.J.Yuvnesh Kumar | 2000   |
| 7.    | Dr. Prakash          | 3000   |

Transaction details pending

+Vand  
3/5/23 -

Abhishek  
HOD

Note.  
Rs 1000/- to reimburse as per policy for  
Paper Publication.

7/3/24





2022-23 P. Coord<sup>er</sup> R. SUNITA JONN

Patrician College of Arts and Science  
REQUISITION FORM

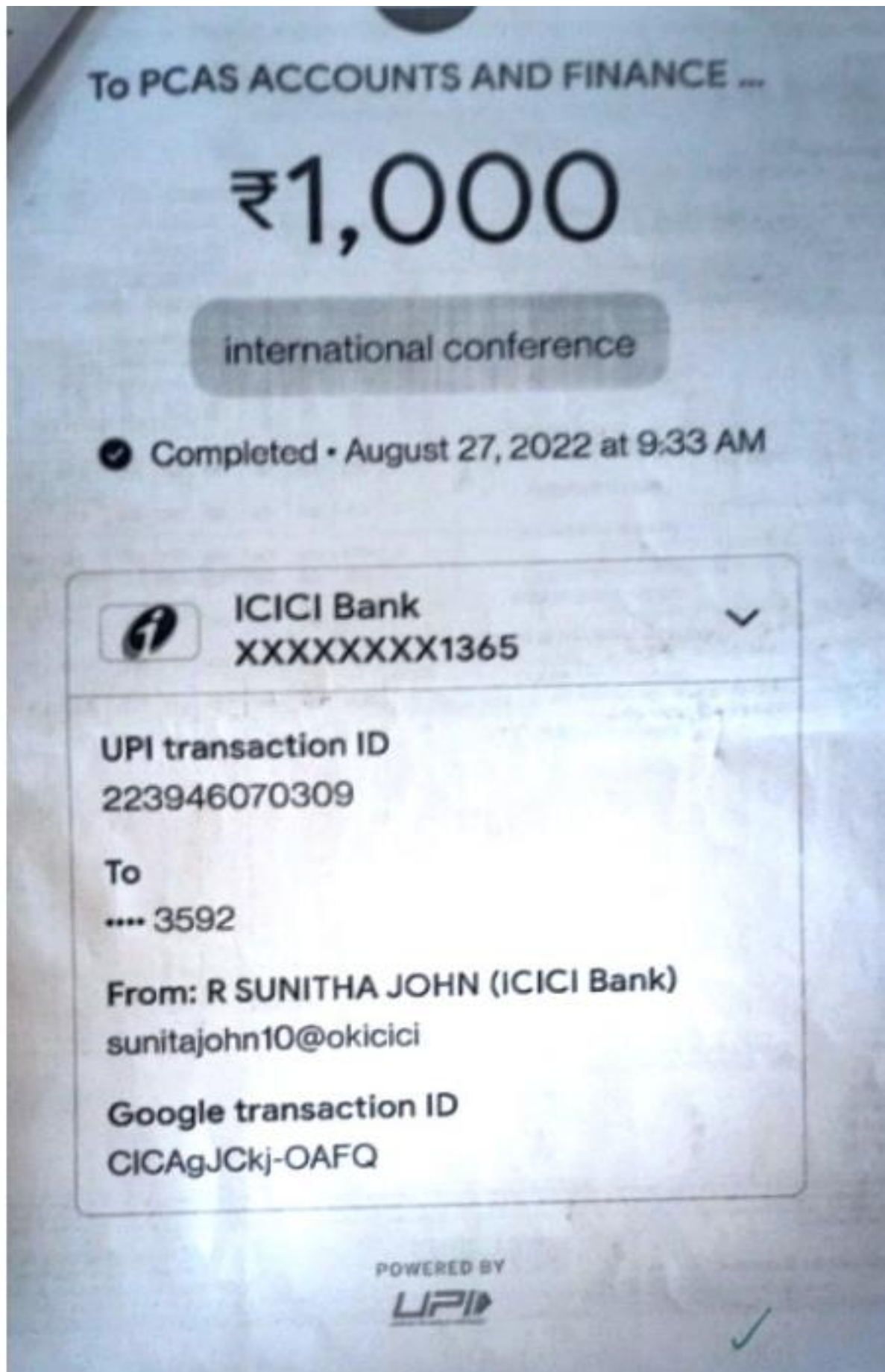
|                              |                                                                         |
|------------------------------|-------------------------------------------------------------------------|
| College A/c / Department A/c | Patrician College - Arts & S - 1000<br>Veltech College - Commerce - 700 |
| Programme Title              | Contemporary Research in<br>Integration of Technology                   |
| Programme Date               | 07/9/22 - 1000<br>24/3/23 - 700                                         |
| Expense Details              | $1000 + 700 = 1700$ only<br>Rs 1000/- only                              |
| Budget                       |                                                                         |
| Advance Taken, if any        | No                                                                      |

Forwarded by  
01/05/23 R. Sunita Jonn  
Faculty

Handed over  
3/5/23  
Academic Director

8/5/23









2022-23

Mathandram  
P. Com/63

Patrician College of Arts and Science  
REQUISITION FORM

|                              |                                       |
|------------------------------|---------------------------------------|
| College A/c / Department A/c | Individual Acc.                       |
| Programme Title              | THE BYBOLD REPORT<br>(ISSN 1533-9211) |
| Programme Date               | 11/11/2022                            |
| Expense Details              | 3000/- Rs 1000/-                      |
| Budget                       | -                                     |
| Advance Taken, if any        | NIL                                   |

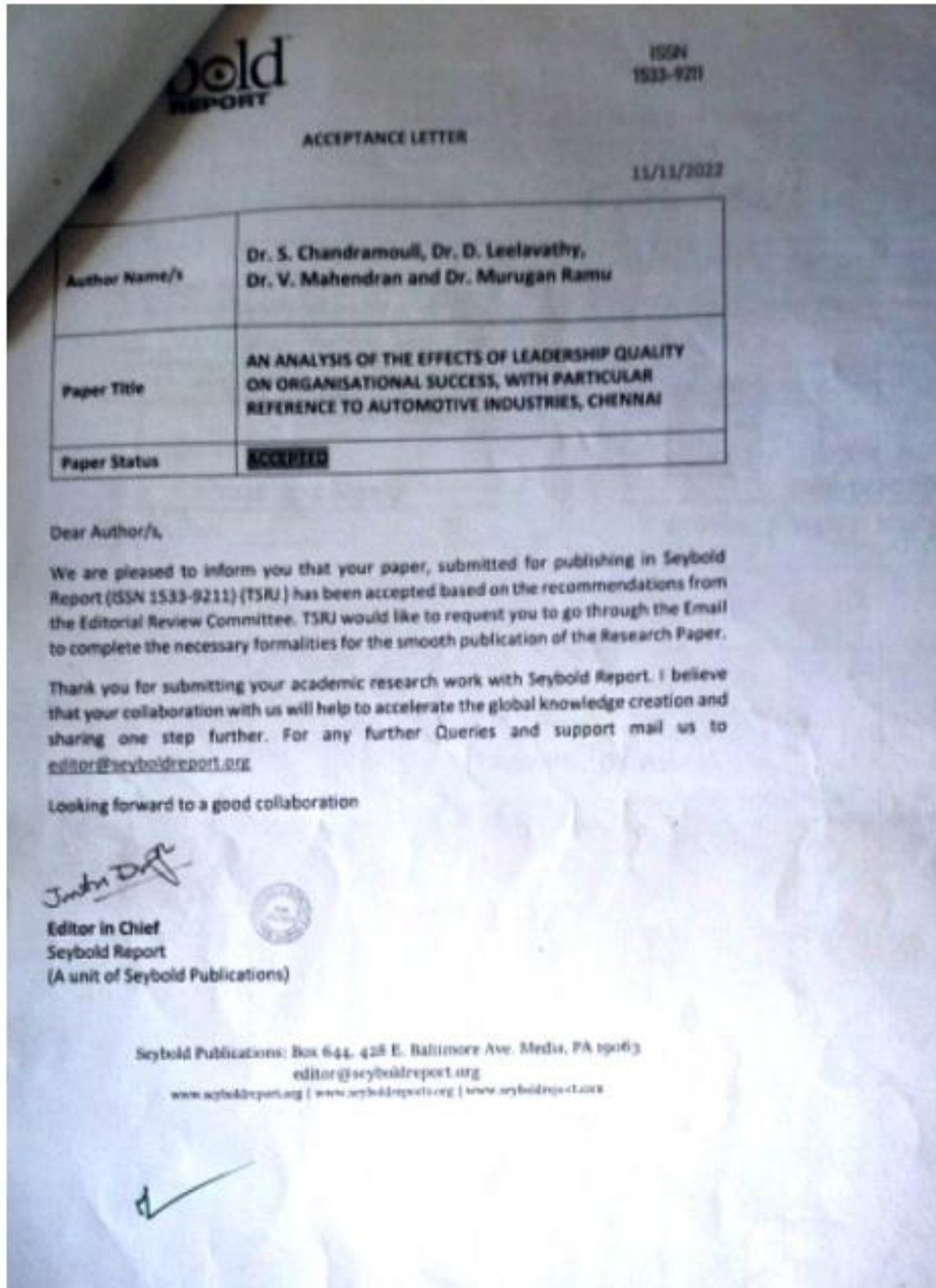
N. bill  
Forwarded to  
Consideration

Faculty  
22/05/23

Academic Director  
22/5/23

Director  
22/5/23

Looking forward to a good collaboration





2022-23. m. com (a) 13/14.

Patrician College of Arts and Science  
REQUISITION FORM

|                              |                                          |
|------------------------------|------------------------------------------|
| College A/c / Department A/c | Individual A/c [2 Faculty]               |
| Programme Title              | Indian Accounting Association Membership |
| Programme Date               | 7 <sup>th</sup> Nov 2022                 |
| Expense Details              | ₹ 2867 per head.                         |
| Budget                       | — * Rs 1000/ per head                    |
| Advance Taken, if any        | — Nil for 2 faculty                      |

For Murli-D  
Faculty

Forwarded  
by  
3/5/23

Hand  
3/5/23  
Academic Director

8/3/24  
Director



Patrician College of Arts and Science  
PG & Research Department of Commerce  
Paper Published in the International Conference  
Indian Accounting Association Membership  
Financial Assistants Claim

| Sl.no | Name of the Staff | Amount  |
|-------|-------------------|---------|
| 1.    | Mr. Arunan        | 2867.00 |
| 2.    | Dr. Vaidoglu      | 2867.00 |

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Pending

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14



23(12) REQUISITION FORM 16, 17, 18, 19.

|                              |                                                                                                          |
|------------------------------|----------------------------------------------------------------------------------------------------------|
| College A/c / Department A/c | B-Lom A/E                                                                                                |
| Programme Title              | International Conference on Research, Innovation & Entrepreneurship for Sustainable Economic development |
| Programme Date               | 7/9/2022                                                                                                 |
| Expense Details              | Rs 500/- for publication                                                                                 |
| Budget                       | Rs 500/- reimbursement                                                                                   |
| Advance Taken, if any        | -                                                                                                        |

Forwarded  
T.V. Manjula  
Faculty  
4/10/23  
(T.V. MANJUSHA)

Handed  
5/5/23  
Academic Director

Sanmit  
2/4/24  
Director



2022-23  
Is. CoMA/F  
Marjasha

Patrician College of Arts and Science  
REQUISITION FORM

|                              |                                            |
|------------------------------|--------------------------------------------|
| College A/c / Department A/c | Department A/c                             |
| Programme Title              | Membership - Indian Accounting Association |
| Programme Date               | 15 <sup>th</sup> Nov 2022                  |
| Expense Details              | Rs 3,687.04/-                              |
| Budget                       |                                            |
| Advance Taken, if any        |                                            |

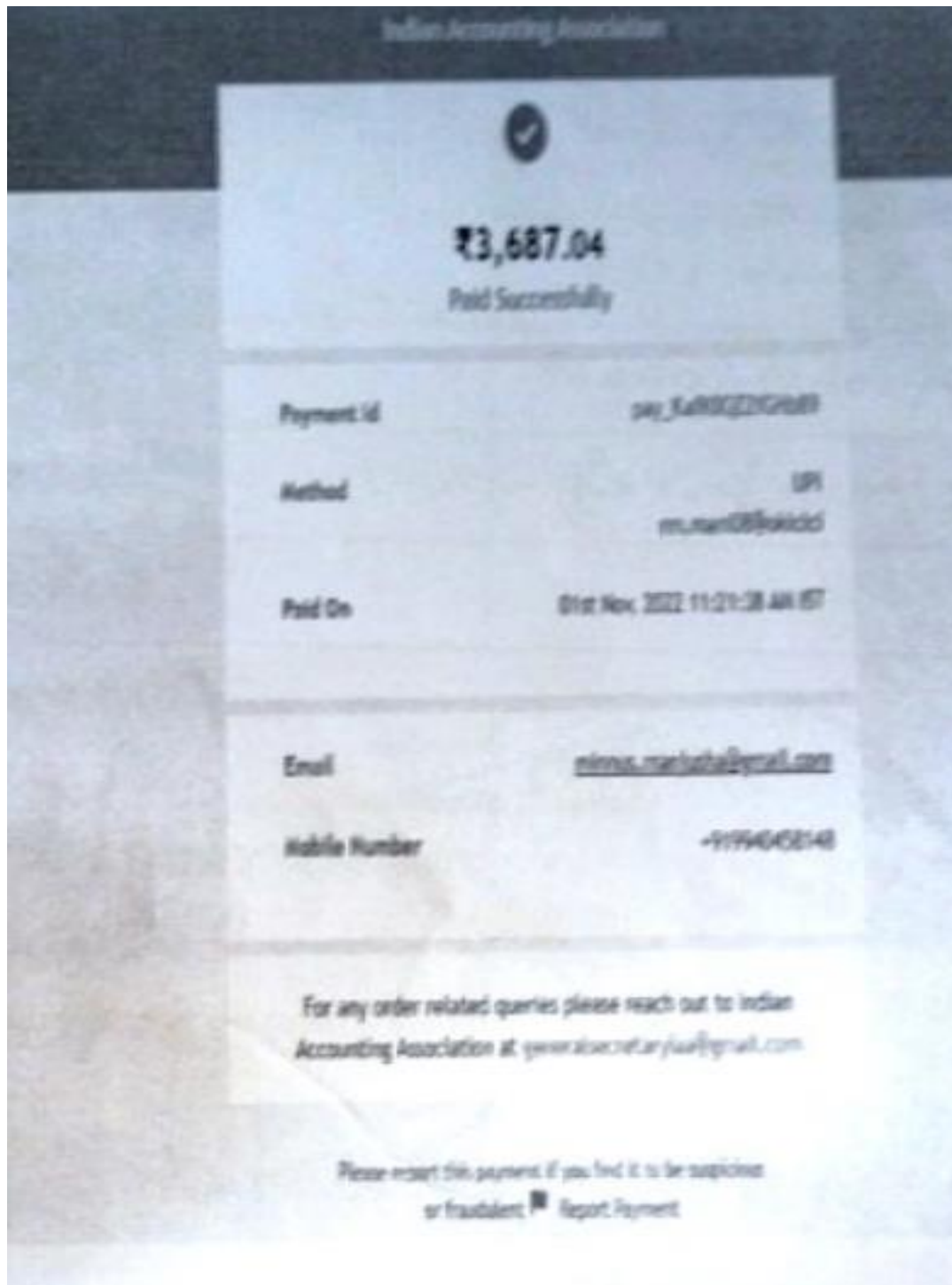
to be submitted  
by  
01/12/22

J.V. Marjasha  
Faculty

H. V. Marjasha  
3/5/23  
Academic Director

Director







2022-23  
(16)

**Patrician College of Arts and Science  
REQUISITION FORM**

|                              |                                                                                                         |
|------------------------------|---------------------------------------------------------------------------------------------------------|
| College A/c / Department A/c |                                                                                                         |
| Programme Title              | International Conference on Research Innovation & Entrepreneurship for Sustainable Economic development |
| Programme Date               | 7/9/2022                                                                                                |
| Expense Details              | Rs 500/- for publication                                                                                |
| Budget                       | Rs 500/- reimbursement                                                                                  |
| Advance Taken, if any        |                                                                                                         |

byward  
15/12/23

N. Mead  
Faculty  
(Dr. M. MEENAKSHI)

Academic Director

Director

Dec 12 2022 10:52 AM



**Patrician College of Arts and Science**  
**REQUISITION FORM**

2022-23

|                              |                                                                                                         |      |
|------------------------------|---------------------------------------------------------------------------------------------------------|------|
| College A/c / Department A/c |                                                                                                         | (17) |
| Programme Title              | International Conference on Research Innovation & Entrepreneurship for Sustainable Economic development |      |
| Programme Date               | 7/9/2022                                                                                                |      |
| Expense Details              | Rs 500/- for Publication                                                                                |      |
| Budget                       | Rs 500/- reimbursement                                                                                  |      |
| Advance Taken, if any        | -                                                                                                       |      |

4/10/23  
Faculty  
(Ms. FLORENCE)

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8/5/22  
Academic Director

Director





2022-23  
(18)

**Patrician College of Arts and Science  
REQUISITION FORM**

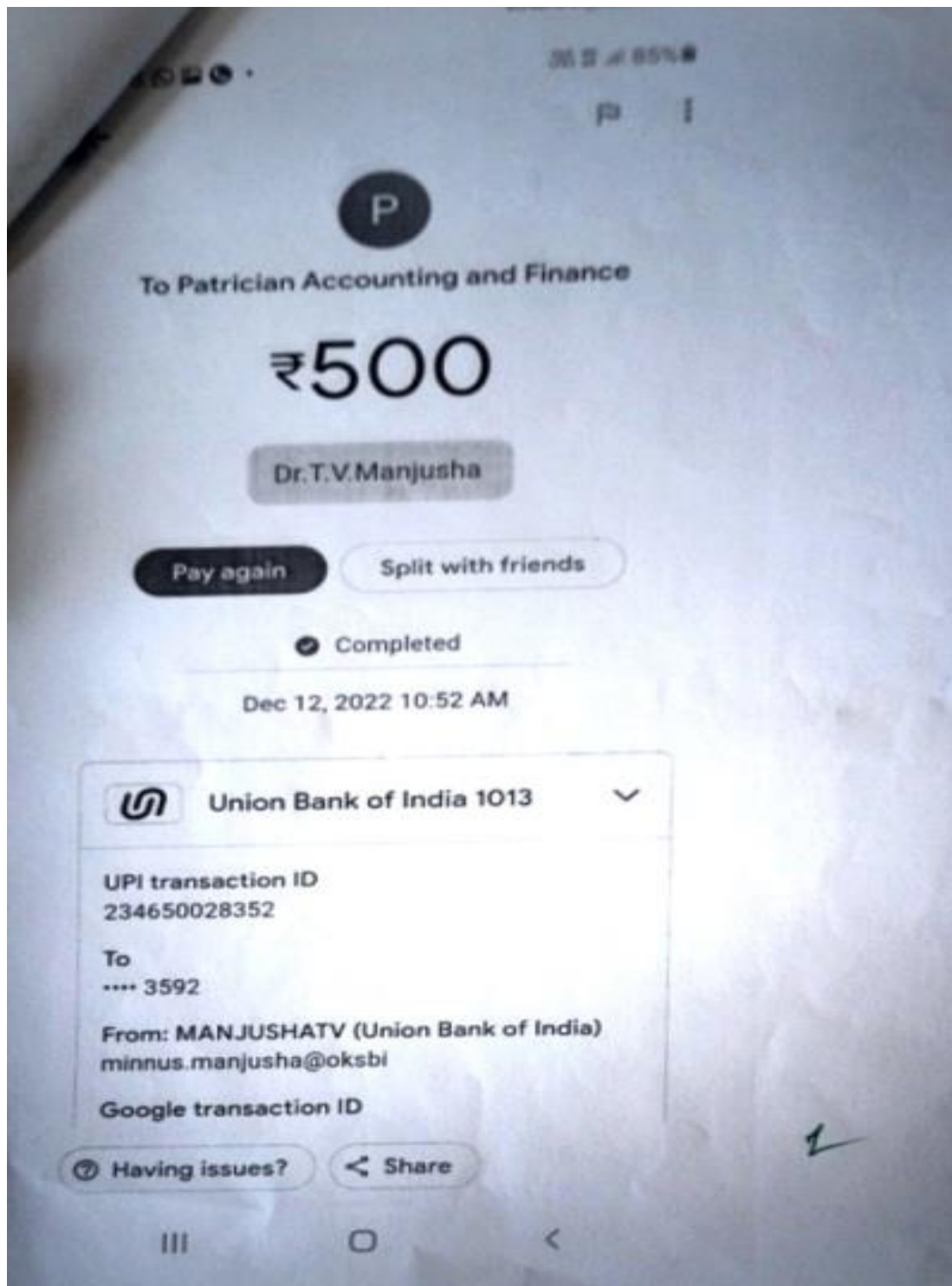
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|------------------------------|---------------------------------------------------------------------------------------------------------------|
| College A/c / Department A/c |                                                                                                               |
| Programme Title              | International Conference on Research<br>Innovation & Entrepreneurship for<br>Sustainable Economic development |
| Programme Date               | 7/9/2022                                                                                                      |
| Expense Details              | Rs 500/- for publication                                                                                      |
| Budget                       | Rs 500/- reimbursement                                                                                        |
| Advance Taken, if any        | -                                                                                                             |

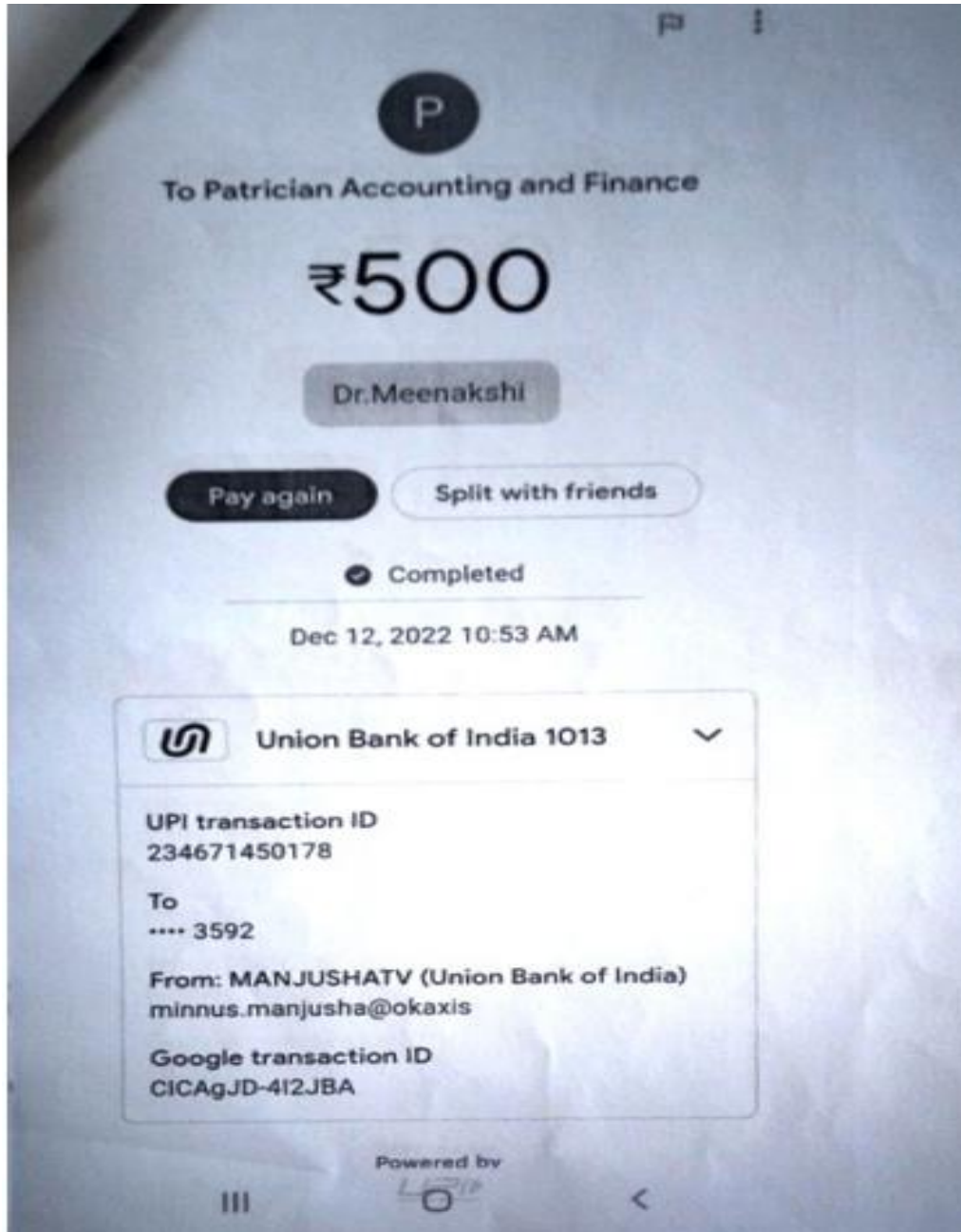
*S. Sowmya*  
Faculty  
Sowmya

*Hend*  
5/5/23  
Academic Director

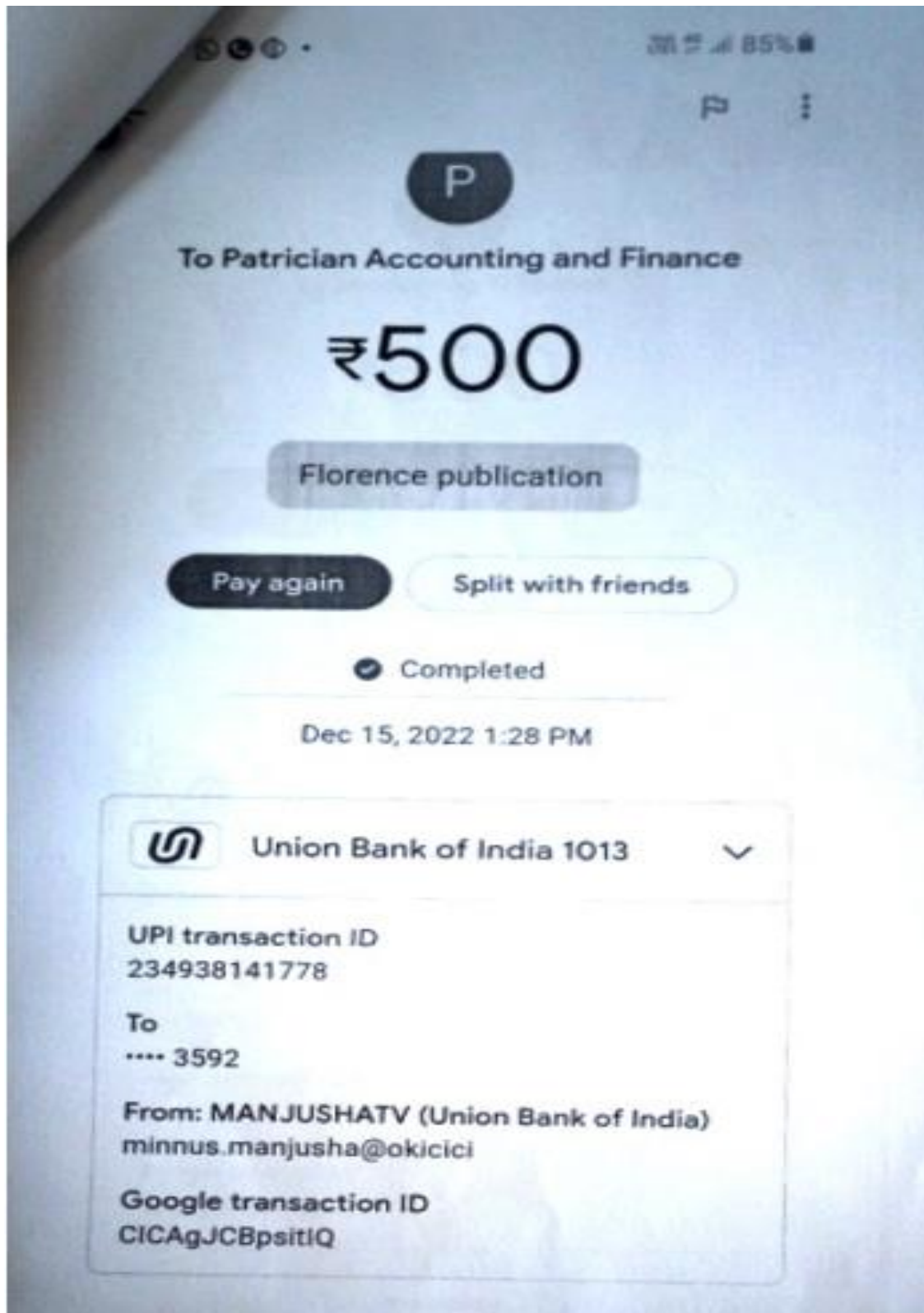
Director

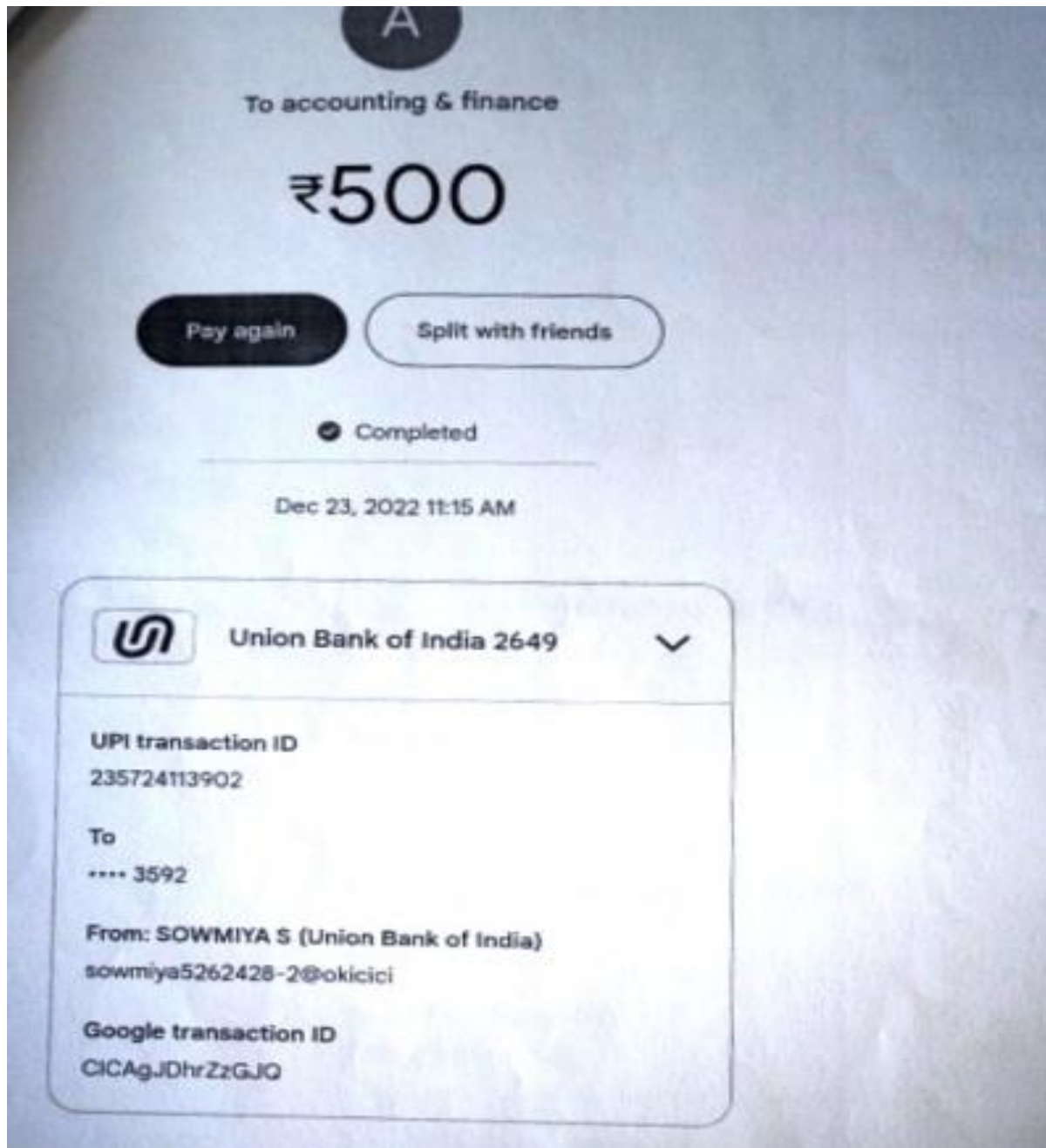
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19

Patrician College of Arts and Science  
REQUISITION FORM

Class - B.S

|                              |                                            |
|------------------------------|--------------------------------------------|
| College A/c / Department A/c | Publication fee English                    |
| Programme Title              | - Prithvi Raj                              |
| Programme Date               | 15.6.2022                                  |
| Expense Details              | Rs. 1200/-<br>Web of Science - Publication |
| Budget                       | Rs 1000/- reimbursement<br>for publication |
| Advance Taken, if any        | -                                          |

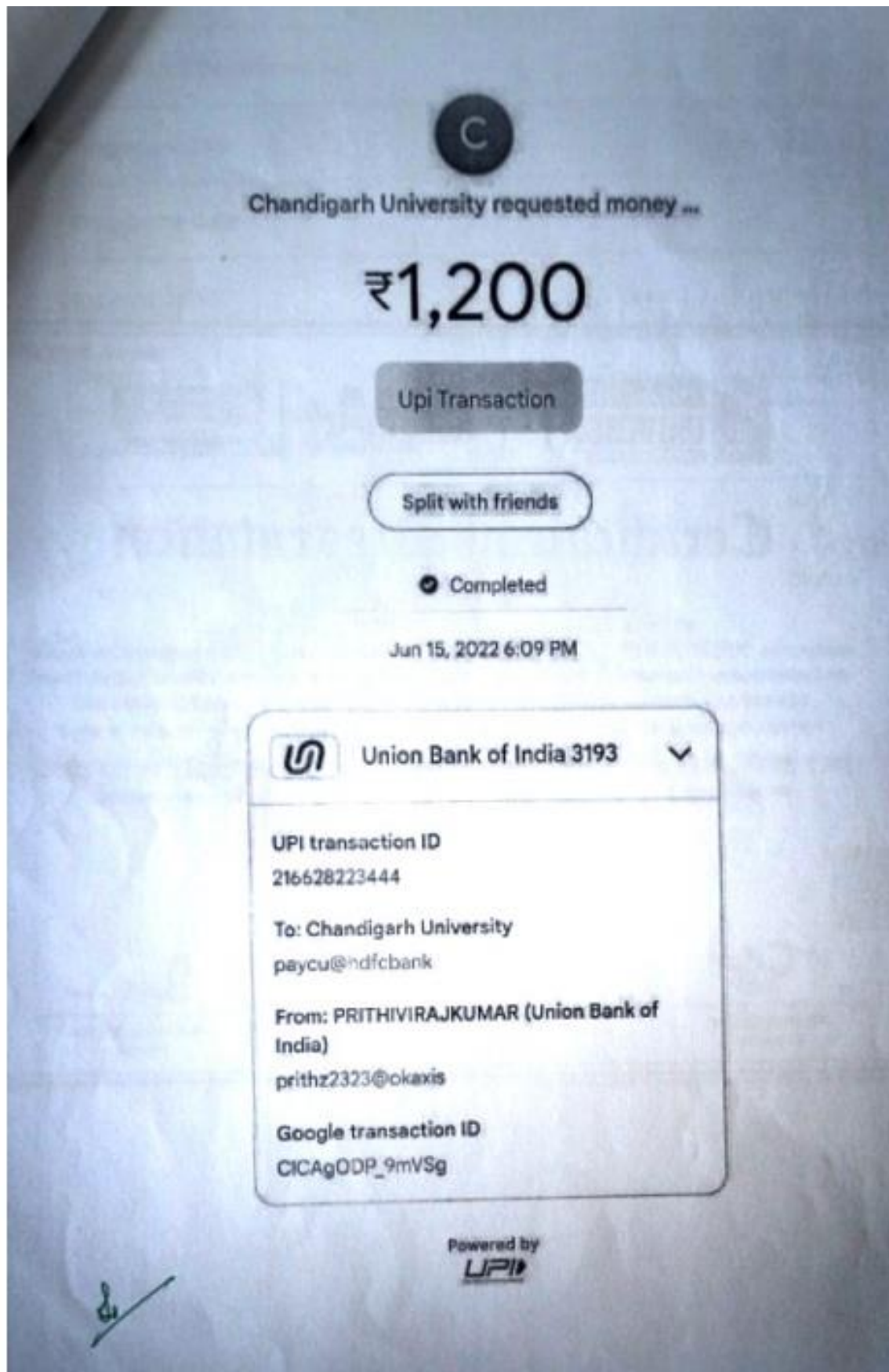
For Label  
Faculty  
[Mr. Prithvi Rajkumar]

Forwarded by  
5/10/23

Academic Director  
4/5/22

Director  
7/13/22



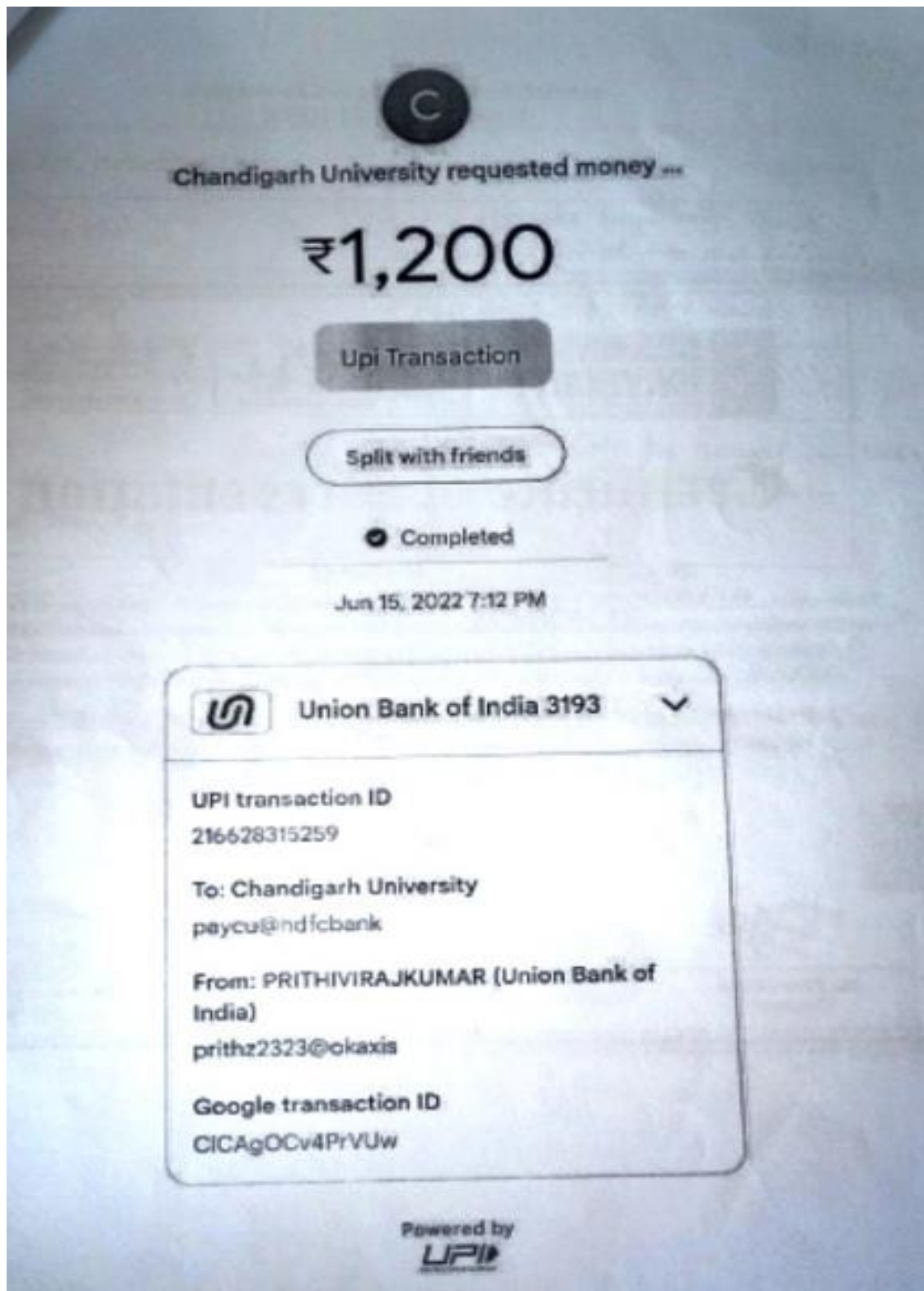




Patrician College of Arts and Science  
REQUISITION FORM

|                              |                                                             |
|------------------------------|-------------------------------------------------------------|
| College A/c / Department A/c | Publication fee <i>King King</i>                            |
| Programme Title              | - <i>Navidha</i>                                            |
| Programme Date               | 15.6.2022                                                   |
| Expense Details              | Rs. 1200/- Rs 1000/- <i>reimb</i><br><i>for publication</i> |
| Budget                       | Web of Science - Publication                                |
| Advance Taken, if any        | -                                                           |

*for* *for*  
Faculty Academic Director *4/5/23*  
*for* *for*  
[Ms. Nivedhita Jango] *11/23* Director *11/13/24*







2022-23

(2)

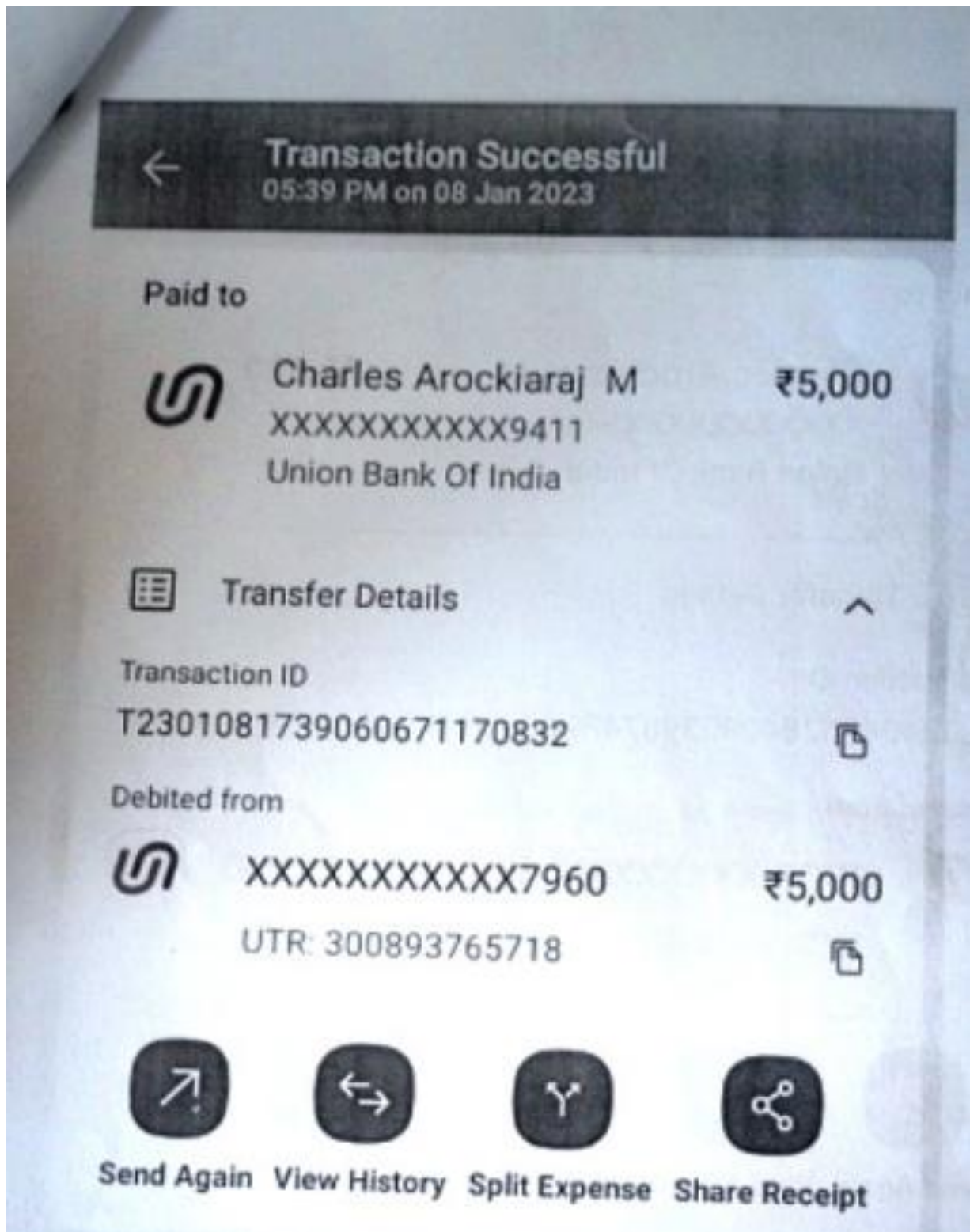
**Patrician College of Arts and Science  
REQUISITION FORM**

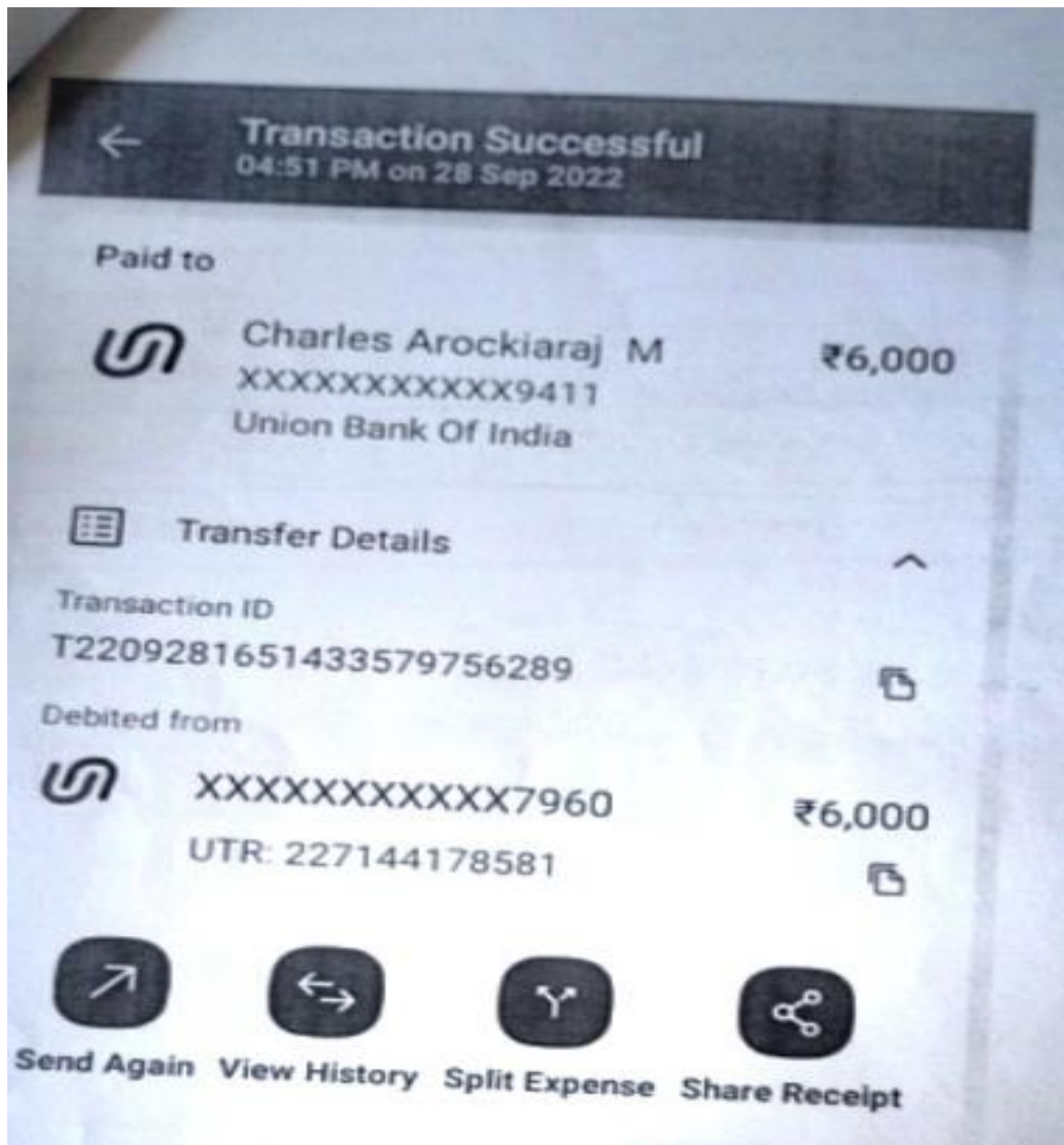
|                              |                                                                   |
|------------------------------|-------------------------------------------------------------------|
| College A/c / Department A/c | Dr. Anand Priya                                                   |
| Programme Title              | 1) Software Engineering Book<br>2) Computer Networks and Internet |
| Programme Date               | Feb 2023 & April 2023                                             |
| Expense Details              | 2) Books Publications                                             |
| Budget                       | Rs. 11000/- Rs 1000/- <i>reimburse</i>                            |
| Advance Taken, if any        | NIL                                                               |

*5/5/23*  
(Dr. B. ANAND PRIYA)  
Faculty

*Forwarded + Voted*  
*5/5/23* Academic Director

*5/5/23*  
Director







20.02-23  
(22)  
Sri Vaidyanathan

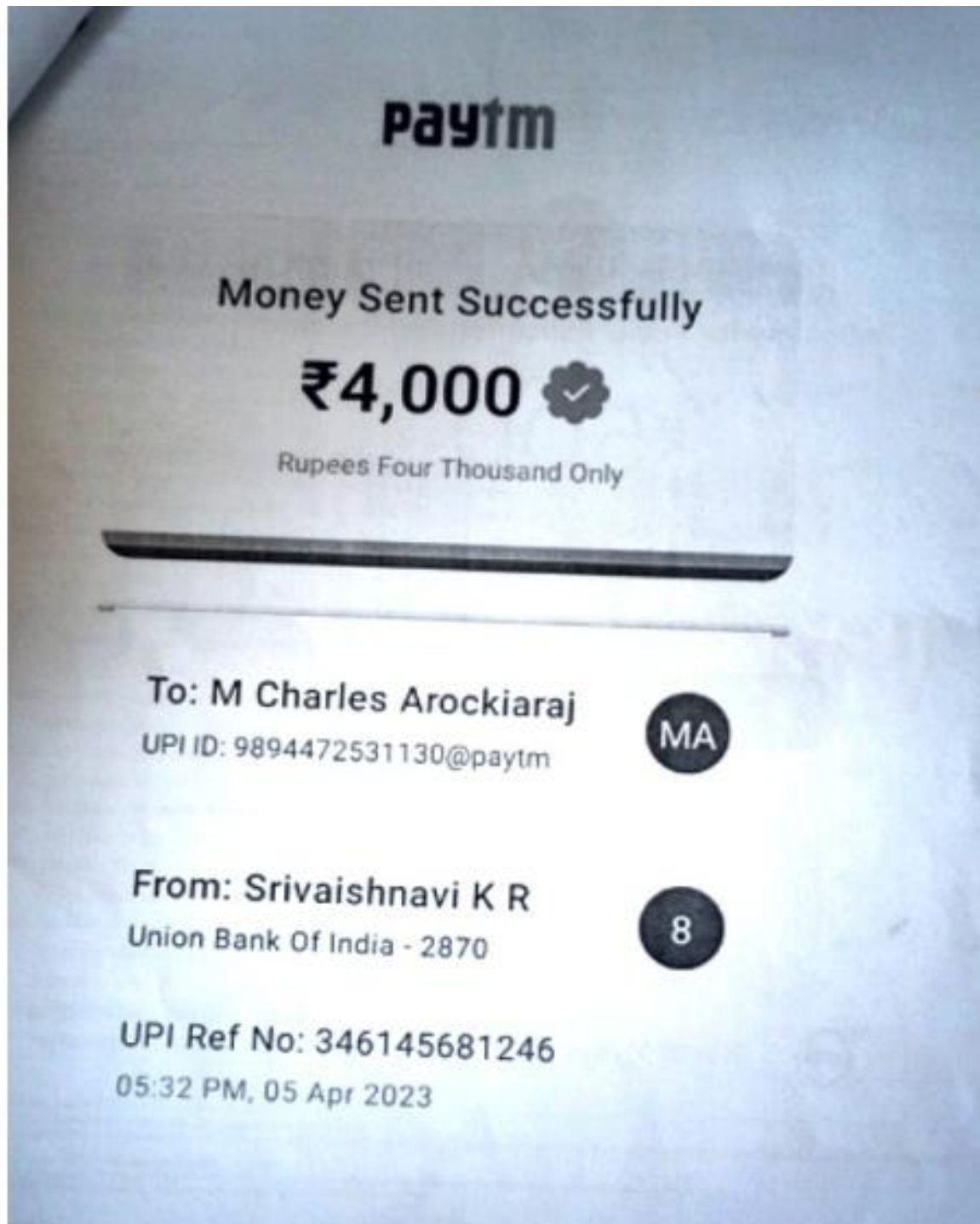
**Patrician College of Arts and Science  
REQUISITION FORM**

|                              |                                                                                                            |
|------------------------------|------------------------------------------------------------------------------------------------------------|
| College A/c / Department A/c | Book, Paper Publication and FDP                                                                            |
| Programme Title              | 1) Computer Network Book<br>2) The South Indian Social Education. FDP<br>3) Paper Publication - Conference |
| Programme Date               | September 2022 & April 2023                                                                                |
| Expense Details              | Book - Rs. 4000<br>FDP - Rs. 500<br>Conference - Rs. 500                                                   |
| Budget                       | Rs. 5000/-                                                                                                 |
| Advance Taken, if any        | - Rs. 1000/- reimbursement                                                                                 |

Handwritten notes and signatures:

- Requested by: Sri Vaidyanathan A.R. (Faculty)
- Handwritten date: 5/5/23
- Academic Director signature and stamp
- Director signature and stamp dated 7/3/24





[illegible]



Patrician College of Arts and Science  
REQUESTION FORM

2022-23  
Annie Mary (21)

|                              |                          |
|------------------------------|--------------------------|
| College A/c / Department A/c |                          |
| Programme Title              | International conference |
| Programme Date               | Sept' 2022               |
| Expense Details              | Paper publication        |
| Budget                       | Rs. 500/- reimbursement  |
| Advance Taken, if any        | -                        |

Mrs. Annie Mary Jayasuli  
Faculty  
Annie Mary

Handwritten signature  
5/5/23  
Academic Director

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7/10/24  
Director



**Patrician College of Arts and Science**  
**REQUISITION FORM**

|                              |                              |
|------------------------------|------------------------------|
| College A/c / Department A/c |                              |
| Programme Title              | International Conference     |
| Programme Date               | Sept' 2022                   |
| Expense Details              | ✓ Paper publication          |
| Budget                       | ✓ Rs. 500 / - reimbursement. |
| Advance Taken, if any        | —                            |

*Konuru*  
Faculty  
(Mrs. K. Sangeetha)

*Handwritten signature*  
Academic Director

*Handwritten signature*  
Director

*Handwritten date: 5/5/23*





Page No : 8

Statement of account

**HDFC BANK**

Share your world

COMPUTER APPLICATION DEPARTMENT  
ST. XAVIER'S COLLEGE OF ARTS AND  
SCIENCE CANAL BANK ROAD GANDHI  
NEAR ADYAR  
CHENNAI 600020  
TAMIL NADU  
JOINT HOLDERS

Account Branch: KOTTURPURAM  
Address: HDFC BANK LTD  
46, GANDHI MANDAPAM ROAD,  
KOTTURPURAM  
CHENNAI  
City: TAMIL NADU  
State: TAMIL NADU  
Phone no: 080029141  
DD Limit: 0  
Currency: INR  
Email: SMARTKEYV2@HDFC.COM  
Cust ID: 133252886  
Account No: 3000000007979 GIB IVRM  
A/C Open Date: 07/06/2018  
Account Status: Regular  
RTGS/NEFT IFSC: HDFC0001305 MICR: 680240045  
Branch Code: 1305 Product Code: 143

Statement: Not Registered

Statement From : 01/04/2022 To : 31/03/2023

|          |                                                                                         |                  |          |          |           |
|----------|-----------------------------------------------------------------------------------------|------------------|----------|----------|-----------|
| 01/04/22 | LPI-THIRUPURASUNDARI A-LEONICKLE712004@OKSBI-SBIN0003275-224636166533-LPI               | 0000234636166533 | 03/09/22 | 600.00   | 53,687.98 |
| 03/09/22 | LPI-DEIVANAYAKI K-SIVAGANGAHARI@OKAXIL-CNR00000033-22443874295-LPI                      | 000022443874295  | 03/09/22 | 600.00   | 52,687.98 |
| 03/09/22 | LPI-MARY STELLA C R-MARYSTELLA FB-1@OKHDFCBANK JOBA000041-2246234623432-VALENCI A T DCA | 0000234623461432 | 03/09/22 | 400.00   | 54,687.98 |
| 03/09/22 | LPI-MOHAMMED USATH-PCASD21CS02@OKSBI-KVBL0001770-224634367429-LPI                       | 0000234634367429 | 03/09/22 | 400.00   | 54,687.98 |
| 04/09/22 | LPI-THASIN FOUZIA M H-THASIN NAWAAZ@OKAXIS-UBIN0557021-224761470448-CONFERENCE B CA     | 0000224361470448 | 04/09/22 | 500.00   | 54,687.98 |
| 04/09/22 | LPI-SRIVANSHAVI K R-8939357525787@PAYTM-UBIN0557021-224738361448-FOR JOSHUA S           | 0000224738361448 | 04/09/22 | 300.00   | 55,287.98 |
| 04/09/22 | LPI-JONN MILTON GESSWANNAMMAL@OKHDECHAN K-HDFC0000206224738361448-ANNIE PATTI           | 0000224738361448 | 04/09/22 | 1,000.00 | 56,287.98 |
| 04/09/22 | IMPS-224722652076-WIDWIN PELSIA THYAGA-I CIC-XXXXXXXXX962-                              | 0000224722652076 | 04/09/22 | 300.00   | 56,587.98 |
| 08/09/22 | IMPS-22511670496-ERAGHUL-BARB-XXXXXXXXXX N4138-REGISTRATION                             | 000022511670496  | 08/09/22 | 5.00     | 56,592.98 |
| 08/09/22 | IMPS-225120380798-ERAGHUL-BARB-XXXXXXXXXX N4138-CONFERENCE REGISTRATION FEE             | 0000225120380798 | 08/09/22 | 400.00   | 56,992.98 |
| 09/09/22 | IMPS-225213744070-ERAGHUL-BARB-XXXXXXXXXX N4138-REGISTRATION FEE                        | 0000225213744070 | 09/09/22 | 400.00   | 57,392.98 |
| 16/09/22 | LPI-JEBAS SAM GIFTON D-SAM9384626202-1@D KAXIS-TMBL0000388-225955225886-LPI             | 0000225955225886 | 16/09/22 | 600.00   | 57,992.98 |
| 18/09/22 | NEFT CR-UBIN0557021-SNEHA M K-PCAS COM PUTER APPLICATION DEPT-000662406005              | 0000000662406005 | 18/09/22 | 200.00   | 58,192.98 |
| 18/09/22 | NEFT CR-UBIN0557021-SNEHA M K-PCAS COM PUTER APPLICATION DEPT-000662405390              | 0000000662405390 | 18/09/22 | 200.00   | 58,392.98 |
| 23/09/22 | LPI-SRIVANSHAVI K R-8939357525787@PAYTM-UBIN0557021-226022557484-NA                     | 0000226022557484 | 23/09/22 | 600.00   | 58,992.98 |

**HDFC BANK LIMITED**

Closing Balance includes funds earmarked for fixed and unsecured funds

Contents of this statement will be considered correct if no error is reported within 10 days of receipt of statement. The address on this statement is that on record with the Bank as on the day of requesting to statement.

For account branch GSTN: 33AAACH2702H127

HDFC Bank GSTIN number details are available at <https://www.hdfcbank.com/personal/banking-payments/cdn-tax-payment-goods-and-services-tax>

printed (Office Address: HDFC Bank House, Senapati Bapat Marg, Lower Park, Mumbai 400013).



2022-23  
(24)

**Patrician College of Arts and Science  
REQUISITION FORM**

|                              |                               |
|------------------------------|-------------------------------|
| College A/c / Department A/c |                               |
| Programme Title              | International Conference      |
| Programme Date               | September 2022                |
| Expense Details              | ✓ Paper Publication Rs. 500/- |
| Budget                       | Rs. 500/- - reimbursement.    |
| Advance Taken, if any        | NIL                           |

2022-23  
AJITHA PURNIMA  
Faculty

5/5/23  
Academic Director

8/7/23  
Director



**Patrician College of Arts and Science  
REQUISITION FORM**

|                              |                          |
|------------------------------|--------------------------|
| College A/c / Department A/c |                          |
| Programme Title              | International Conference |
| Programme Date               | September 2022           |
| Expense Details              | Paper Publication        |
| Budget                       | RS. 500/- reimbursement  |
| Advance Taken, if any        | NIL                      |

*Dr. B. Subramanian*  
Faculty

*Inward*  
*5/9/23*  
Academic Director

Director

**Patrician College of Arts and Science  
REQUISITION FORM**

|                              |                          |
|------------------------------|--------------------------|
| College A/c / Department A/c |                          |
| Programme Title              | International Conference |
| Programme Date               | September 2022           |
| Expense Details              | Paper Publication        |
| Budget                       | RS. 500/- reimbursement  |
| Advance Taken, if any        | NIL                      |

*Joseph Shanthi*  
(JOSEPH SHANTHI G)  
Faculty

*Inward*  
*5/9/23*  
Academic Director

Director





Page No : 3

**HDFC BANK**  
 towards your world

AS COMPUTER APPLICATION DEPARTMENT  
 COLLEGE OF ARTS AND  
 CANAL BANK ROAD GANDHI  
 ADIVAR  
 CHENNAI 60002  
 TAMIL NADU  
 JOINT HOLDERS

Account Branch: KOTTURUPURAM  
 Address: HDFC BANK LTD  
 46, GANDHI MANDAPAM ROAD,  
 KOTTURUPURAM  
 City: CHENNAI  
 State: TAMIL NADU  
 Phone no: 1800305011  
 DD Limit: 0  
 Email: SMARTKEYING2003@YAHOO.COM  
 Cust ID: 133252806  
 Account No: 5000108007979  
 A/C Open Date: 07/09/2019  
 Account Status: Regular  
 RTGS/NFT IFSC: HDFC0001305  
 Branch Code: 1305  
 Product Code: 143

Statement of account

Statement From: 01/04/2022 To: 31/03/2023

| DATE     | DESCRIPTION                                | AMOUNT | CREDIT | DEBIT    | BALANCE   |
|----------|--------------------------------------------|--------|--------|----------|-----------|
| 19/09/22 | UPI-SRIVAI SHINAVI K R-4939357525787@PAYTM | 300.00 |        |          | 58,292.98 |
| 23/09/22 | UPI-SRIVAI SHINAVI K R-4939357525787@PAYTM | 300.00 |        |          | 58,292.98 |
| 19/09/22 | UPI-SRIVAI SHINAVI K R-4939357525787@PAYTM | 300.00 |        |          | 58,292.98 |
| 23/09/22 | UPI-SRIVAI SHINAVI K R-4939357525787@PAYTM | 300.00 |        |          | 60,192.98 |
| 26/09/22 | UPI-SRIVAI SHINAVI K R-4939357525787@PAYTM | 300.00 |        |          | 60,492.98 |
| 01/10/22 | CREDIT INTEREST CAPITALISED                |        | 292.00 |          | 60,884.98 |
| 11/10/22 | UPI-JOSEPHINE SHANTHI-JSHANTHI@KOCACIS     |        |        | 2,200.00 | 62,384.98 |
| 01/01/23 | CREDIT INTEREST CAPITALISED                |        | 471.00 |          | 62,855.98 |
| 01/04/23 | CREDIT INTEREST CAPITALISED                |        | 465.00 |          | 63,320.98 |

**STATEMENT SUMMARY :-**

| Opening Balance | Dr Count | Cr Count | Debits | Credits   | Closing Bal |
|-----------------|----------|----------|--------|-----------|-------------|
| 47,125.98       | 0        | 37       | 0.00   | 16,195.00 | 63,320.98   |

Generated On: 05-APR-2023 10:42:12

Generated By: 133252806

Requesting Branch Code: 1305

This is a computer generated statement and does not require signature.

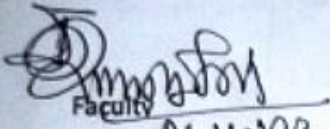
**HDFC BANK LIMITED**  
 \*Closing balance includes funds earmarked for fixed and unsecured funds  
 Contents of this statement will be considered correct if no error is reported within 30 days of receipt of statement. The address on this statement is that on record with the Bank as at the day of requesting this statement.  
 State account branch GIFT: 13AAACH/7810127  
 HDFC Bank GSTIN number details are available at <https://www.hdfcbank.com/personal/creating-payments/ed-in-tax-payments/goods-and-service-tax>.  
 Requesting Office Address: HDFC Bank House, Sengapal Road, Marigold Park, Madurai 625003



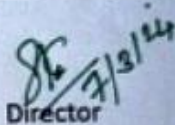


**Patrician College of Arts and Science**  
**REQUISITION FORM**

|                              |                          |                |
|------------------------------|--------------------------|----------------|
| College A/c / Department A/c | —                        | (22/22)        |
| Programme Title              | Two V&C Journals<br>Book | 3,000<br>6,000 |
| Programme Date               | 2022-23                  |                |
| Expense Details              | 9,000/-                  |                |
| Budget                       | —                        |                |
| Advance Taken, if any        | NIL                      |                |

  
Faculty  
24/4/23  
CN. AKIVARANSAN

Academic Director

  
Director  
7/5/24

முனைவர் த. அறிவரன்,  
இணைப் பேராசிரியர், தமிழ்த் துறை,  
பாட்பிழிவன் கலை மற்றும் அறிவியல் கல்லூரி,  
அடைவாறு, சென்னை - 20.

தொகுப்பு  
கல்லூரி முதல்வர் அவர்கள்,  
பாட்பிழிவன் கலை மற்றும் அறிவியல் கல்லூரி,  
அடைவாறு, சென்னை - 20

தொகுப்பு: ஆய்வு நிதிக்கான பற்றுத்தான் ஒப்படைத்தல் - தொடர்பாக.

பேரன்புடையீர்,  
வணக்கம். நான் ஜூன் 2022 முதல் ஏப்ரல் 2023 வரை கீழ்க்கண்ட ஆய்வுக் கட்டுரைகளும்,  
ஆய்வு நூலும் வெளிவந்துள்ளன. ஆகவே கல்லூரி ஆய்வு நிதி உதவி வழங்குவதால் அதற்கான  
பற்றுத் தானைத் தங்கள் மேலான கவனத்திற்குக் கொண்டு வருகிறேன்.

1. சோ. தர்மனின் சூல் என்றும் புதினத்தில் குழலியல் சிதைவு (பய்கலைக்கழக மாணியக் குழு  
பரிந்துரை செய்த இதழ்) - 1500 ரூபாய்
2. கலைஞரின் சிறுகதைகள்: மீள் வாசிப்பு (பன்னாட்டுக் கருத்தாங்கு) - 1000 ரூபாய்
3. கலைஞரின் படைப்புலகம் (தொகுப்பாசிரியர்) - 6000 ரூபாய்

மிக்க நன்றி!

இடம்: சென்னை  
நாள்: 24.04.2023

இணைப்பு  
1. உரிய சான்றிதழ்கள், 2. பற்றுத் தான்கள்

Forwaded for Approval  
to AD man  
24/4/23

forwarded to  
Director.  
26/4/23

இப்படிக்கு  
24/04/23

Note.  
Faculty is eligible  
for Rs 1000/- reimbursement  
per year  
under financial  
support scheme.

20/4/23.

**சீதை பதிப்பகம்**  
68/4, பார்த்தசாரதி சாமி தெரு, திருவல்லிக்கேணி  
சென்னை - 600 005.  
9790706548 / 9790706549 / 044 28443791 . email :  
seethaipathippagam2002@gmail.com

TO  
ந. அறிவரசன்  
சென்னை

04-07-2022

| S.no | BOOK NAME                                                             | AMOUNT |
|------|-----------------------------------------------------------------------|--------|
| 1    | கலைஞரின் சிறுகதைகள் மீள் வாசிப்பு<br>01 ஜூலை - 2022<br>'கட்டுரை தொகை' | 1000/- |

TOTAL AMOUNT 1000/-

ONE THOUSAND ONLY.

  
சீதை பதிப்பகம்




**சீதை பதிப்பகம்**  
6ஏ/4, பார்த்தசாரதி சாமி தெரு, திருவல்லிக்கேணி  
சென்னை - 600 005.  
9790706548 / 9790706549 / 044 28443791 . email :  
seethaipathippagam2002@gmail.com

TO 04-07-2022  
ந. அறிவரசன்  
சென்னை

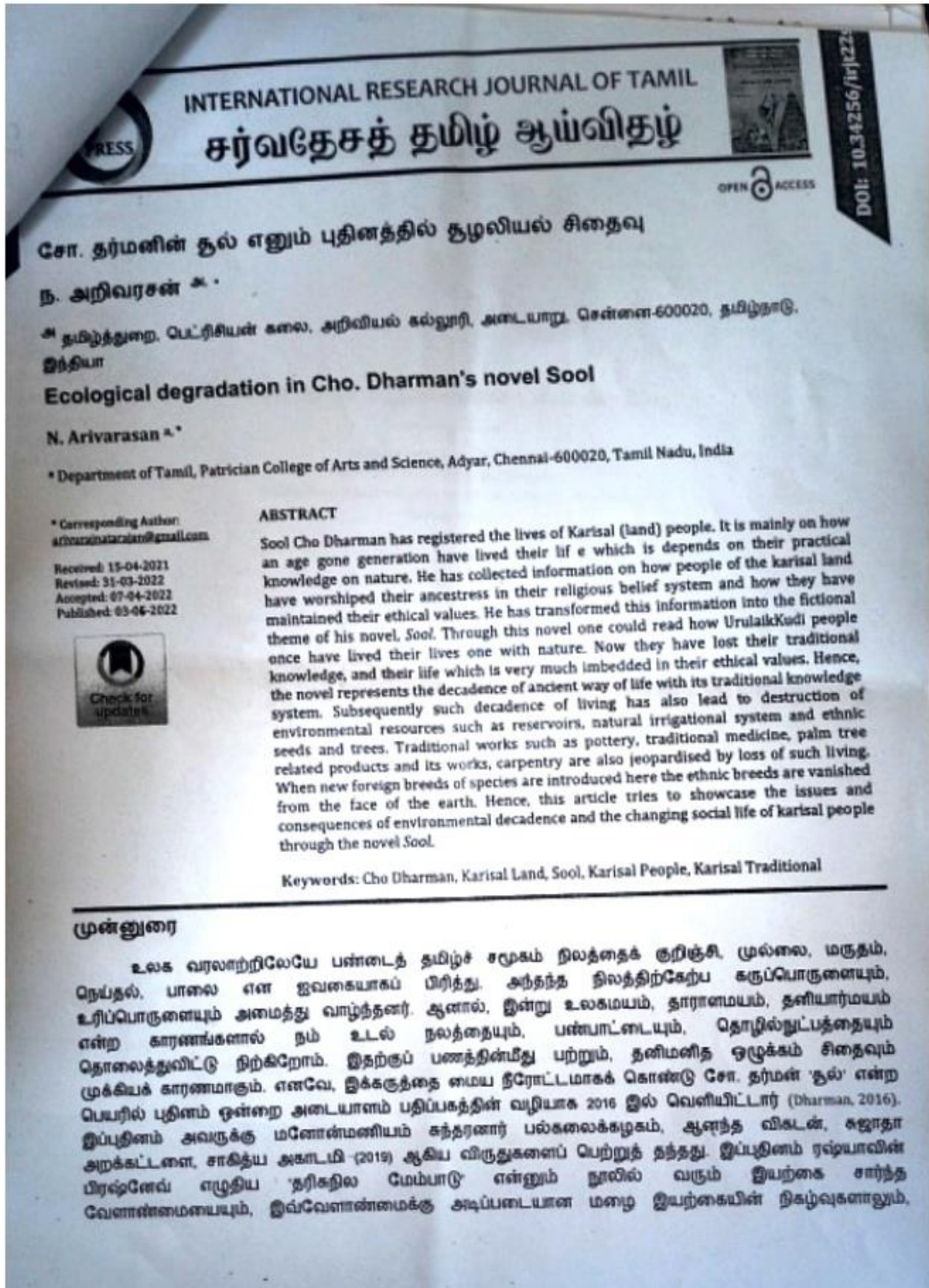
| S.no | BOOK NAME                                                | AMOUNT |
|------|----------------------------------------------------------|--------|
| 1    | கலைஞரின் படைப்புகள்<br>(Editing Books)<br>01 ஜூலை - 2022 | 6000/- |

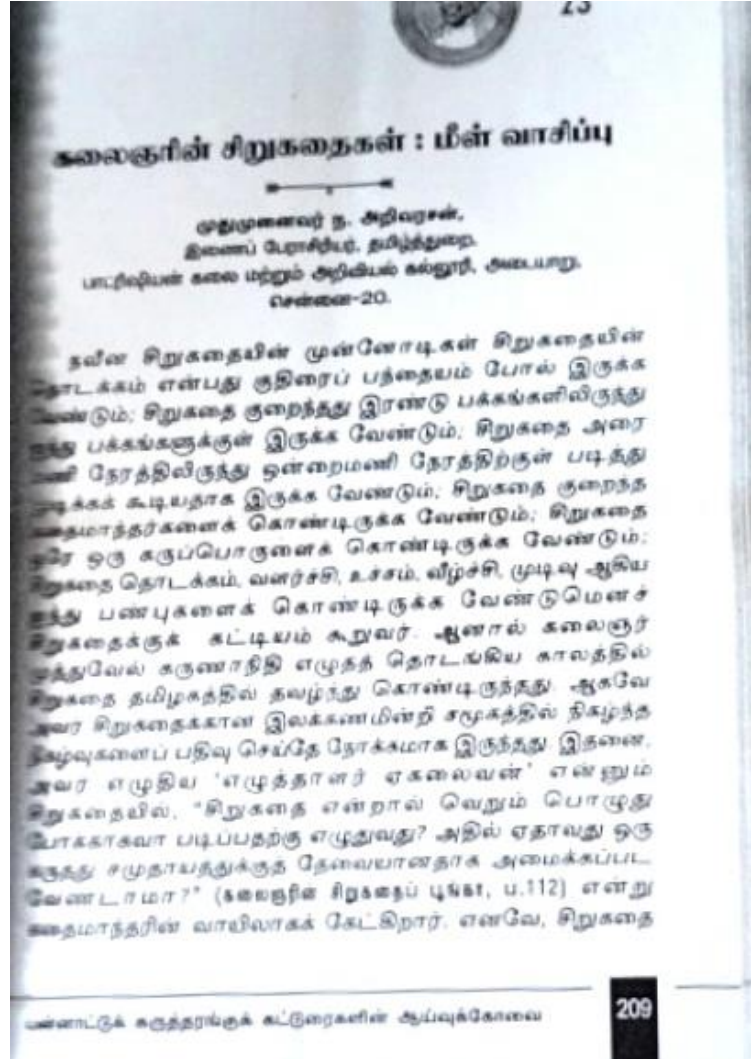
**TOTAL AMOUNT 1000/-**

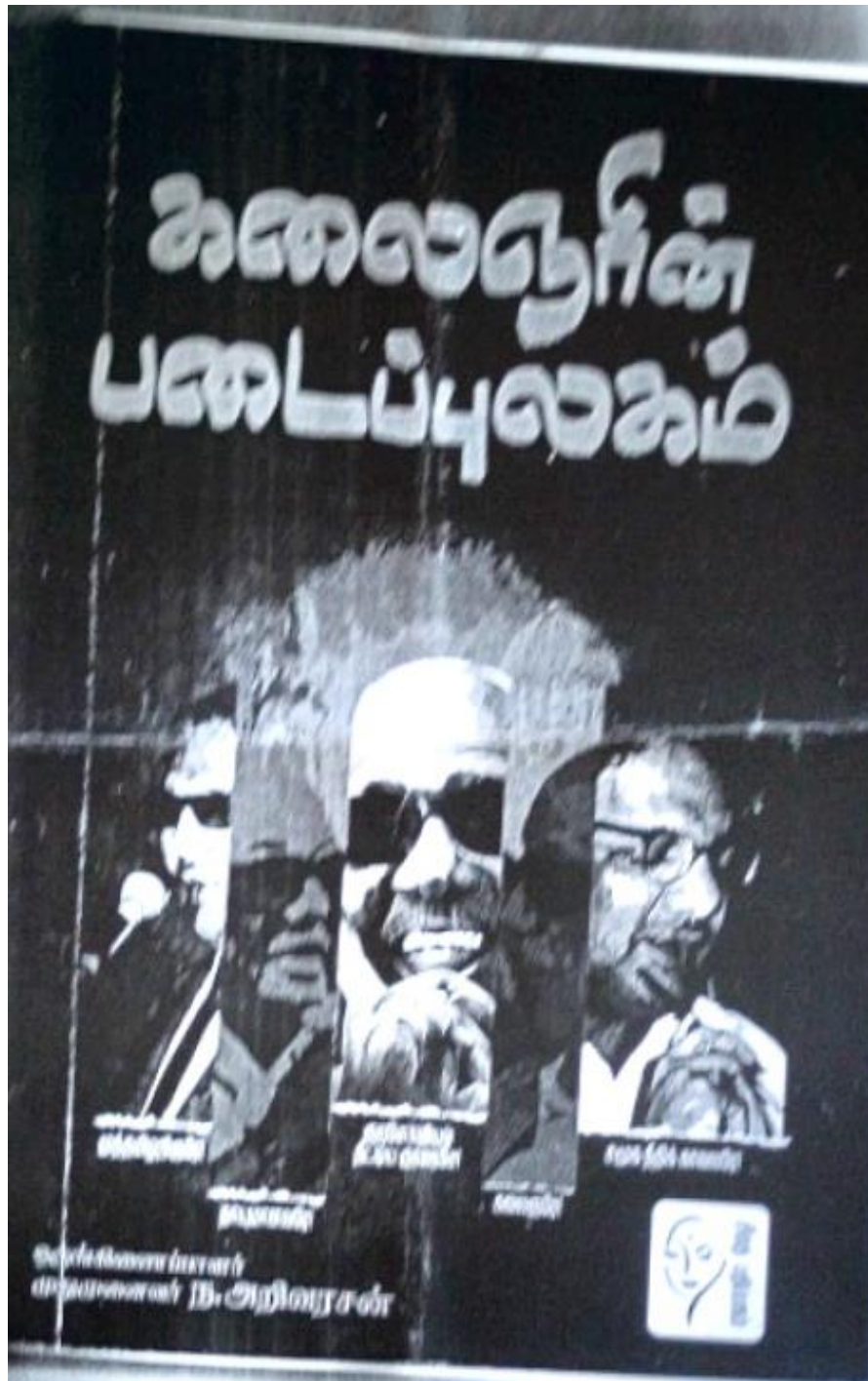
**SIX THOUSAND ONLY.**

  
**சீதை பதிப்பகம்**











| தமிழ் மொழிப்பெயர் :                                                                                                                                                                                                                                                                                                                                                                                                                              | AVAILABLE @ :                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>கௌரவ புத்தக வணிகம்</b><br/>           9, சைட் ஜான் சர்ச்சு கம்ப்ளக்ஸ்<br/>           வணிகம், ரொக்கிஸ் ரோட் சாலை.<br/>           திருச்சி - 620 001<br/>           9952034876 / 9943428994<br/>           04312419584.<br/> <b>GOWRA PUTHAGA MAYAM</b><br/>           9, SAINT JOHN CHURCH COMPLEX,<br/>           ROCKINS ROAD, TRICHTY - 620 001<br/>           99520 34876 / 04312419584,<br/>           gowraputhagamayam@gmail.com</p> | <p><b>கௌரவ புத்தக வணிகம்</b><br/>           எண்.1 சாமி தெரு.<br/>           (சைட் பாபா கோவில் பின்புறம்)<br/>           திருவல்லிக்கேணி, சென்னை - 05.<br/>           9790706548 / 9790706549<br/>           044 28443791<br/> <b>GOWRA AGENCIES</b><br/>           No : 1 SAMY STREET,<br/>           (Sai Baba Temple Back Side)<br/>           TRIPLICANE, CHENNAI - 05.<br/>           9790706548 / 044 28443791.<br/>           gowra09@gmail.com</p> |

| கலைஞரின் படைப்புலகம்                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| KALAIJNARIN PADAIPPULAGAM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>வினா : ரூ. <b>360.00</b></p> <p>பதிப்பாளர் :<br/>           முத்துமணியன் ந. அழகரசன்,<br/>           கலையாணி முனையர் வி. முத்து.<br/>           முனையர் க. க. காமராஜ்<br/>           மொழி : ஆங்கிலம்<br/>           உரிமை : பதிப்பகத்திற்கே<br/>           பதிப்பாளர் :<br/>           எஸ்.கொமகேசுவரி M.A., M.L.I.S.,<br/>           பதிப்பு :<br/>           முதற் பதிப்பு - 2022/10<br/>           வெளியீடு :<br/>           சிறந்த பதிப்புலகம்<br/>           6A/4, பார்த்தசாரதி சாமி தெரு.<br/>           திருவல்லிக்கேணி,<br/>           சென்னை - 05.<br/>           பக்கம் : 328<br/>           ஒளி ஆக்க : ஜெய் ஜீனா<br/>           ஆச்சிட்டு :<br/>           வினாதிப் பிரிண்டர்ஸ், சென்னை-2.<br/>           ISBN - 978-93-95523-12-7</p> | <p><b>CODE : 2341</b></p> <p><b>AUTHOR :</b><br/>           MURUGU MUTHYAN N ARJAGARAS<br/>           KALAIJNARIN MUTHYAN V MUTHU<br/>           MUNIVAR K KAMARAJ<br/> <b>SUBJECT :</b> AANGU KATTURAI<br/> <b>PUBLISHER :</b><br/>           S.GOMAKESWARI M.A., M.L.I.S.<br/> <b>COPYRIGHT :</b> PUBLICATION<br/> <b>EDITION :</b><br/>           FIRST EDITION - 2022/10<br/> <b>PUBLISHED @ :</b><br/>           SEETHAI PATHIPPULAGAM<br/>           6A/4, PARTHASARATHI SAMY STREET,<br/>           TRIPLICANE,<br/>           CHENNAI-05.<br/> <b>PAGES :</b> 328<br/> <b>TYPESET BY :</b> Jaijenna<br/> <b>PRINTED @ :</b><br/>           CLASSIC PRINTERS, CHENNAI - 2.<br/>           ISBN - 978-93-95523-12-7</p> |





2022 - 2023

Patrician College of Arts and Science  
REQUISITION FORM

|                              |                                                                                                        |
|------------------------------|--------------------------------------------------------------------------------------------------------|
| College A/c / Department A/c | Dr. B. Subbularani<br>Chapter Edited                                                                   |
| Programme Title              | Visual Teaching Techniques and applications with on machine learning and Internet of Things Technology |
| Programme Date               | ISBN: 978-81-955856-2-5                                                                                |
| Expense Details              | 750/-                                                                                                  |
| Budget                       |                                                                                                        |
| Advance Taken, if any        |                                                                                                        |

Forwarded  
Dr. B. Subbularani  
Faculty

Academic Director

8/3/24  
Director



Patrician College of Arts and Science  
REQUISITION FORM

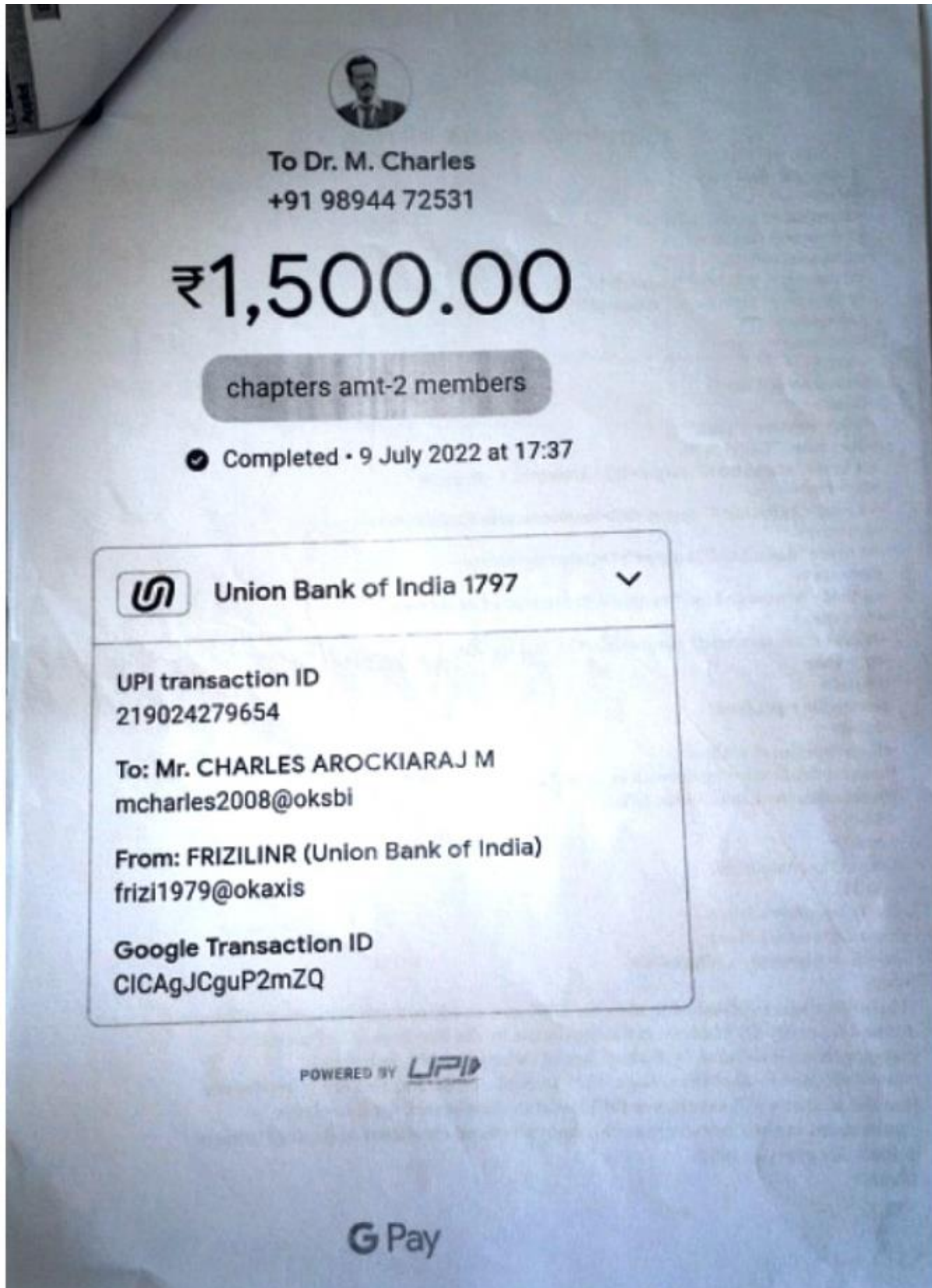
2022-2023 (28)

|                           |                                                                                                        |
|---------------------------|--------------------------------------------------------------------------------------------------------|
| Page A/c / Department A/c | Dr. FRIZILIN.R<br>Chapters Edited                                                                      |
| Programme Title           | Visual Tracking Techniques and Applications with on machine Learning & Internet of Things Technologies |
| Programme Date            | ISBN-978-81-955856-2-5                                                                                 |
| Expense Details           | 750/-                                                                                                  |
| Budget                    |                                                                                                        |
| Advance Taken, if any     |                                                                                                        |

Dr. FRIZILIN.R  
Faculty

Academic Director

Dr. 7/8/24  
Director





Patrician College of Arts and Science  
REQUISITION FORM

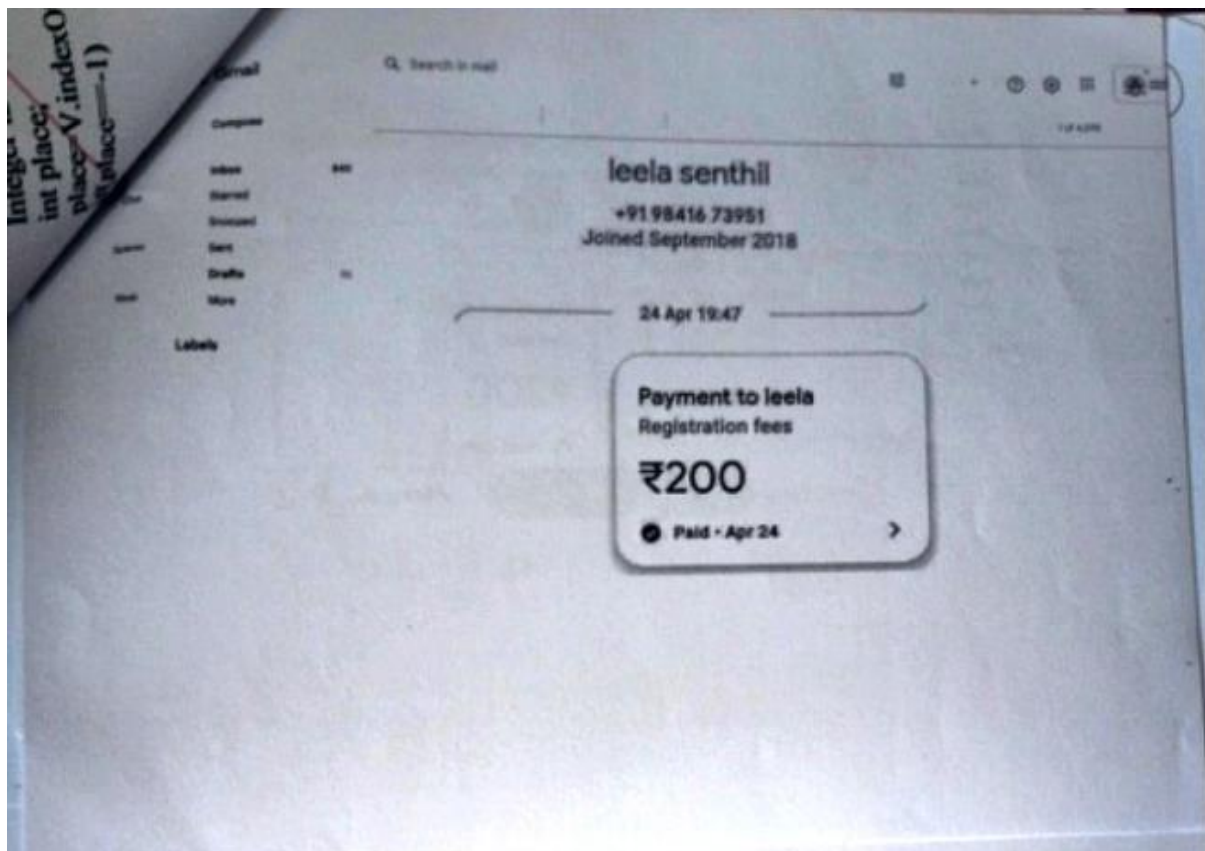
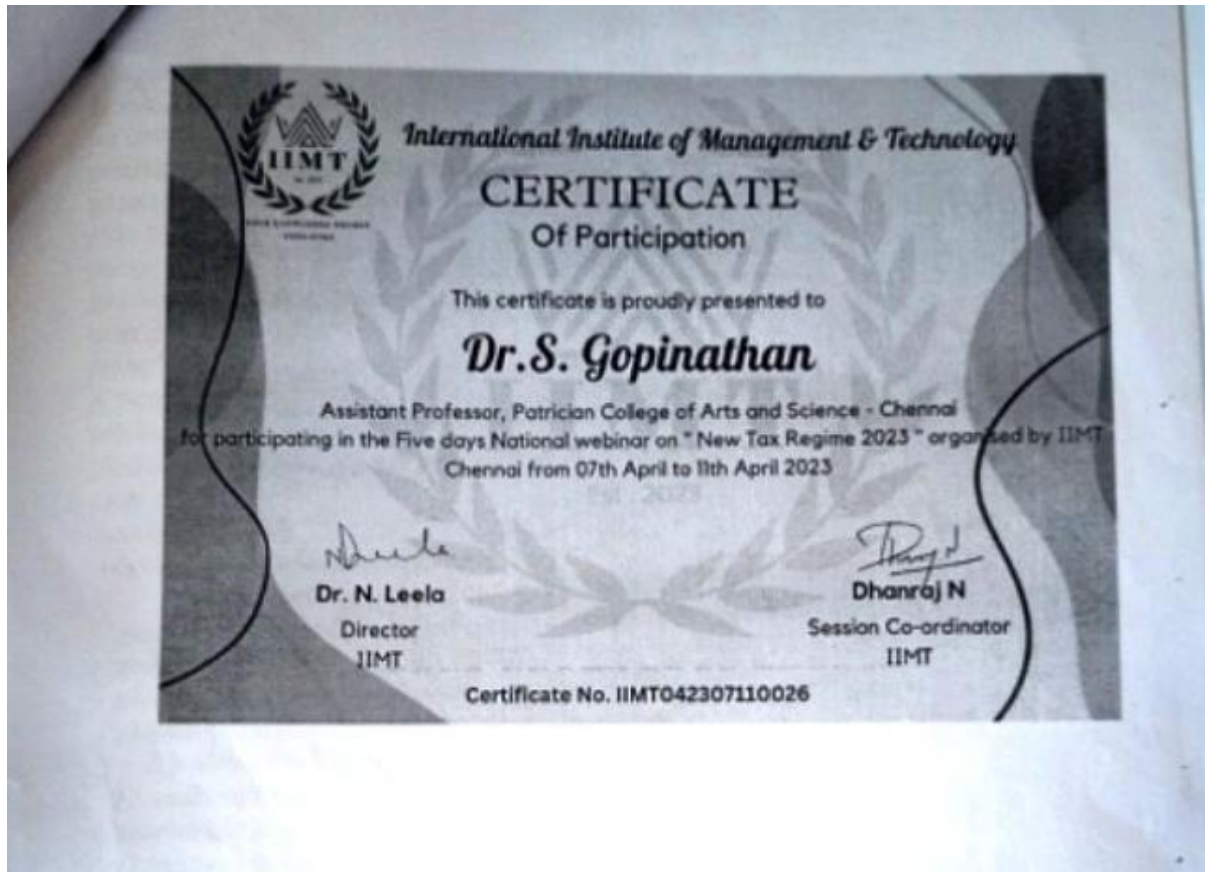
|                              |                                                                                         |
|------------------------------|-----------------------------------------------------------------------------------------|
| College A/c / Department A/c | Dr. S. Gopinathan<br>Paper Presentation, ARI - Nellikunnam                              |
| Programme Title              | Digital Transformation: Leveraging<br>technology to drive business<br>Gated on 10.05.23 |
| Programme Date               | 10.05.2023                                                                              |
| Expense Details              | 1200/-                                                                                  |
| Budget                       |                                                                                         |
| Advance Taken, if any        |                                                                                         |

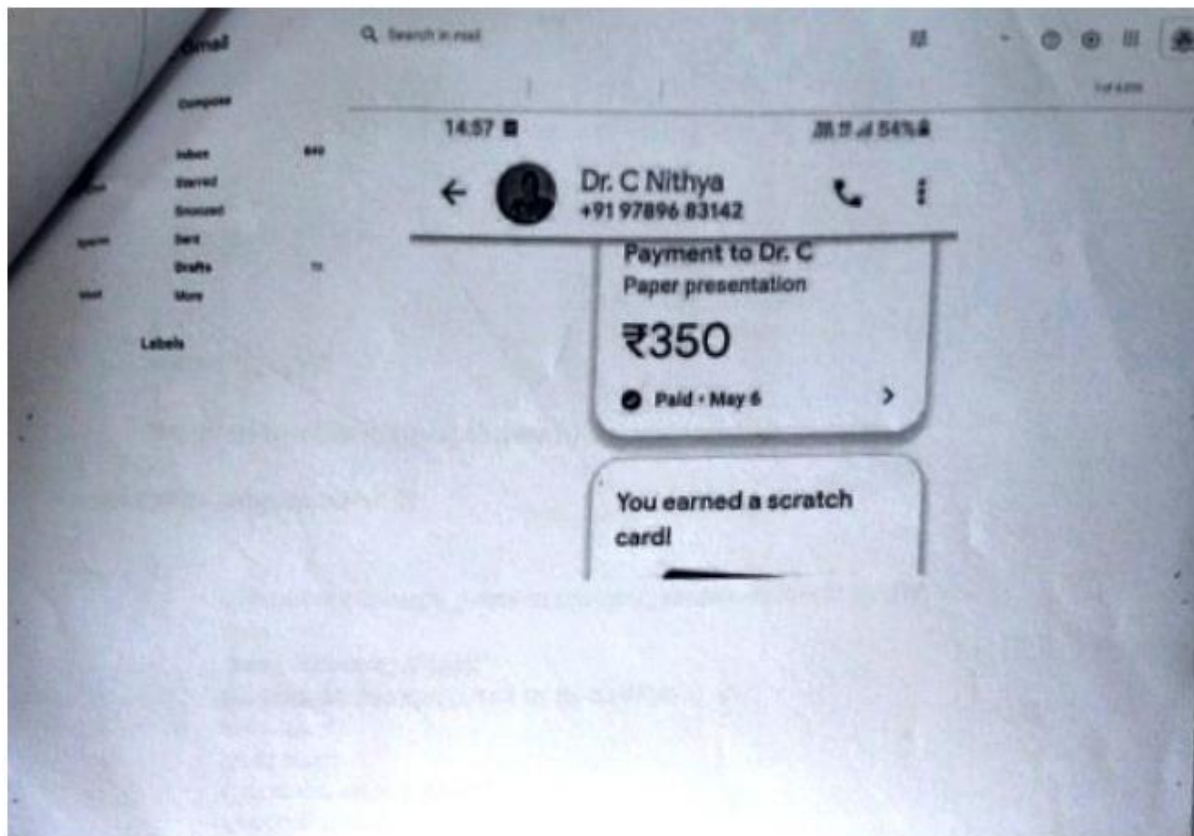
~~Faculty~~ 19/5/23

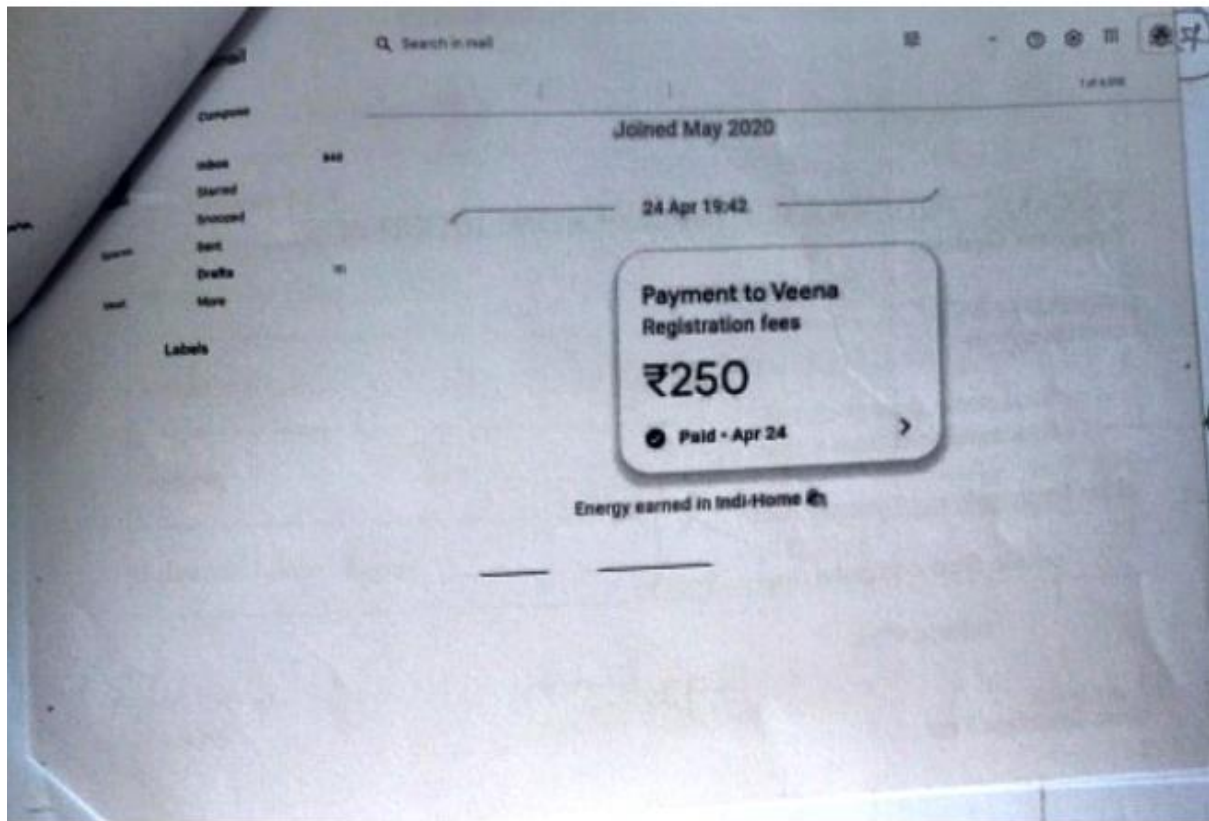
Academic Director

Director











Patrician College of Arts and Science 2022-23 . (24)

REQUISITION FORM

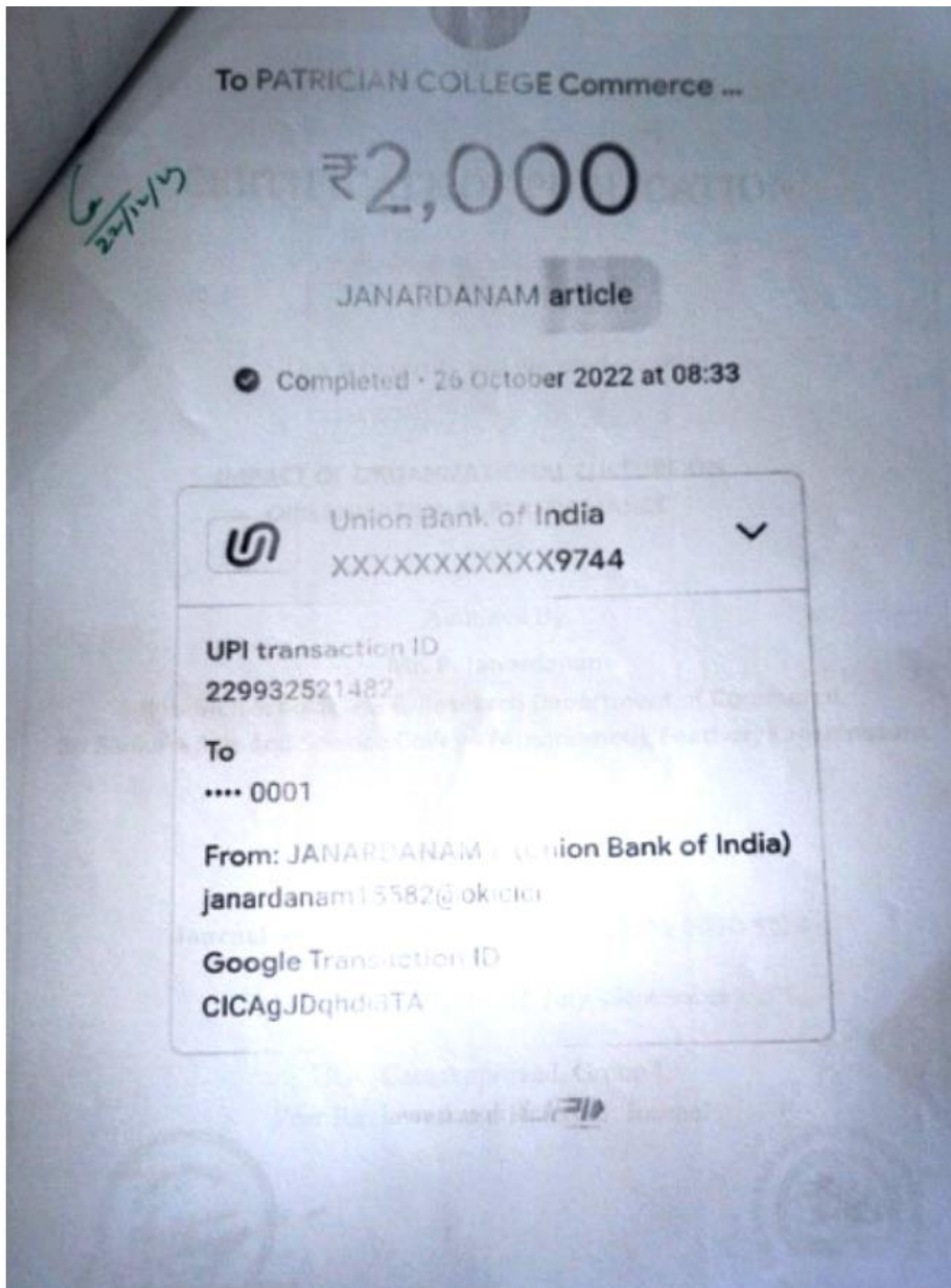
|                              |                                                                                                 |
|------------------------------|-------------------------------------------------------------------------------------------------|
| College A/c / Department A/c | Mr. JANARDANAN P                                                                                |
| Programme Title              | PUBLICATION - UGC-CARELIST<br>IMPACT OF ORGANISATIONAL CULTURE<br>ON ORGANISATIONAL PERFORMANCE |
| Programme Date               | SEP 2022                                                                                        |
| Expense Details              | PUBLICATION - Rs 2000                                                                           |
| Budget                       | Rs. 2000 Rs 1000/- reimbursed<br>towards FA for<br>publication                                  |
| Advance Taken, if any        | NIL                                                                                             |

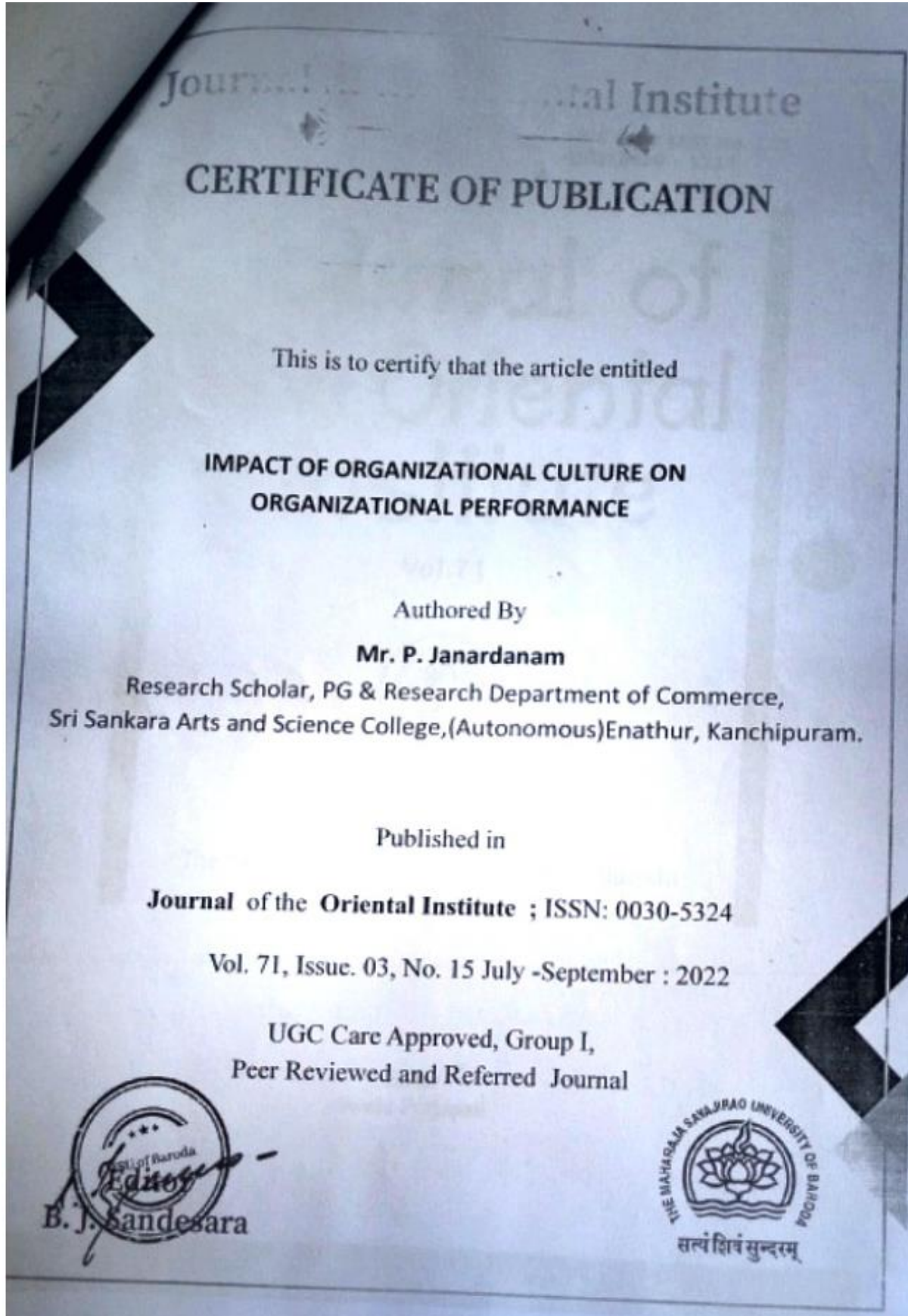
P. Janardanan  
Faculty 22.12.2023

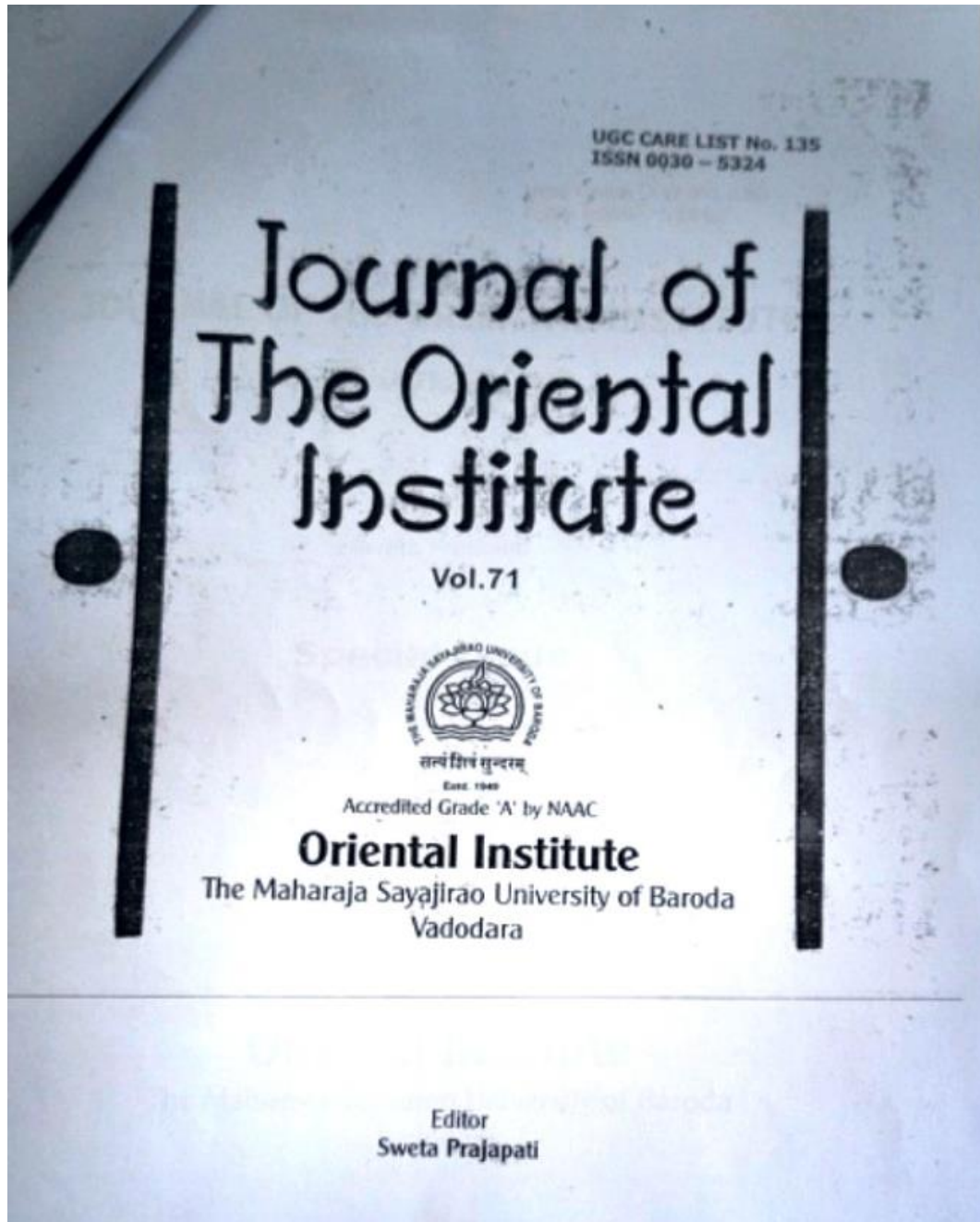
H. V. S. S. S.  
22/12/23  
Academic Director

Director

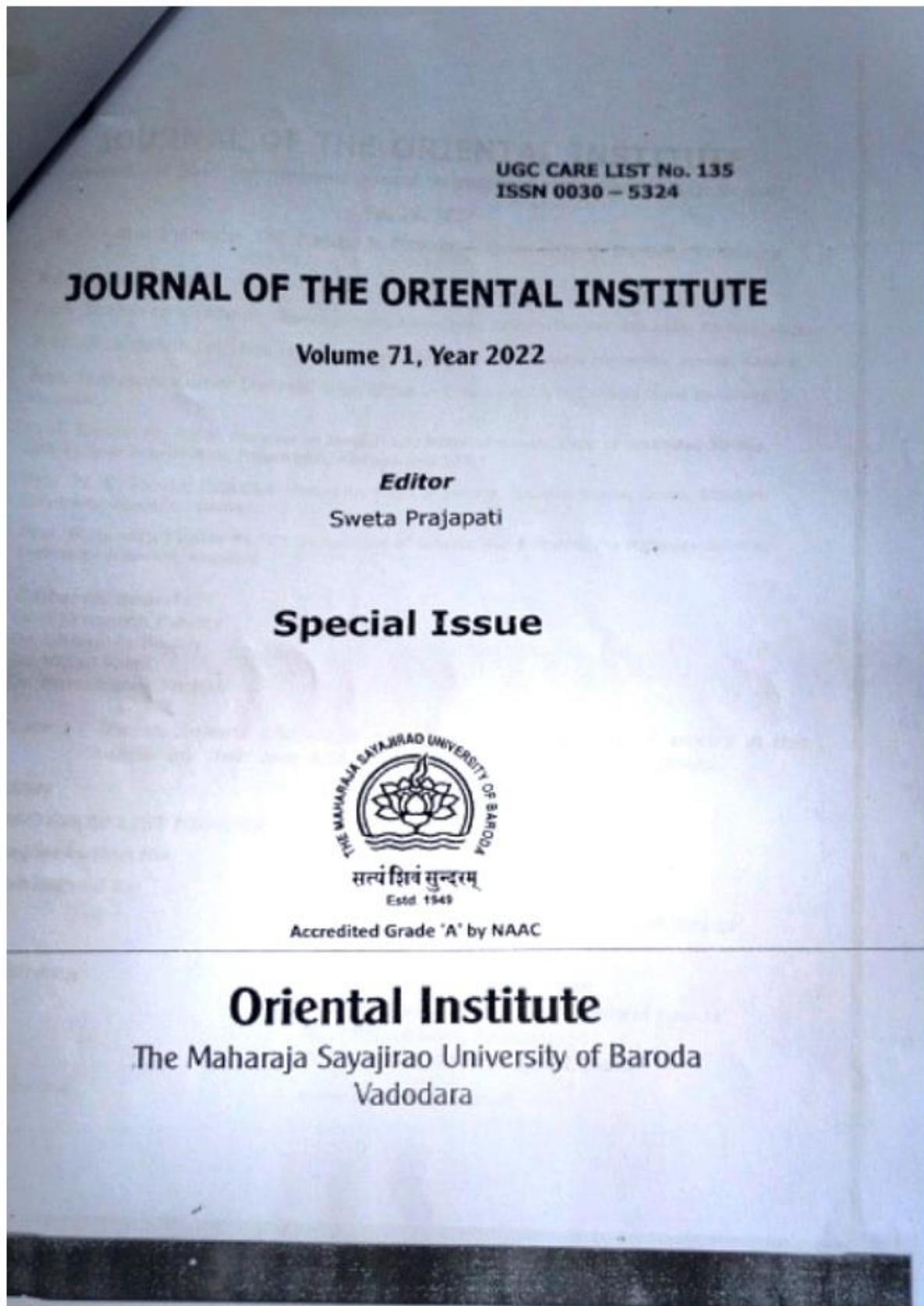




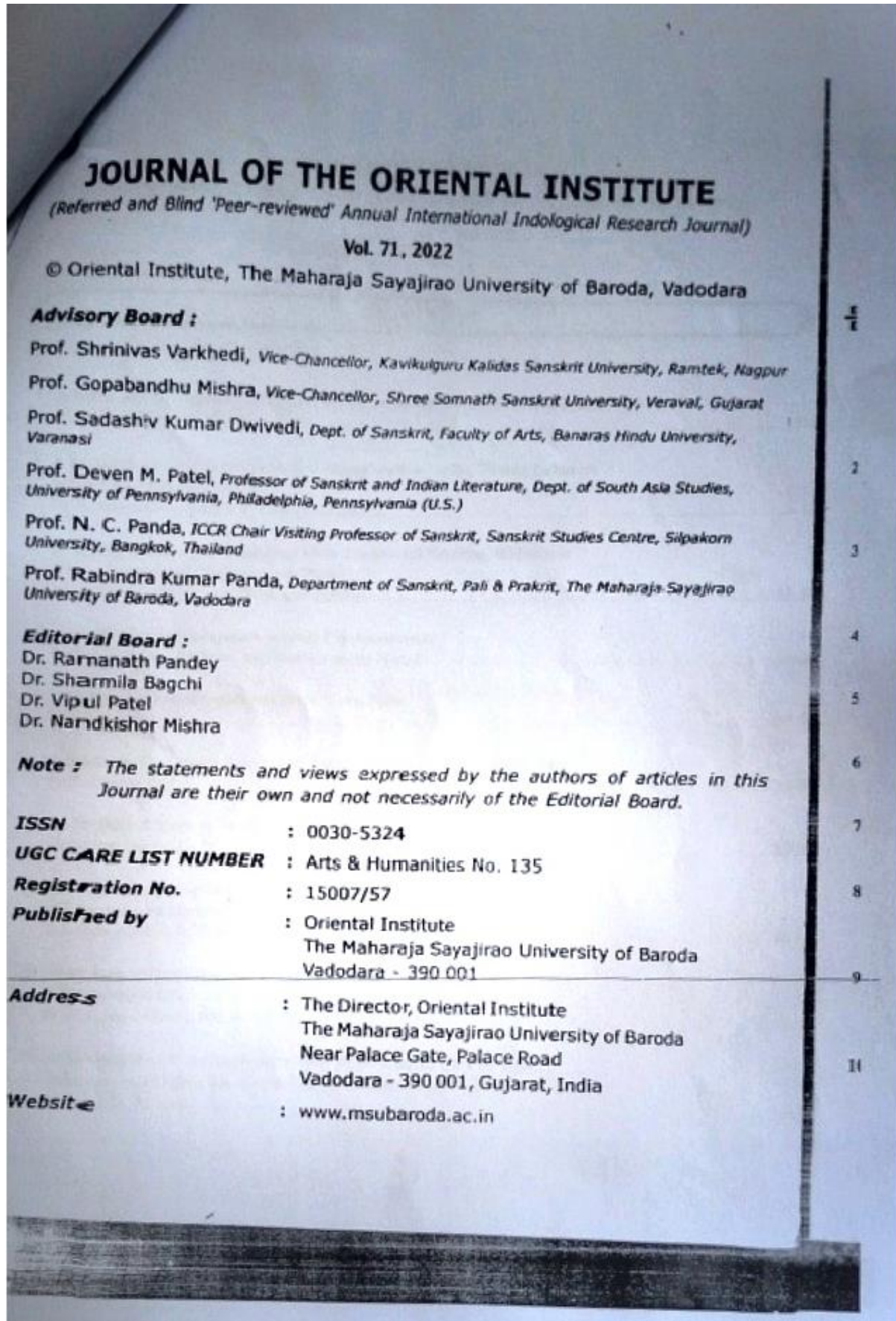












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## IMPACT OF ORGANIZATIONAL CULTURE ON ORGANIZATIONAL PERFORMANCE

\*Dr. K. Marigan  
\*\*Mr. P. Janardanam

### Abstract

This article is on defining and measuring of organizational culture and its impact on the organizational performance, through an analysis of existing empirical studies and models link with the organizational culture and performance. The objective of this article is to demonstrate conceptualization, measurement and examine various concepts on organization culture and performance. After analysis of wide literature, it is found that organizational culture has deep impact on the variety of organizations process, employees and its performance. This also describes the different dimensions of the culture. Research shows that if employee are committed and having the same norms and value as per organizations have, can increase the performance toward achieving the overall organization goals. More research can be done in this area to understand the nature and ability of the culture in manipulating performance of the organization. Managers and leaders are recommended to develop the strong culture in the organization to improve the overall performance of the employees and organization.

**Keywords:** *Impact, Organization Culture, Organization Performance, Employee's Commitment, organizational goals.*

### INTRODUCTION

Content of organizational culture and performance has attracted a great deal of concern among scholars and managers due to its impacts on positive organizational outcomes. Organizational performance is part of successful business entity as it has a long survival impact on organization effectiveness (Samad, 2010). Management authors have recognized performance of organization as a tool to evaluate the overall health of organization. The tremendous and far reaching changes occurring in today's world inevitably require managers and employees to understand and response on the factors that influence organizational performance (Samad, 2013). (Samad and Yusuf, 2012). Among the factors are related to external environment and internal environment in which the organization operates (Samad, 2013). According to Daft (2012) the external environment is categorized into two parts mainly task environment which constitutes of customers, competitors, suppliers and labor market. The second part is general environment which includes aspects of technology, natural factor, socio-cultural, economic, legal or political and international factor. The internal environment includes the elements within the organization which is composed of existing companies' employees, management and culture which defines employee behavior in the environment (Daft, 2012) and ultimately support the organizational performance (Samad, 2011a)

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Prior studies have stressed the link between organizational performance and association outgrowth, still there's still issue on identification of right variable that are associated and contributed significantly to organizational performance (Samad and Yusuf, 2012), (Samad and Abdullah, 2012). once studies have also associated colorful variables to organizational performance similar as attitudinal and behavioral affiliated aspects as well as the organizational factor and culture. Within the internal terrain in which directors work according to Daft (2012) culture shells as extremely important to competitive advantage (Daft, 2012) and firm performance (Samad, 2011a). This implies that culture plays crucial part for organizational success.

Peters and Waterman (1982) set up that excellent companies held distinctive societies that were passed on through story, watchword and legend and served to motivate workers by giving meaning to their work. They suggested that the dominance and consonance of culture proved to be an essential quality of the excellent companies. Thus Peters and Waterman (1982) stated that poor-performing companies had either no sensible culture or a dysfunctional culture. further Daft (2012) viewed that internal culture must fit with the requirements of the external terrain and organizational strategy. According to Wiener (1988) when this fit occurs, largely married workers produce a high-performance of association that's tough to beat.

The below literature lays a foundation or premise of this study on the vital part of culture that fit to terrain or culture exposure to induce organizational performance. thus this exploration applied culture-performance grounded on terrain model as suggested by Denison (1990) to examine its impact on organizational performance. Utmost of former studies on culture in Chennai environment were grounded on Ofsted's (1980) culture which highlights further on artistic differences across countries and boundaries and according to time. In addition Ofsted's culture model has been internationally used by numerous experimenters in numerous countries (Salad, 2009). According to Salad (2012b) lower exploration has been done on the culture-performance grounded on terrain situation in Chennai environment using model as suggested by Denison (1990). Denison's (1990) culture model is grounded on four exposure substantially thickness, involvement, adaption and charge accomplishment. This implies that directors need to acclimatize with these exposure in order to face with query terrain and association's challenges. Companies that are suitable to face with challenges during turbulent world are those that have given precedence on artistic value and business performance (Samad, 2007). This supports the notion that culture is an important element for association success. This is because according to Daft (2012) artistic values can amp and motivate staff by appealing to advanced ideals and unifying people around participated values.

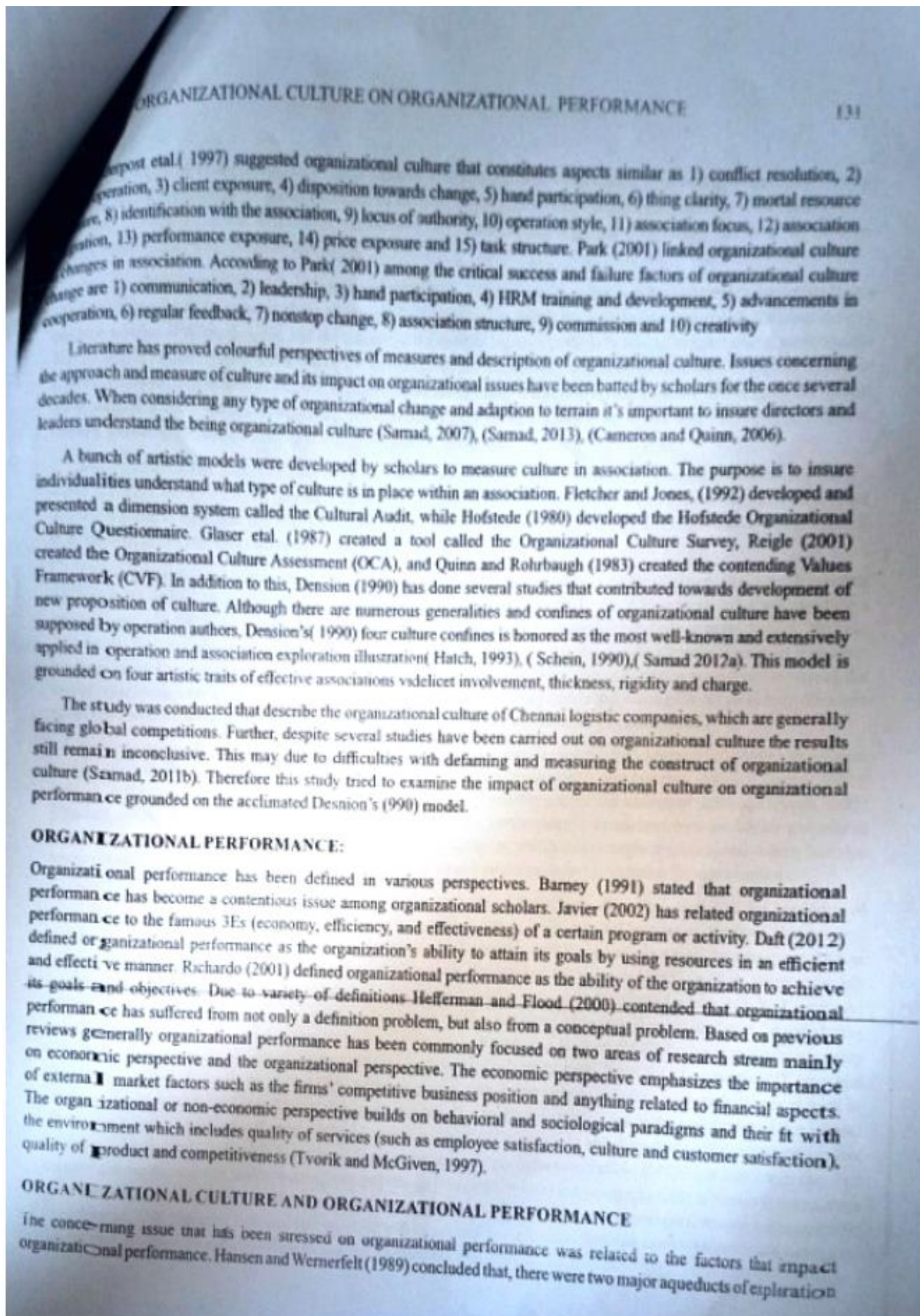
This study thus tried to fill the gap of the former exploration findings in this area. Consequently this exploration sought to examine the impact of organizational culture on organizational performance among directors in Chennai logistics companies. Therefore far veritably minimum exploration has been done to relate culture with the performance of directors in Chennai logistics companies. Presently no precise exploration findings were reported on the relationship and impacts of different types of organizational culture on business performance in Chennai companies (Samad, 2012a). Findings from this study are important to give better understanding on the impact of organizational culture in Chennai environment which may not be harmonious from those in western environment.

## LITERATURE REVIEW

### Organizational Culture

Organizational culture has been defined in a variety of views by different scholars. Pettigrew (1979) defined culture in a form of beliefs, values, knowledge and needs. This description focuses on the collaborative nature of organizational culture in which people will inclusively accept certain effects and use the knowledge gained to interpret the processes and connections that evolve in the association. Schein (1992) defined organizational culture as a pattern of introductory hypotheticals, developed by a group of people and the capability to address problems from the external adaption and internal integration. Daft (2012) stated that organizational culture is a set of crucial values, hypotheticals, understandings, and morals that's participated by members of an association. Daft (2012), suggested an organizational culture model which focuses on two main confines (1) the extent to which the competitive terrain requires inflexibility or stability, and (2) the extent to which the association's strategic focus and strength is internal or external. Examining to four types of culture perspectives substantially rigidity, achievement, clan and regulatory culture.







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business policy literature that relate to the predictors of organizational performance. First was grounded on profitable tradition which emphasizes on the significance of external request factors in determining organizational performance. Secondly was erected on the behavioural and sociological paradigm and organizational factors and their 'fit' with the terrain as the major determinant of success.

The model that grounded on profitable premise of organizational performance suggested some major determinants of organizational profit similar as characteristics of the assiduity in which the association contended, the association's position relative to its challengers, and the quality of the establishment's coffers. Model of organizational performance that grounded on behavioural and sociological paradigm have concentrated on organizational factors similar as mortal coffers programs, organizational culture, organizational climate and leadership styles. Chien's (2004) study set up that there were five main factors determining organizational performance Leadership styles and terrain, organizational culture, job design, model of motive, and mortal resource programs.

Study carried out by Stanford University revealed that one of the most important factors that increases a company's value is people and how they're treated (Pfeffer, 1998). Former exploration indicated that values were seen as a better means of social control than regulatory rules and regulations ( Samad, 2007),( Samad, 2011c). Dension's (1990) study is in tandem to this statement when his thesis of the study has supported

The assertion that the work value of involvement and participation produce a sense of power in the establishment and responsibility for its performance. According to Lincoln and Kallerberg( 1990) at least work value will produce a jacked sense of fidelity and commitment, one of the important factors of organizational performance( Samad, 2012a),( Samad 2012b). In another exploration it was set up that CEOs always cite organizational culture as their most important medium in attracting, motivating and retaining talented workers. This denotes that culture was considered as among the stylish determinant for organizational excellence (Kahn, 1998). In a study conducted among Canadian elderly directors revealed that there was a direct relationship between culture and fiscal performance (Wahl, 2005).

An examination of the literature in organizational studies set up that organizational culture has been linked to organizational performance. Culture has also been a focus of attention in operation of association and business studies ( Samad, 2009),( Samad, 2010). This is due to its implicit influence on association and positive actions and stations of individual (Hatch, 1993) ( Samad, 2012b). Several organizational issues similar productivity, performance, commitment, tone confidence and ethical geste have been linked with organizational culture (Deal and Kennedy, 1982). Accordingly organizational culture has also been reported to be the significant contributor to workers' geste and provocation and association fiscal performance.

In another study by Dension (1984) set up that the strength of organizational culture served as the predictor of short term association performance in terms of return on means, return on investment and return on deals. Gordon and DiTomaso's ( 1992) exploration findings were resemblant with Dension's (1984) chancing in which the strong culture was set up to be a prophetic of short term companies' performance. Gordon and DiTomaso's (1992) study on the relationship between strong culture and company's means and ultra-expensive growth rates performance has also indicated a support of Dension's thesis. These findings also revealed that strong culture and value of rigidity is associated with the antedating times of companies' performance. Contrary to the former study Kotter and Heskett (1992) set up that the relationship between strong culture and organizational performance in short term was fairly weak. From the 22 companies of Kotter and Heskett's (1992) study, it was set up that there were companies with strong culture linked to poor performance as well as companies with weak culture linked to excellent performance. Due to this inconsistent result the experimenters also named a lower group of 12 companies from the original sample to conduct farther study and disquisition. The results set up that the applicable culture is related to better terrain and organizational performance. Saffold (1988) has also set up the link between strong culture with having a strong sense of charge (long term vision) and being adaptable to terrain to association performance. This finding implies that strong culture would give an impact on organizational performance and applicable to its terrain. Still, literature indicated that there are still inconclusive exploration findings across diligence and setting on the impact of culture on association performance ( Samad, 2011b),( Samad, 2013).



## ORGANIZATIONAL CULTURE ON ORGANIZATIONAL PERFORMANCE

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Although there's a mixed exploration findings on the impact of culture on organizational performance, the antedating research and literature review indicate that organizational culture has an impact on organizational performance. According to Reichers and Schneider (1990) substantial exploration and papers on the conception of culture are reported. Samad (2007) and Samad (2011b) stressed that smaller study was carried out of its impact on organizational performance in Chennai environment. Lund (2003), (Samad and Amri, 2011) observed that the pervasiveness of associations' culture needs the operation of enterprises to fete the underpinning confines of their organizational culture and its impacts on enterprises' performance. This paper thus tried to probe the impact of organizational culture factors on organizational performance in Chennai environment. Thus the following hypotheses were proposed in this study:

H1: There is a positive and significant relationship between organizational culture aspect of involvement and organizational performance,

H2: There is a positive and significant relationship between organizational culture aspect of consistency and organizational performance,

H3: There is a positive and significant relationship between organizational culture aspect of adaptation and organizational performance,

H4: There is a positive and significant relationship between organizational culture aspect of mission and organizational performance,

H5: There is a significant impact of overall organizational culture aspects on organizational performance and

H6: Involvement will be the most important organizational culture aspect that affected organizational performance.

### METHODOLOGY:

Participants in the study were managerial staff in logistics companies in Chennai. 120 self administered questionnaires were distributed to the staff of the selected logistics. 80 useable questionnaires were used in the statistical analysis presenting from the sample. The selection of the respondents was based on the random sampling.

### RESULTS AND DISCUSSION

The respondents' mean age was 35 years, while the mean age of their organisational experience was 15 years, and the mean experience with their current employment was 6 years. Regarding the gender, 70% of respondents were male while female were 30%. Majority of the respondents (80%) were married while 20% weren't married. In terms of position, 40% of the respondents were from senior level of management and 60

### THE RELATIONSHIP BETWEEN ORGANISATIONAL CULTURE AND PERFORMANCE (H1-H4)

Table 1 presents the correlation analysis of the study variables to answer the first, second, third and fourth hypothesis of the study. Tables I present descriptive data, Cronbach's alpha, and correlations between all pertinent variables.

Table 1: Correlation Coefficients of the Main Variables

| Mean | SD   |   | 1    | 2    | 3    | 4 | 5 |
|------|------|---|------|------|------|---|---|
| 3.33 | 0.71 | 1 | (90) |      |      |   |   |
| 4.24 | 0.43 | 2 | .54* | (89) |      |   |   |
| 2.74 | 0.74 | 3 | .51* | .45* | (93) |   |   |



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|      |      |   |      |      |      |      |      |
|------|------|---|------|------|------|------|------|
| 3.16 | 0.75 | 4 | .49* | .23* | .25* | (92) |      |
| 2.53 | 0.84 | 5 | .41* | .46* | .35* | .48* | (95) |

Note: \*  $p < .05$  (Alpha reliability values are shown in parenthesis on the diagonal) 1. Involvement 2. Consistency 3. Adaptation, 4. Mission 5. Organizational performance

All of the variables included in the current studies had internal reliability coefficients that were satisfactory. All scales are at the appropriate magnitude value of greater than 0.70, according to the reliability analysis. All of the independent variables had a favourable correlation with organisational performance, according to the findings. All elements of organisational culture— involvement, consistency, flexibility, and mission—are associated with one another and positively affect organisational performance, as shown in Table 1. As a result, the H1-H4 theories were adopted. According to the study's findings, the organisational performance of Chennai logistics enterprises was greatly improved in all four major ways by independent factors. The examination of the link between each variable shows that there is a low to moderate, substantial and positive association between them. This data does not have a collinearity problem, as seen in Table 1, because the correlations between the independent variables are not very strong. This implies that a multiple regression analysis can be performed to address the study's hypothesis H5.

#### THE IMPACT OF ORGANIZATIONAL CULTURE ON ORGANIZATIONAL PERFORMANCE (H5):

The findings of the regression analysis used to address study hypothesis H5 are shown in Table 2. All of the organisational culture's elements— involvement, consistency, flexibility, and mission—were regressed with organisational performance in order to address the study's hypothesis H5. The  $R^2$  value for corporate culture is, as seen in Table 2. These four facets of organisational culture accounted for 30% of the variance in organisational performance, as indicated by the number 30. The study's hypothesis H5, which states that organisational culture components have a considerable impact on organisational performance, was thus supported by this outcome.

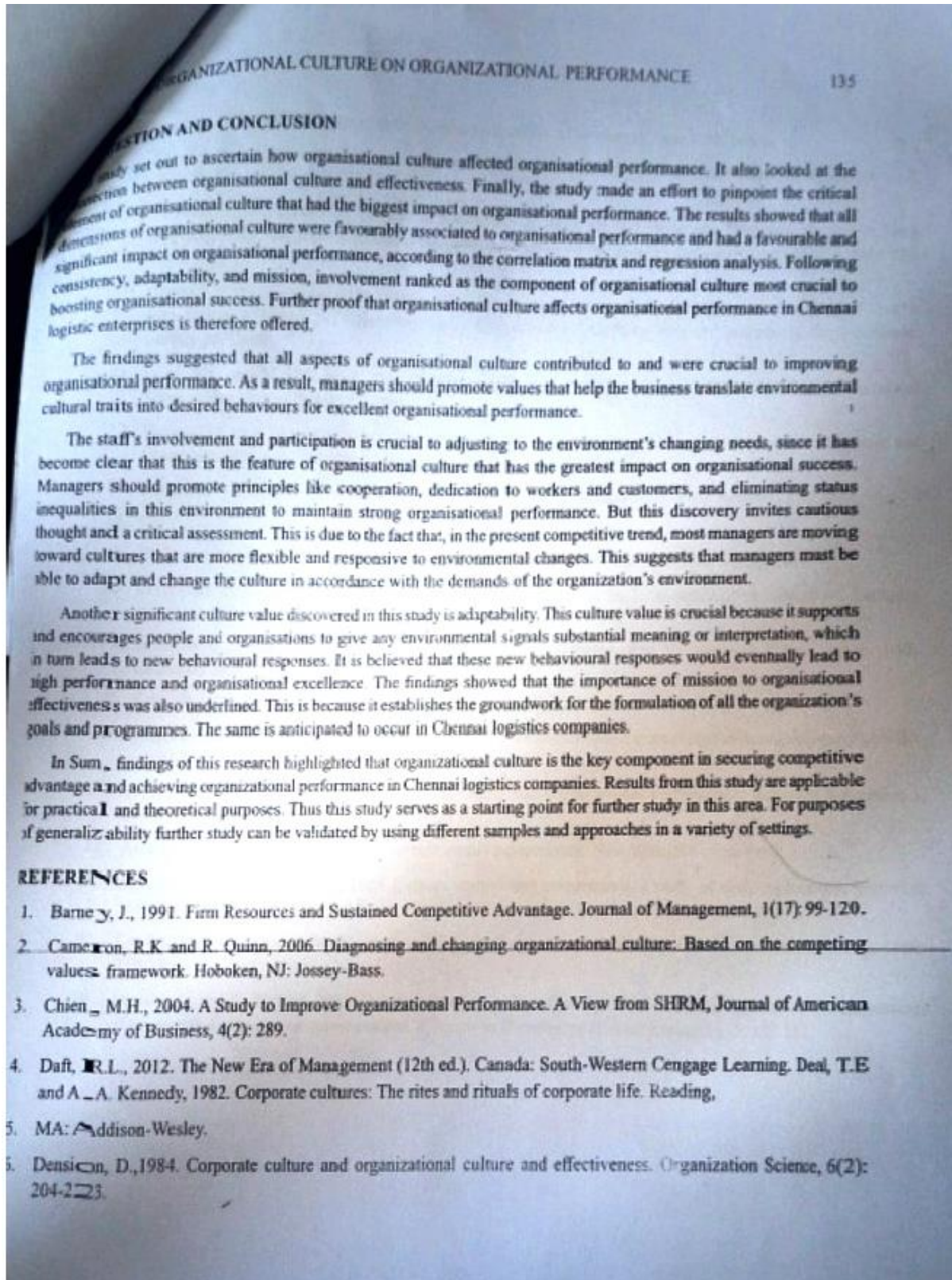
#### THE MOST IMPORTANT ASPECT OF ORGANIZATIONAL CULTURE FOR ORGANIZATIONAL PERFORMANCE (H6):

Analyzing each element of organisational culture as shown in Table 2 reveals that each element significantly and favourably impacted organisational performance. The findings showed that engagement had the highest beta value of .50 of all the organisational culture elements, followed by consistency, flexibility, and mission. This demonstrated that the engagement aspect of organisational culture has the greatest impact on how well a company performs. The outcome thus confirmed the study's H6 hypothesis, according to which involvement was the key component of organisational culture that improved organisational performance. As a result, hypothesis H6 was approved.

Table 2: The Impact of Organizational Culture on Organizational Performance

| Variable                | Organizational performance |      |       |       |       |
|-------------------------|----------------------------|------|-------|-------|-------|
|                         | Std $\beta$                | t    | $R^2$ | f     | P     |
| Organizational culture: |                            |      | 0.30  | 98.21 | .000* |
| Involvement             | .50                        | 1.49 |       |       | .000* |
| Consistency             | .32                        | 1.96 |       |       | .000* |
| Adaptation              | .42                        | 1.60 |       |       | .000* |
| Mission                 | .39                        | 3.36 |       |       | .000* |

Note: \*  $p < .05$





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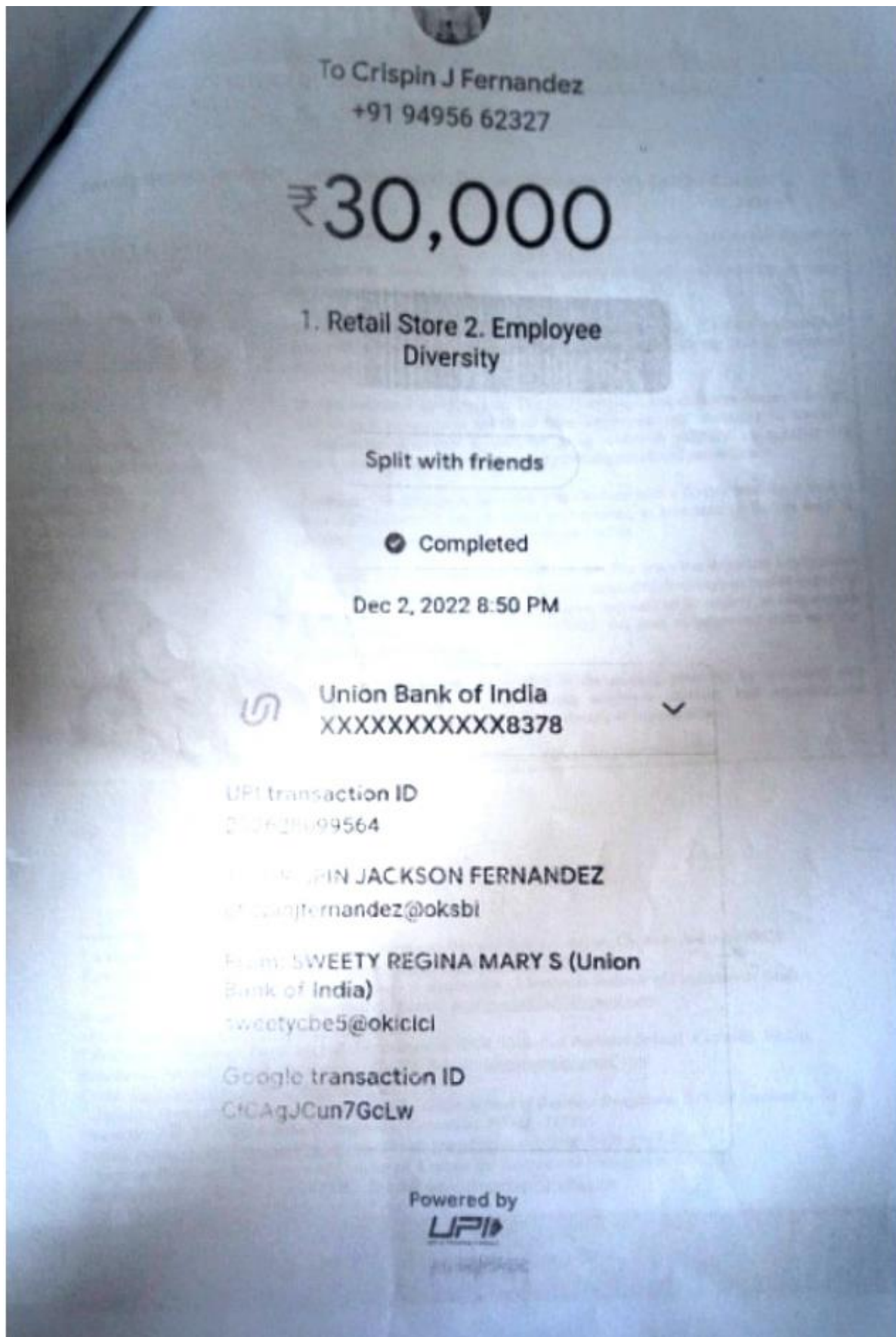


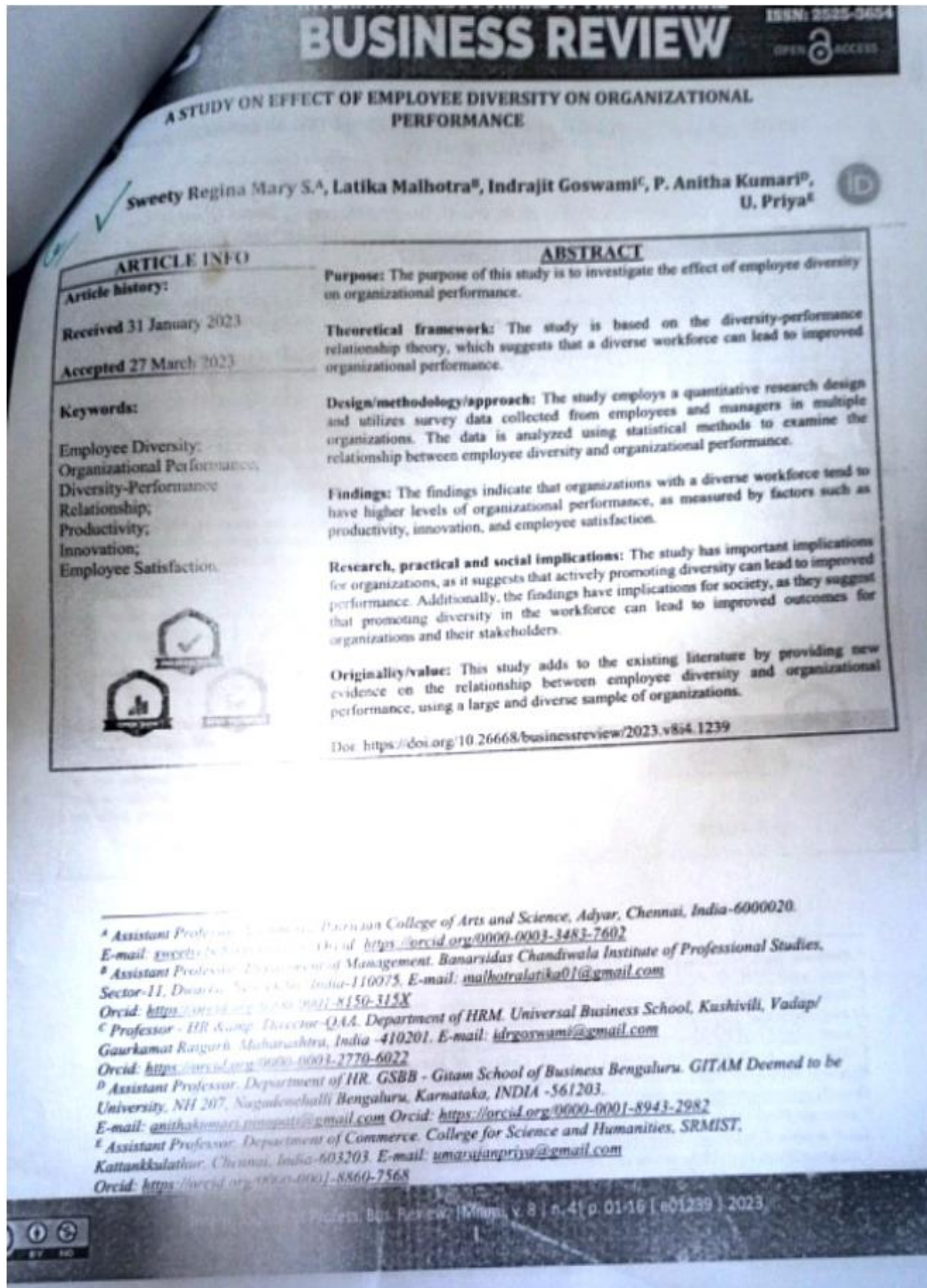
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| Page A/c / Department A/c                                 | Dr. Sweety Regina Mary S                                                             |             |
| Programme Title                                           | Publication - A study on effect of employee diversity on organizational Performance. |             |
| Programme Date                                            | March 2023                                                                           |             |
| Expense Details                                           | Publication - Rs. 30,000                                                             |             |
| Budget                                                    | Rs 30,000 Rs 1000 - reimbursed towards Financial Assistance                          |             |
| Advance Taken, if any                                     | NIL for publication -                                                                |             |

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| <b>RECEIPT NO:</b> | <b>1XWYFZXV9442</b>                      |
| <b>RRN:</b>        | <b>310212732831</b>                      |
| <b>DATE:</b>       | <b>12/04/2023</b>                        |

**Payment Complete**

|          |                                     |             |
|----------|-------------------------------------|-------------|
| SENT TO  |                                     | AMOUNT      |
| PS       | SOCIAL WORK DEPARTMENT<br>XXXX-3941 | ₹ 1,500.00  |
| BRANCH:  |                                     | KOTTURPURAM |
| IFSC:    |                                     | HDFC0001305 |
| REMARKS: |                                     |             |

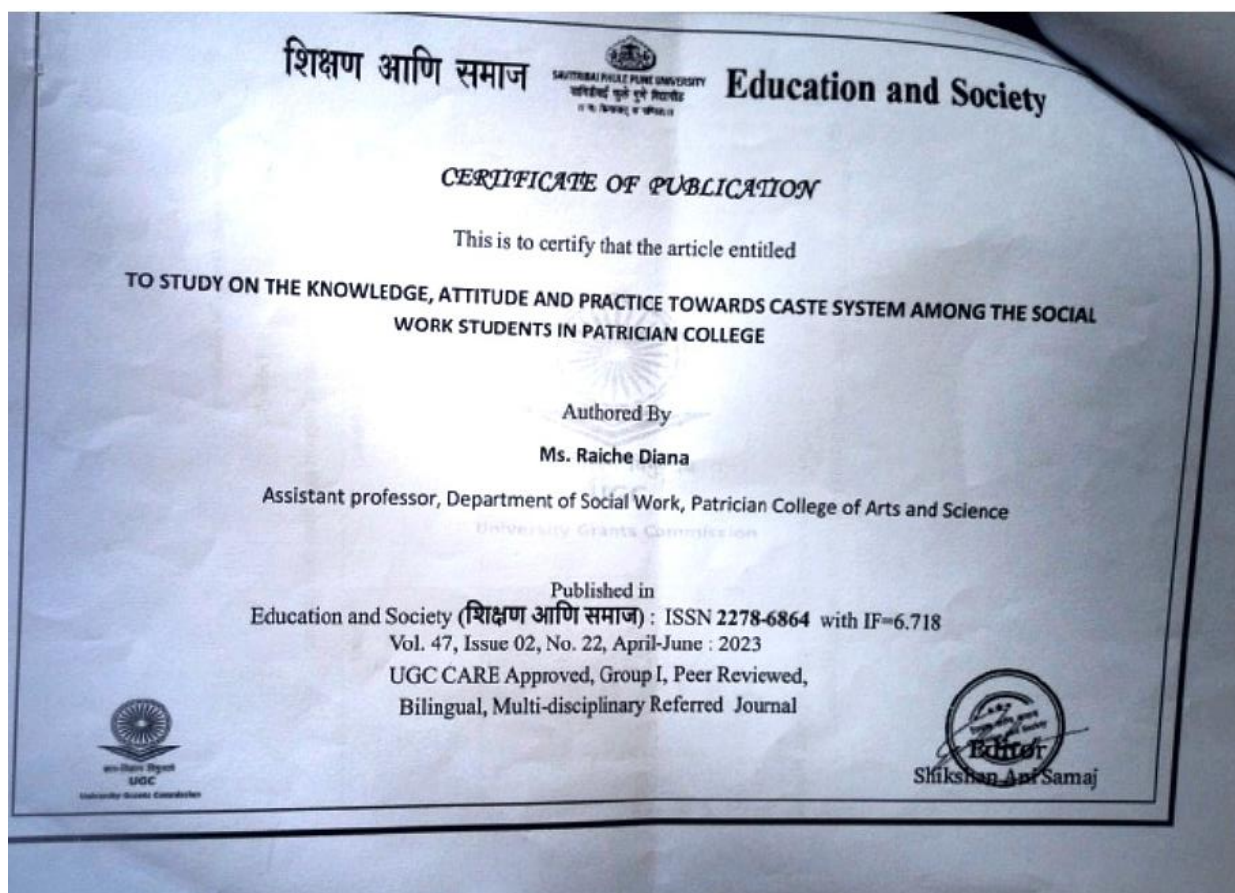
  

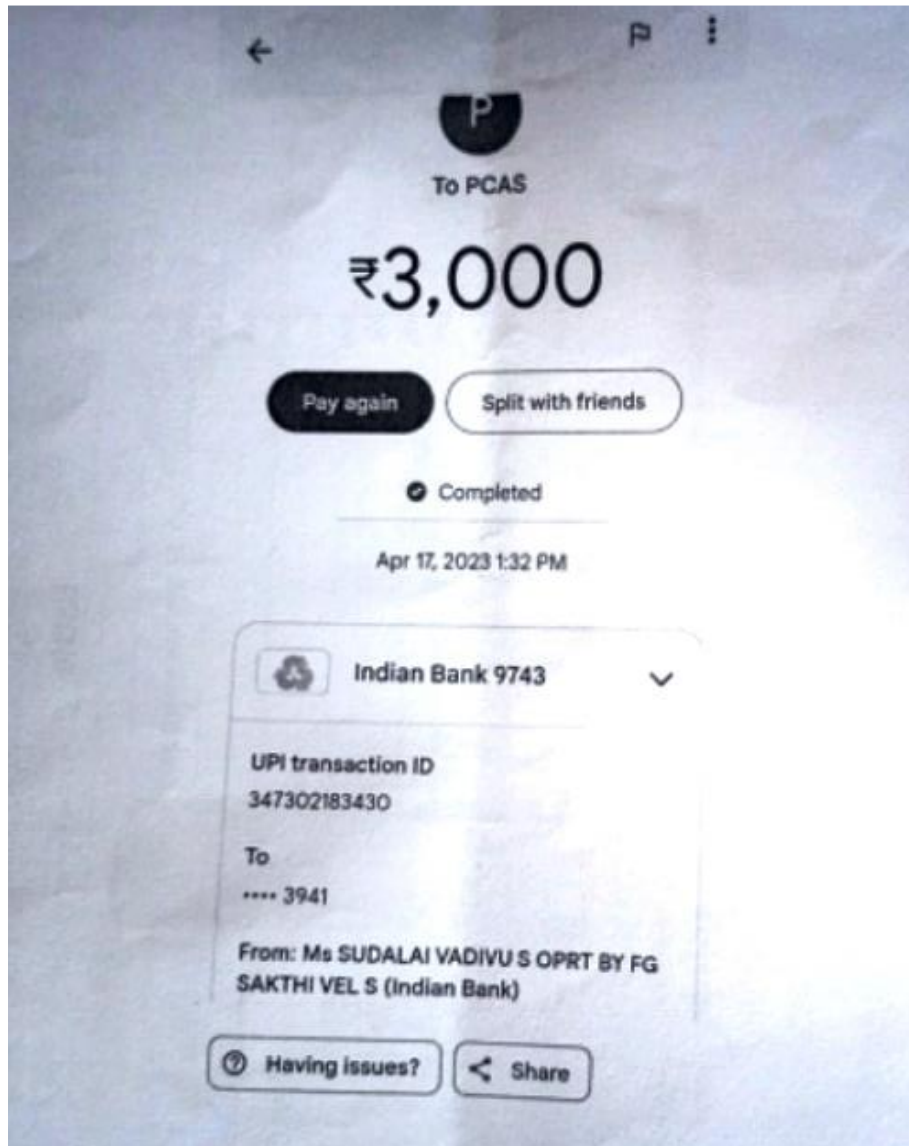
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|-------------------------------------------------------------------------------------|-----------------|
| SENT FROM                                                                           |                 |
|  | XXXX-8619<br>SA |

|                        |                                   |
|------------------------|-----------------------------------|
| <b>Payment Details</b> | <b>SUCCESS</b>                    |
| MODE:                  | Instant Pay<br>IMPS   CHARGES: ₹5 |
| RECEIPT NO:            | VESKKSU71520                      |
| RRN:                   | 313810163513                      |
| DATE:                  | 18/05/2023                        |





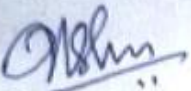


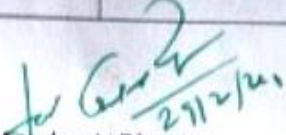


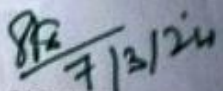
Usha

**Patrician College of Arts and Science**  
**REQUISITION FORM**

|                              |             |
|------------------------------|-------------|
| College A/c / Department A/c |             |
| Programme Title              | Publication |
| Programme Date               | 16.2.23     |
| Expense Details              | 3000/-      |
| Budget                       |             |
| Advance Taken, if any        |             |

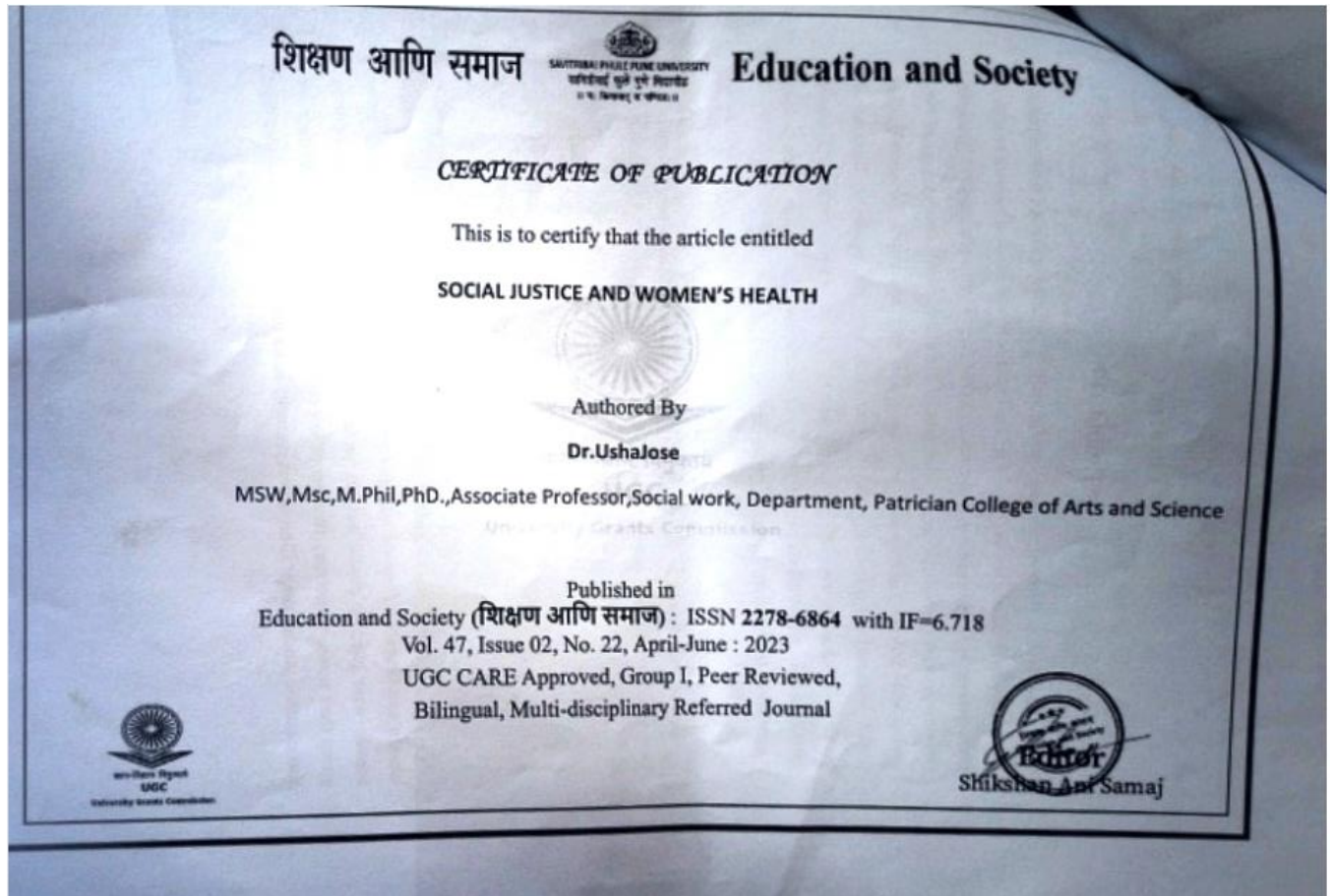
  
Faculty

  
Academic Director

  
Director





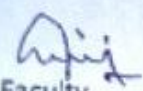


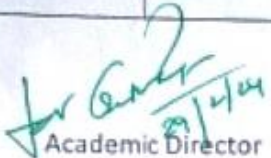


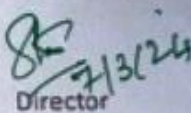
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**Patrician College of Arts and Science  
REQUISITION FORM**

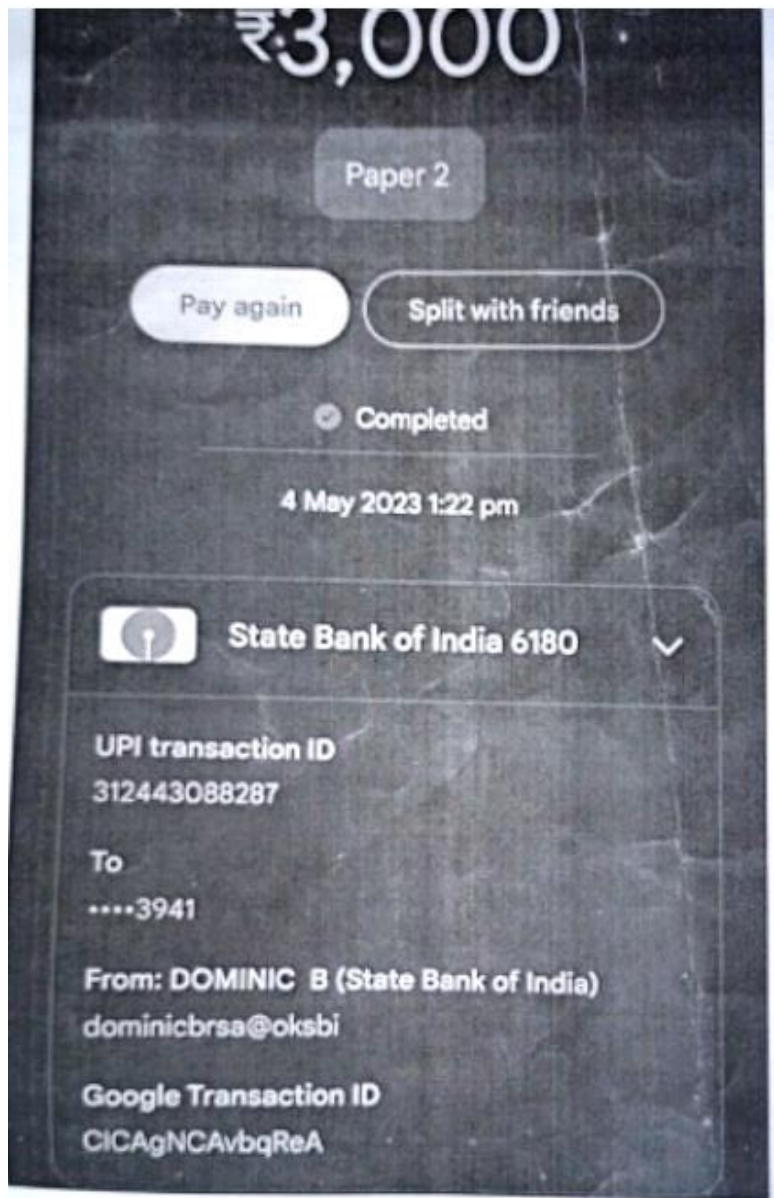
|                              |                   |
|------------------------------|-------------------|
| College A/c / Department A/c |                   |
| Programme Title              | Paren Publication |
| Programme Date               | 16.02.2023        |
| Expense Details              | 3000/-            |
| Budget                       |                   |
| Advance Taken, if any        |                   |

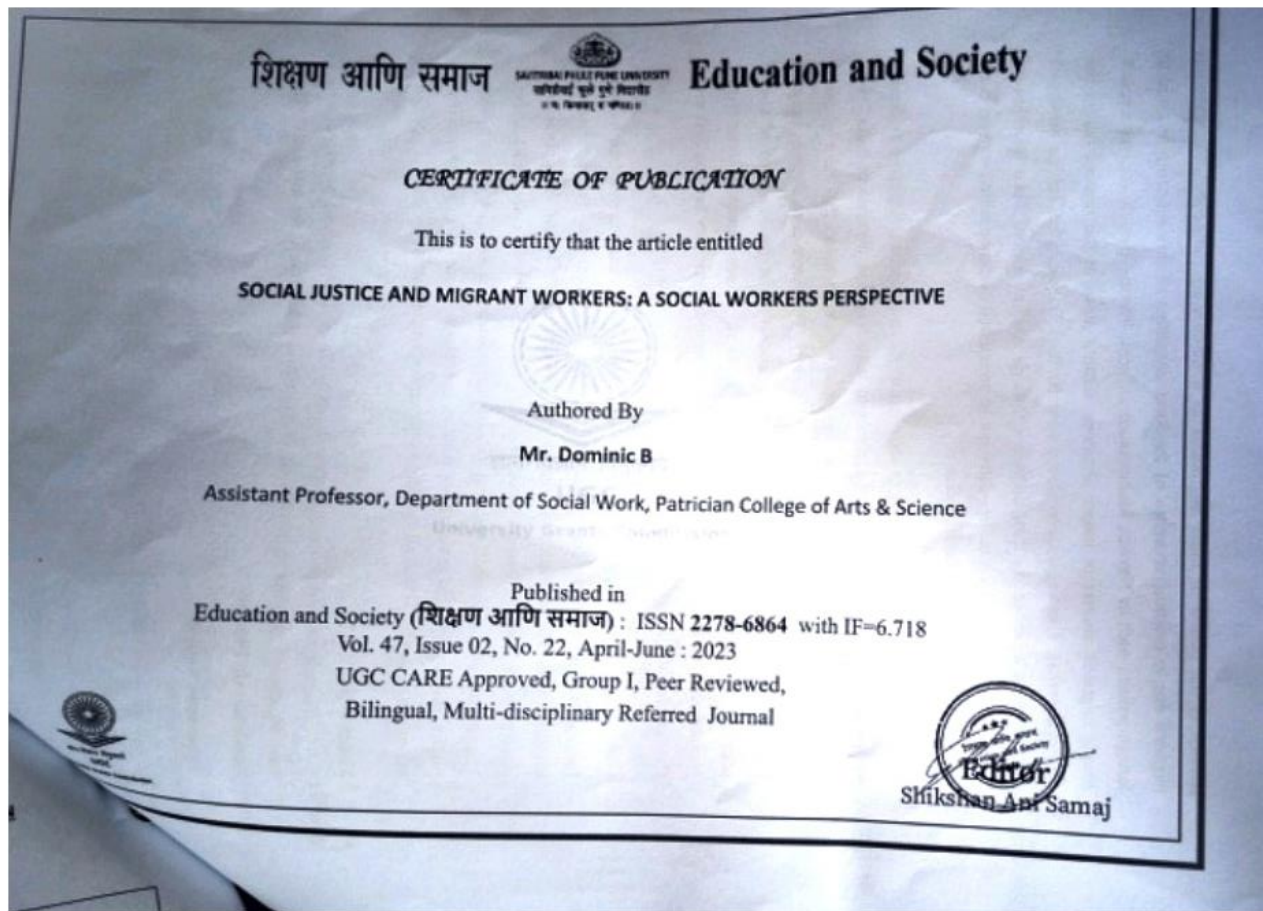
Faculty: 

Academic Director:  29/4/24

Director:  7/3/24









Patrician College of Arts and Science  
REQUISITION FORM

Income


|                              |                               |
|------------------------------|-------------------------------|
| Expense A/c / Department A/c |                               |
| Programme Title              | Paper Presentation - Rajagiri |
| Programme Date               | 11, 12, 13 January, 2023      |
| Expense Details              | Conference Registration       |
| Budget                       | Rs. 3000 / -                  |
| Advance Taken, if any        | Nil                           |

Faculty

Academic Director

Director



 **RCSS** RAJAGIRI COLLEGE OF SOCIAL SCIENCES (Autonomous)  
RAJAGIRI P.O., KALAMASSERY - 683 104

**DYUTI**

No. **101** Date 11/1/23

**RECEIPT**

Received with thanks from Mr./Ms./M/s. Jeyaraj Nesa Raj

a sum of Rupees Three thousand only

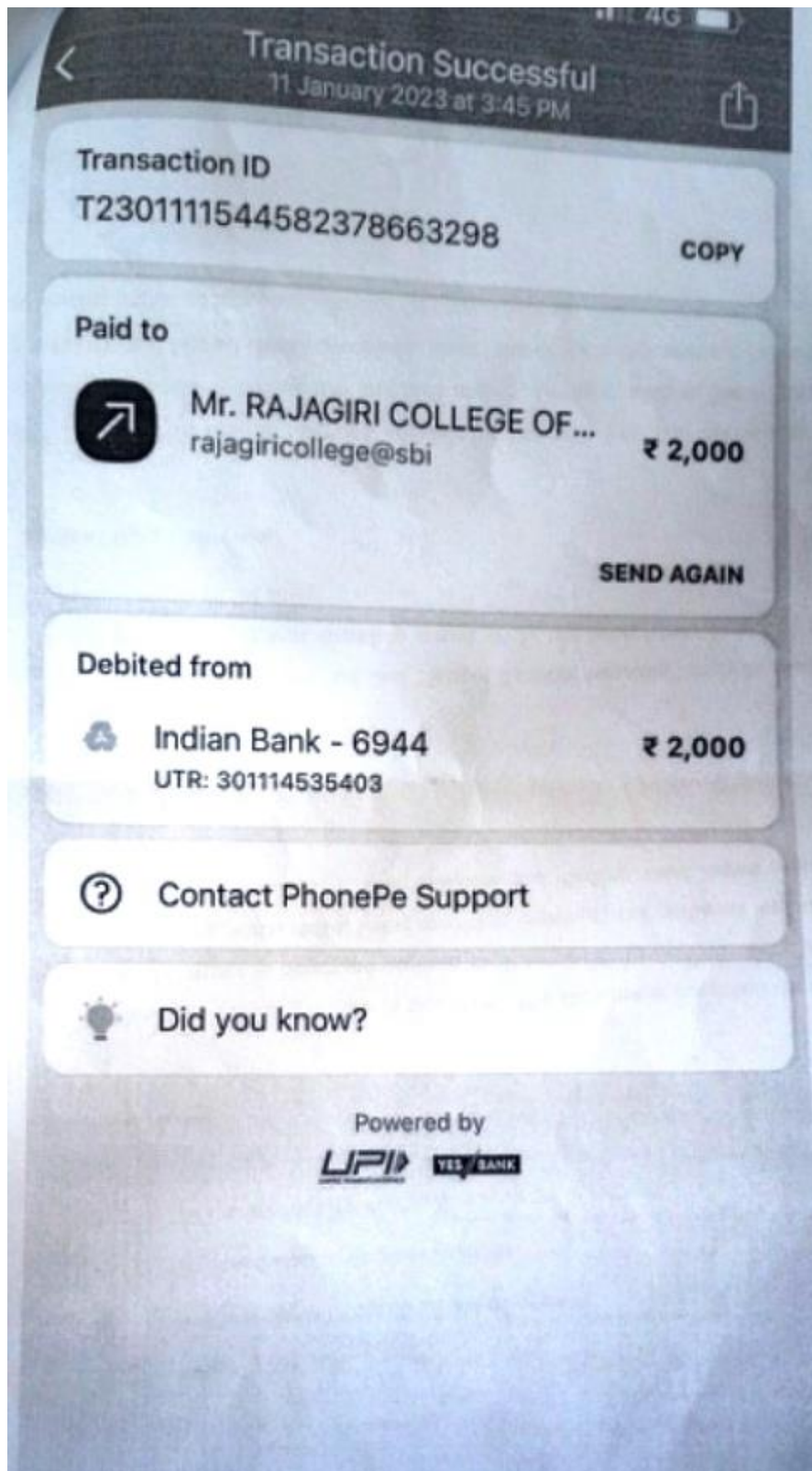
by cash / cheque / DD / RTGS / NEFT / SWIFT TR. to Bank A/c No. ....

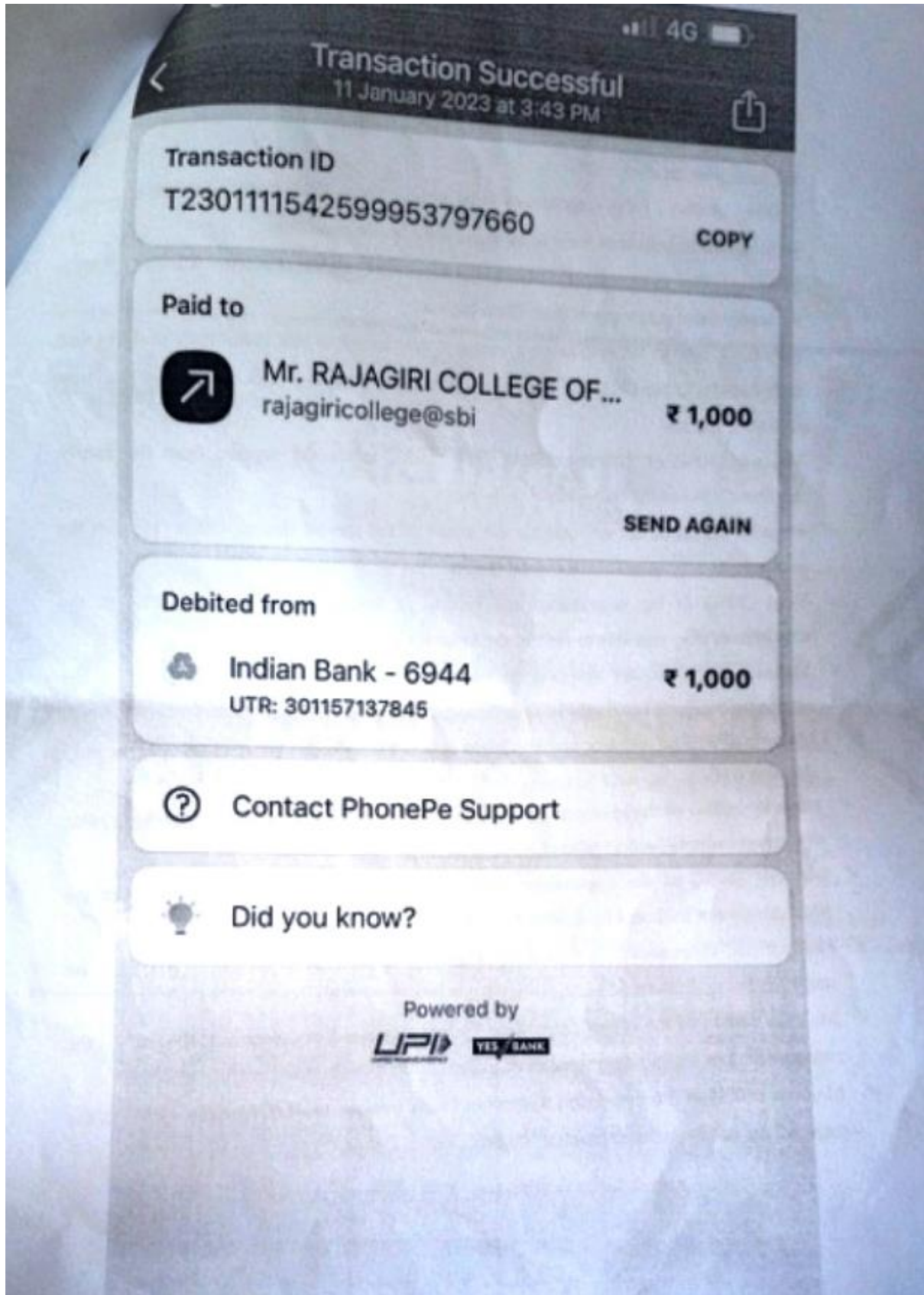
on ..... towards Donation / Registration Fees.

Rs 3000/-

Approved by \_\_\_\_\_

M. J. Jeyaraj  
Authorized Signatory















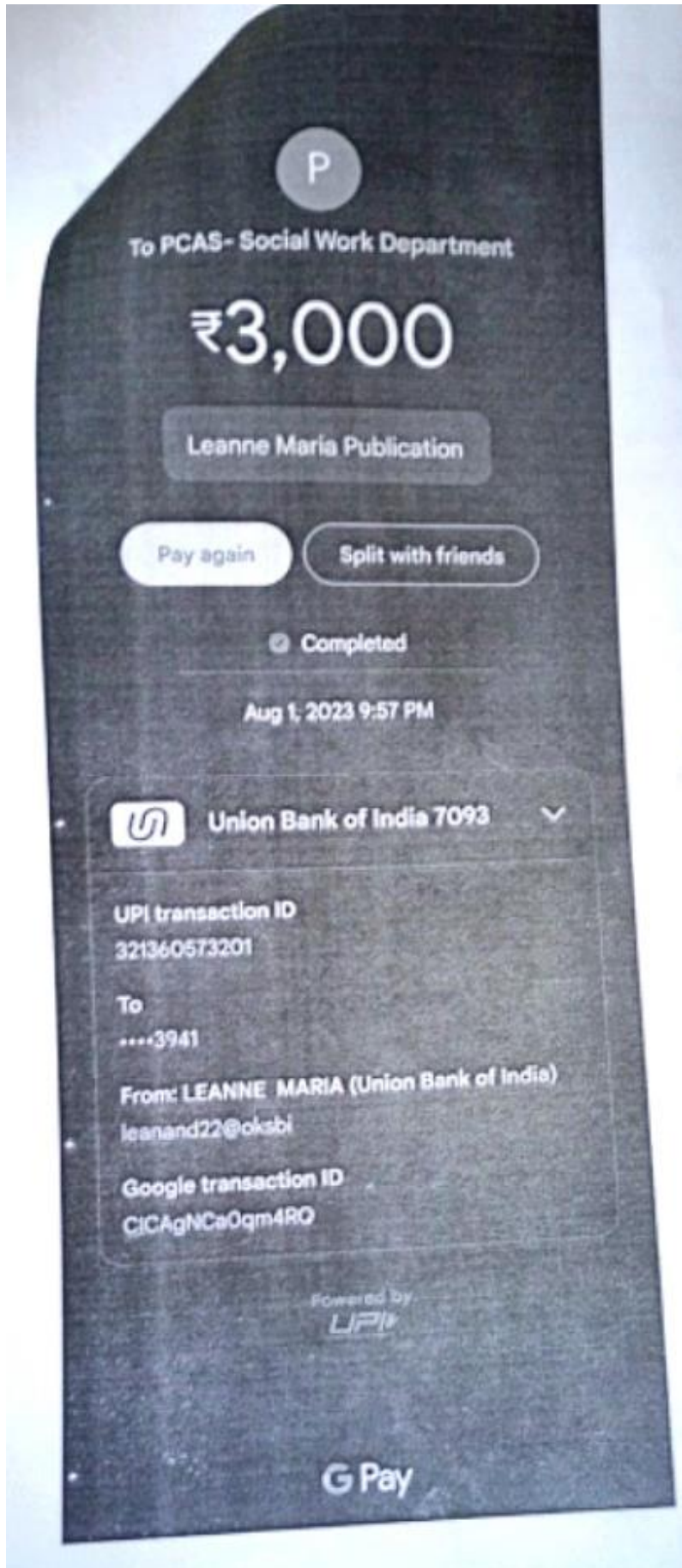


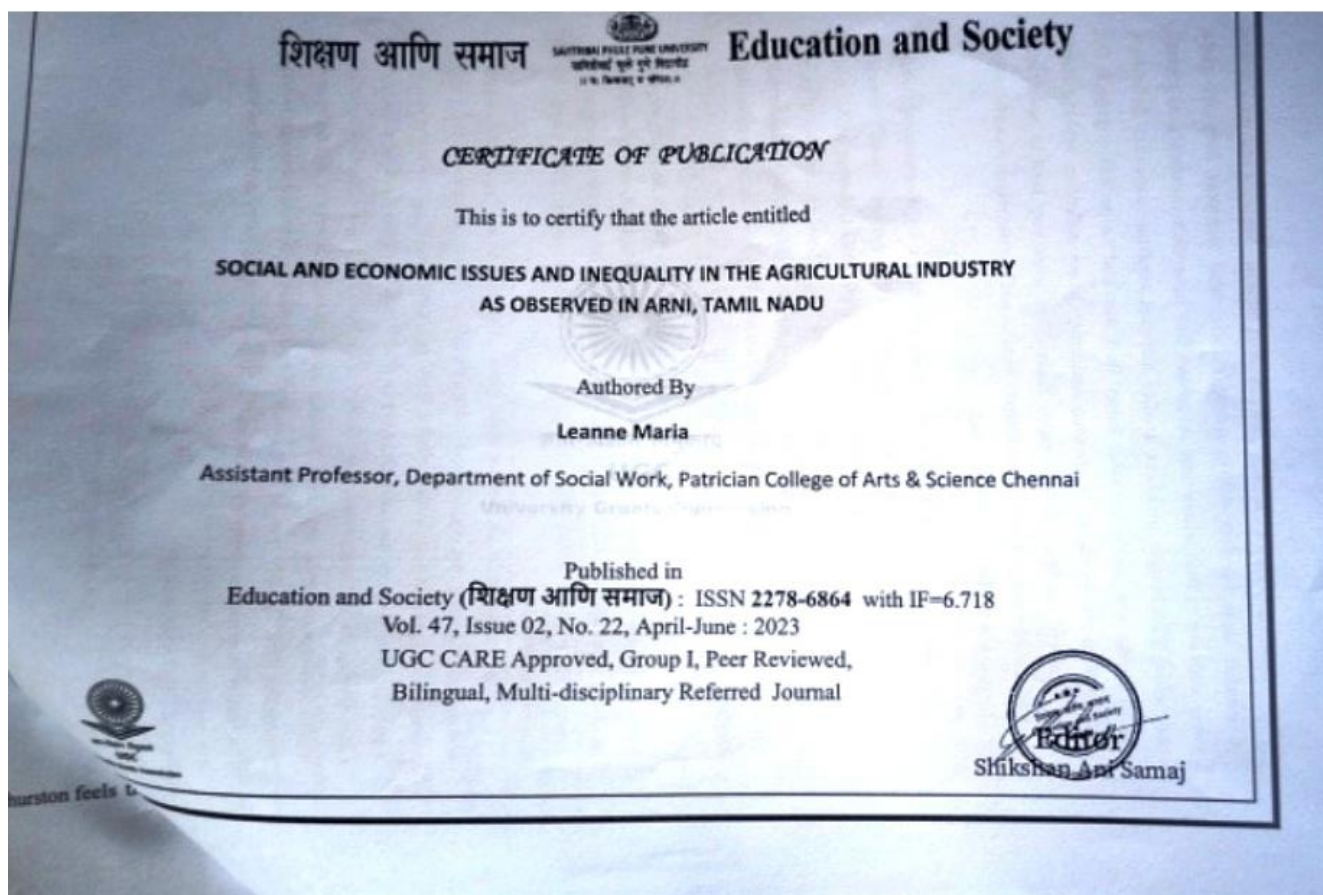
Patrician College of Arts and Science  
REQUISITION FORM

Leanne

|                              |                   |
|------------------------------|-------------------|
| Faculty A/c / Department A/c |                   |
| Programme Title              | Paper Publication |
| Programme Date               | 16.02.2023        |
| Expense Details              | 3000/-            |
| Budget                       | .                 |
| Advance Taken, if any        | NIL               |

Faculty: *[Signature]*  
Academic Director: *[Signature]* 11/3/24  
Director: *[Signature]* 11/3/24









Justus

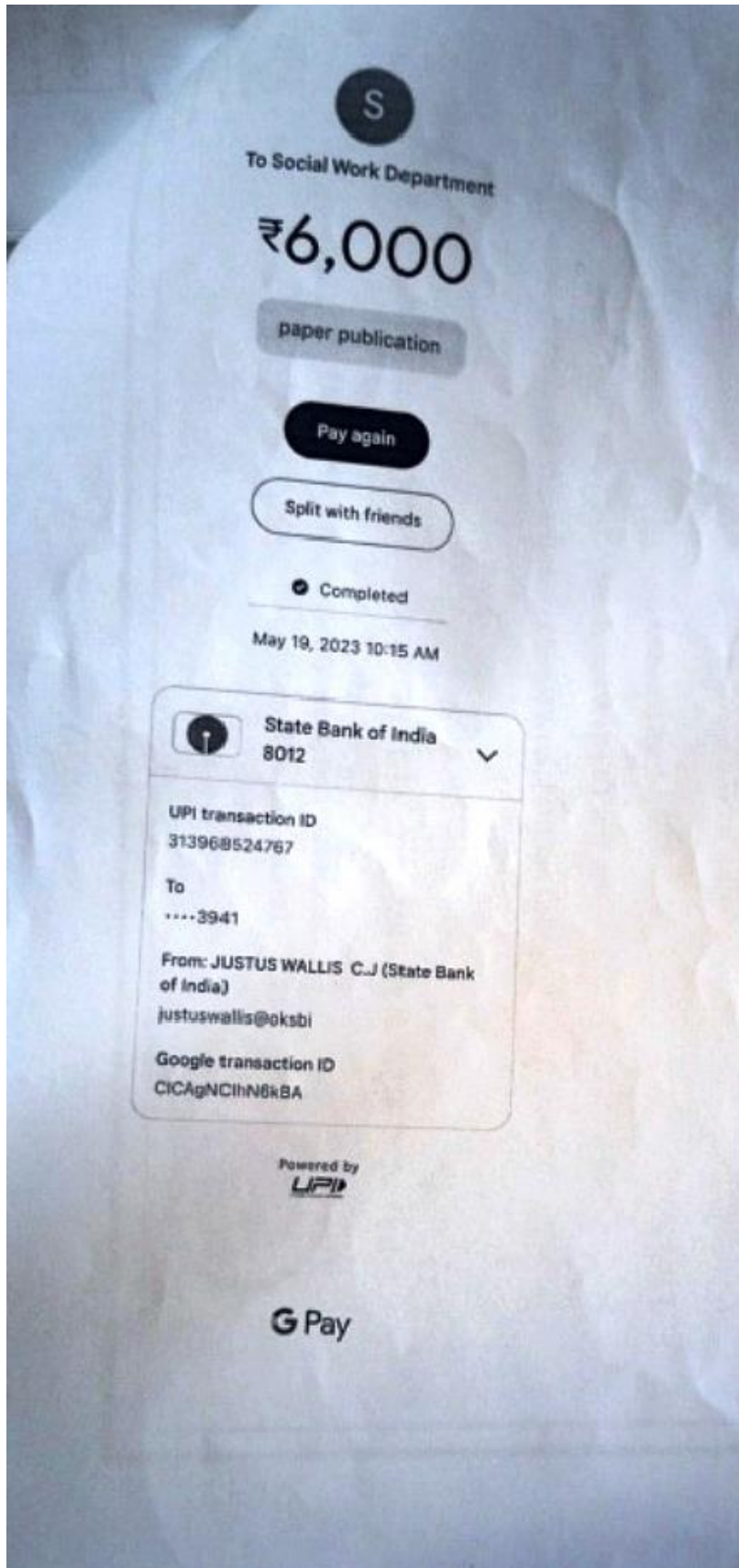
**Patrician College of Arts and Science**  
**REQUISITION FORM**

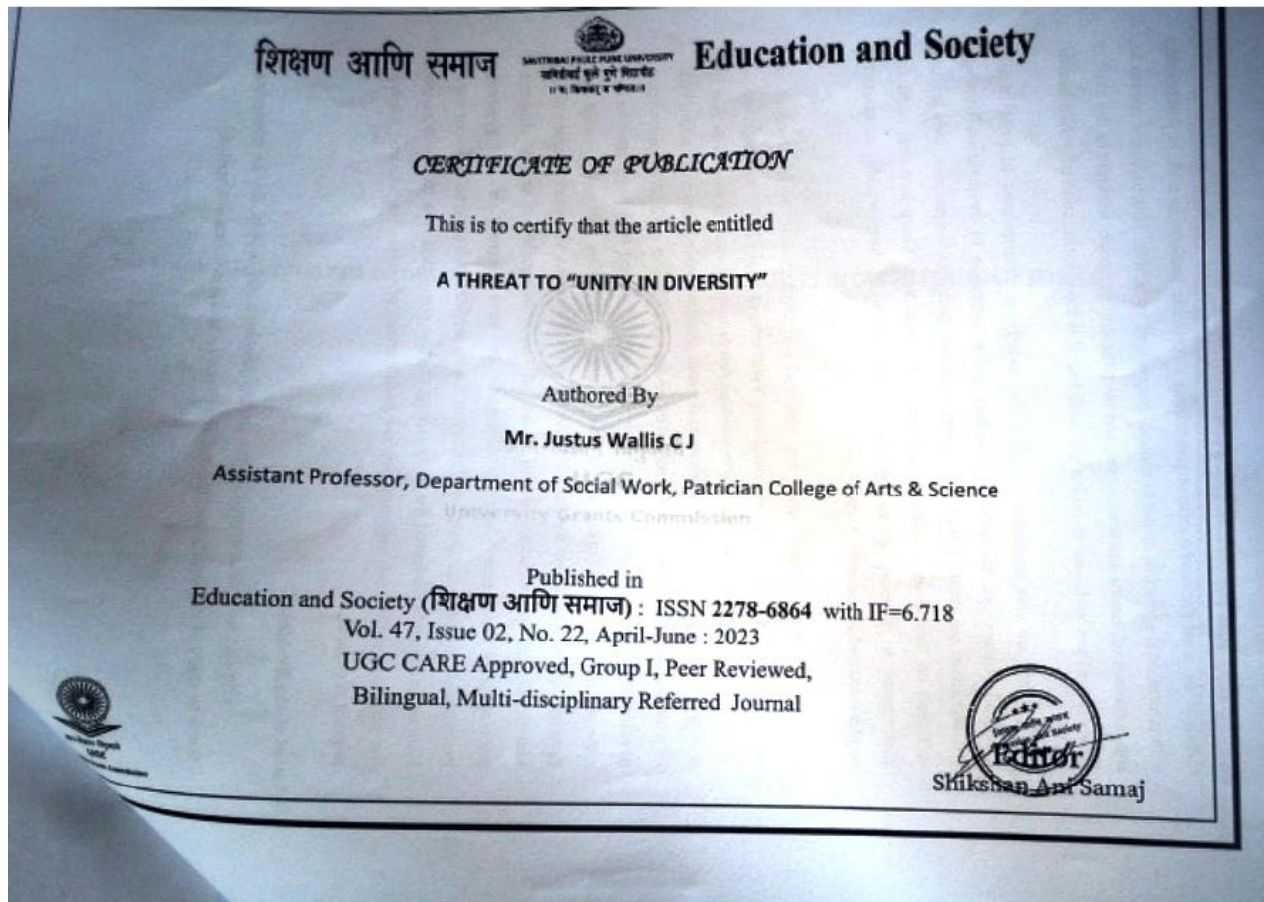
|                              |                                                  |
|------------------------------|--------------------------------------------------|
| College A/c / Department A/c | <del>Source</del> <del>Source</del> College A/c, |
| Programme Title              | Publication.                                     |
| Programme Date               | 16.02.2023                                       |
| Expense Details              | Paper publication, Dept of Social Work, PCAS.    |
| Budget                       | 6000/-                                           |
| Advance Taken, if any        | —                                                |

*[Signature]*  
Faculty

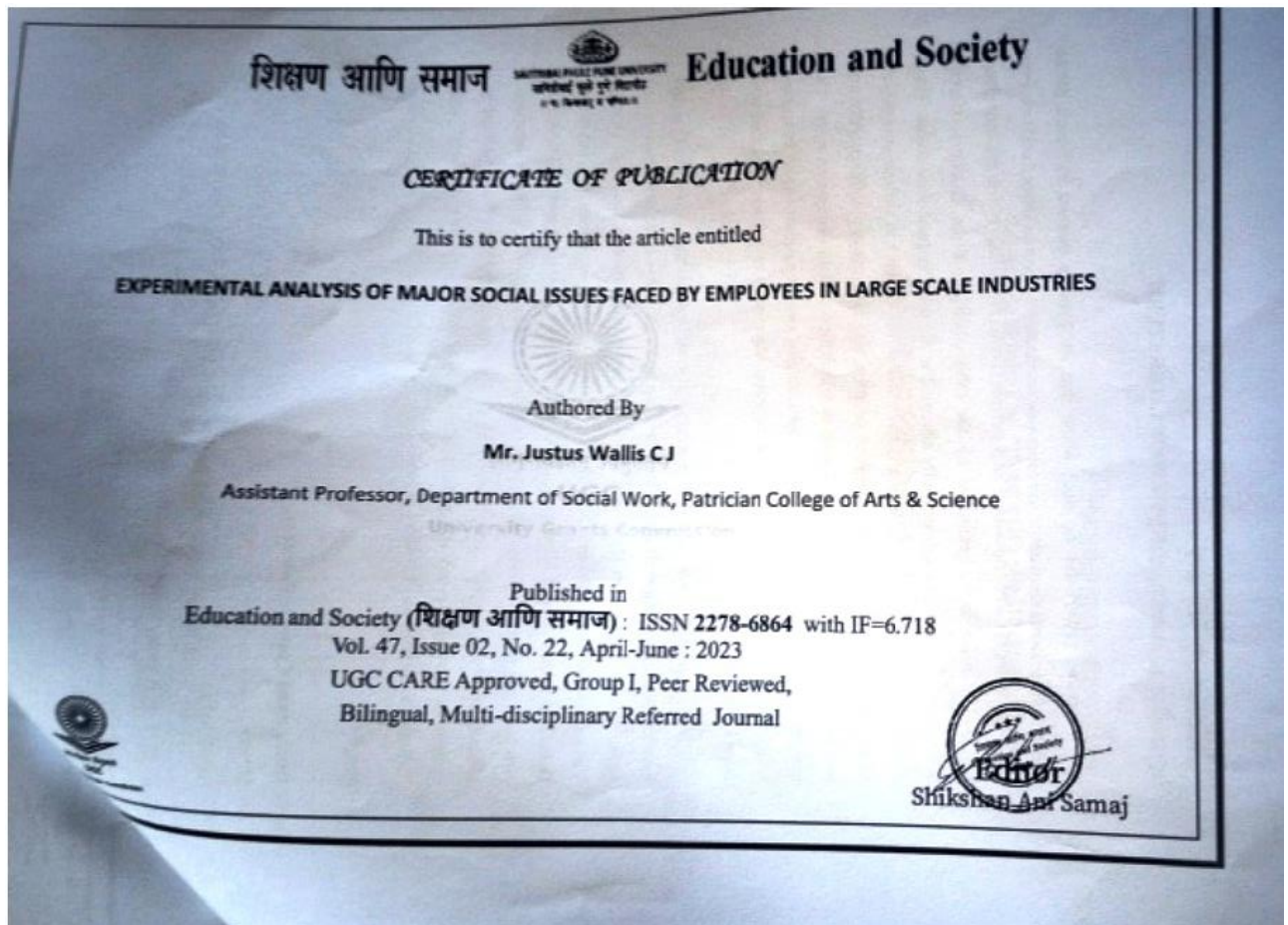
*[Signature]*  
1/3/24  
Academic Director

*[Signature]*  
7/3/24  
Director











gypsies

Vinsla

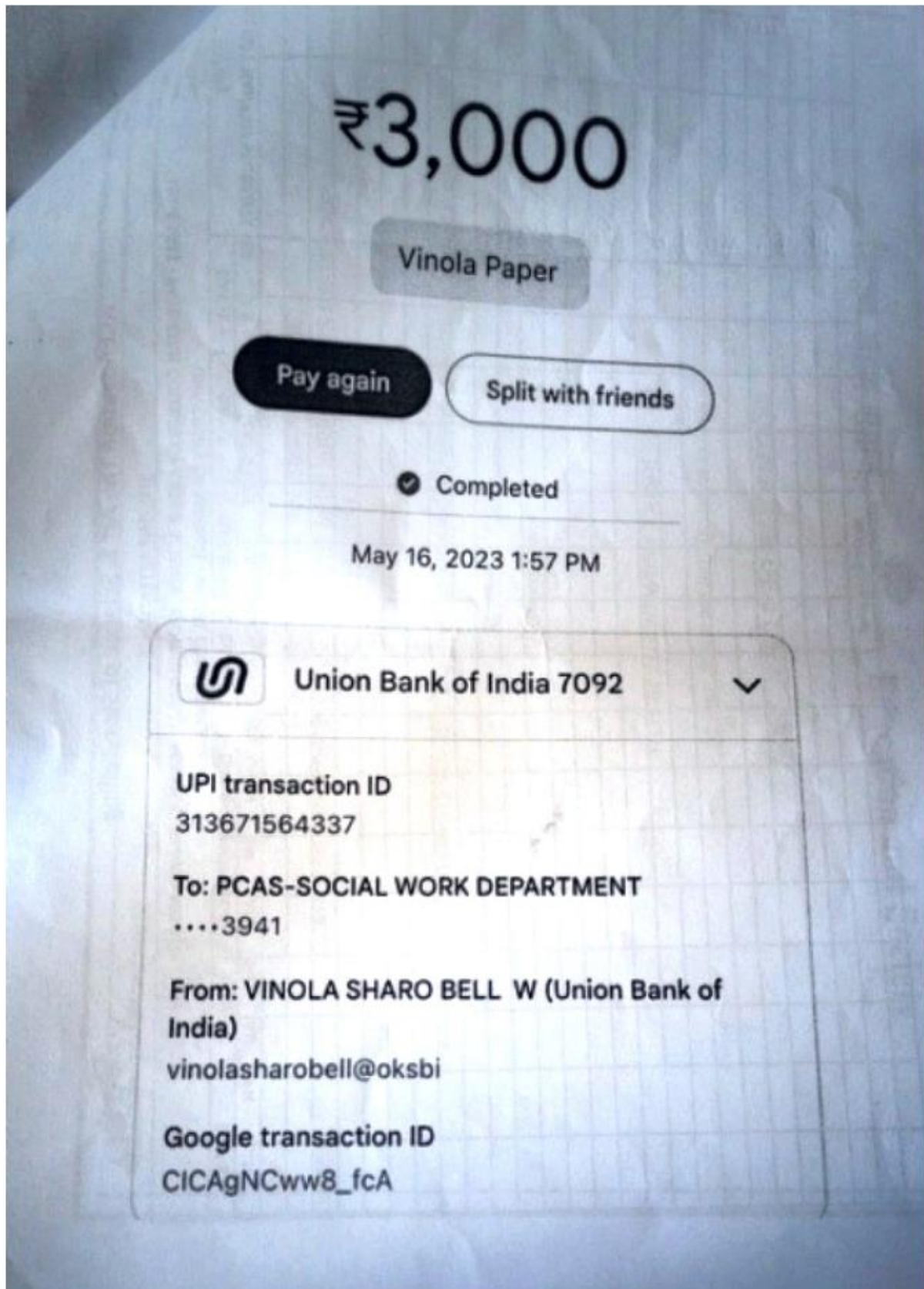
**Patrician College of Arts and Science**  
**REQUISITION FORM**

|                              |                                                      |
|------------------------------|------------------------------------------------------|
| College A/c / Department A/c | —                                                    |
| Programme Title              | Paper Publication<br>Social justice and women health |
| Programme Date               | 16/12/23                                             |
| Expense Details              | 3000/-                                               |
| Budget                       |                                                      |
| Advance Taken, if any        |                                                      |

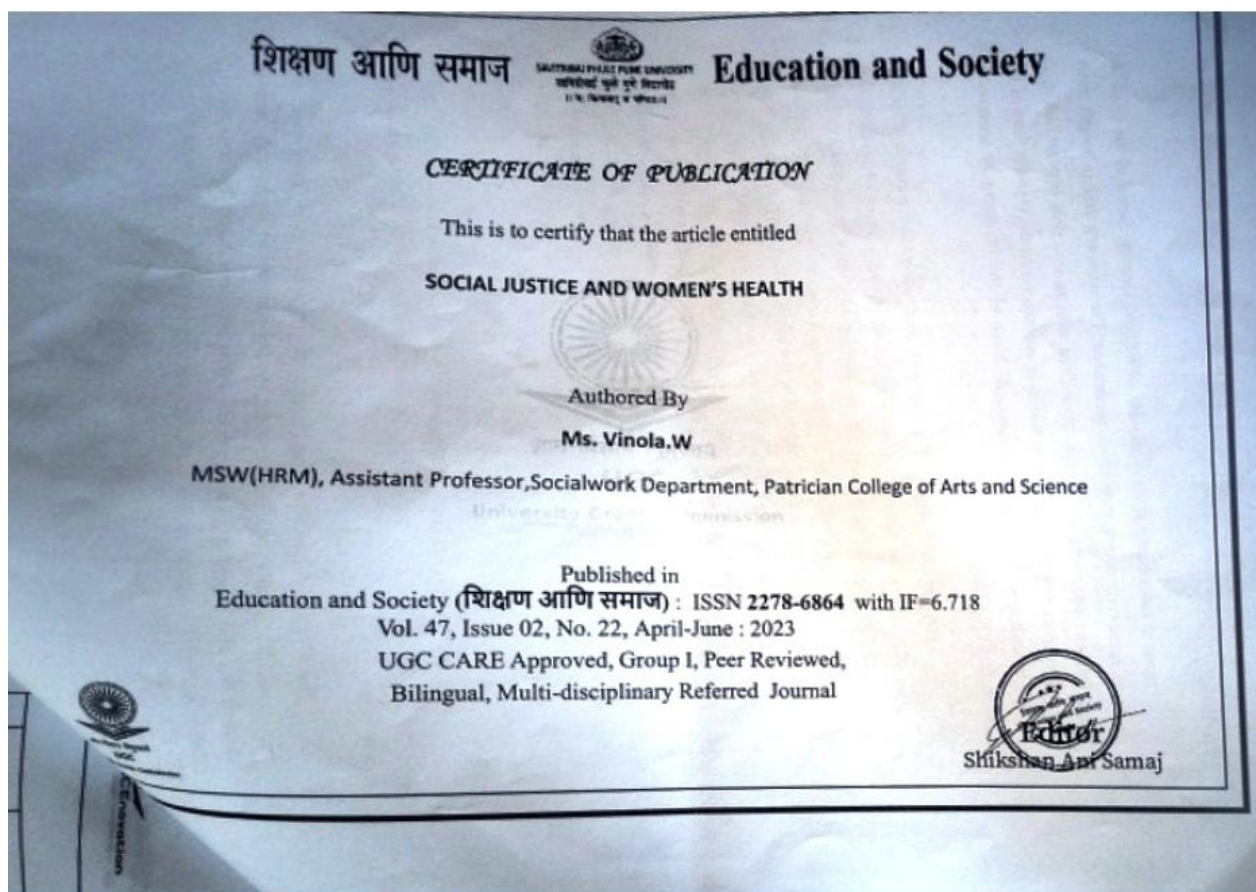
Vinsla  
Faculty

*[Signature]*  
29/12/23  
Academic Director

*[Signature]*  
21/3/24  
Director









Patrician College of Arts and Science  
REQUISITION FORM

2022-2023

|                              |                                         |
|------------------------------|-----------------------------------------|
| College A/c / Department A/c | College A/c -<br>Financial Assistance   |
| Programme Title              | International<br>Conference Publication |
| Programme Date               | 8-9-2022                                |
| Expense Details              | R. 1.250                                |
| Budget                       | -                                       |
| Advance Taken, if any        | -                                       |

Dr. S. Mohan  
Faculty 8-3-24

for Carry  
Academic Director 9/3/24

Saini  
Director 11/3/24

