Organizational Effectiveness (Contrasting Public and Private Sector Organizations in Food Processing Industry)

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Abstract

The main objectives of this study were to compare organizational effectiveness for the employees in public and private sector organizations in food processing industry, to see the association between sub-scales of organizational effectiveness and to compare these dimensions of organizational effectiveness across the hierarchical level and experience level of the employees. The scope of the study was limited to Public and Private sector organizations belonging to Punjab and Haryana in food processing industry. The sample comprised of 196 respondents drawn from three public sector organizations, and six private sector organizations. The results revealed that private sector organizations are better than public sector organizations on all dimensions of organizational effectiveness and overall organizational effectiveness except on satisfied workforce. A very significant correlation was found among all sub-scales of organizational effectiveness.