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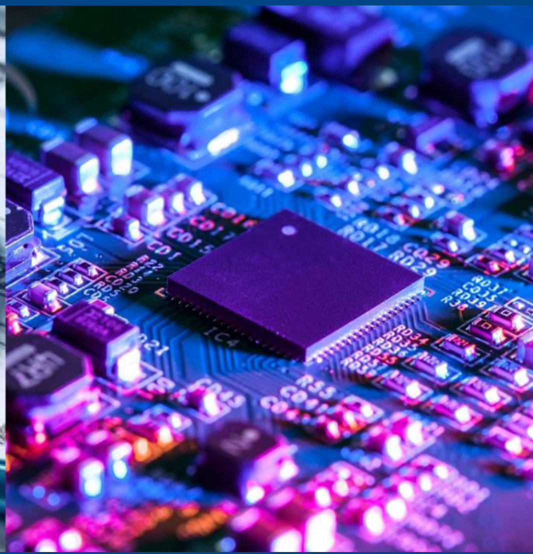

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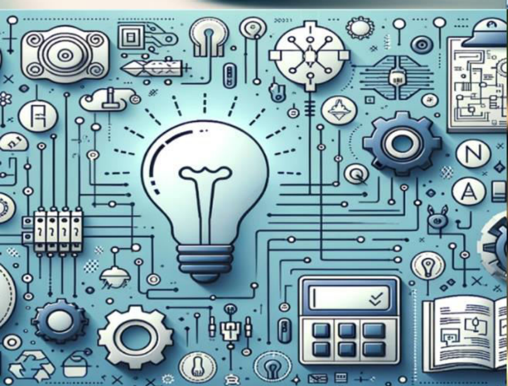

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A Study on the Overall Organisational Functions

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ABSTRACT: The study focused on the overall organisational functions of an organisation. The functions include Finance and Accounting, Human Resource Management, Production, Marketing and Sales, and Quality Control. The study examined the current state of practice, departmental coordination, utilisation of resources, functions activities, and quality roles. The study adopted a descriptive survey design. The primary data were gathered from one hundred (100) workers using a questionnaire. The convenience sampling technique was used to gather primary data from participants. The data collected from the workers were analysed using descriptive statistics, with a Likert-scale scoring system ranging from 1 to 5. Meanwhile, secondary data were gathered from reports, journals, websites, and other accessible sources. The study provides an insight into the overall functions performed by various departments and their coordination. The study can also help improve resource utilisation, coordination, and operation of the firm's activities, and overall organisational functions and roles.

KEYWORDS: Human Resource Management practices, Finance & Accounts practices, Production practices, Marketing & Sales practices, Quality control practices, Overall Organisational Functions.

I. INTRODUCTION

Organisational functions refer to the activities carried out by different departments within an organisation. The key functions comprise Finance and Accounting, Human Resource Management, Production, Marketing and Sales, and Quality Control. The departments need to perform their activities in a coordinated manner to ensure organisational goals are met while also ensuring effective use of resources and systems.

Finance deals with money management, Human Resource Management handles personnel matters, Production handles production activities, Marketing and Sales deals with customers, and Quality Control ensures that quality standards are met. The paper will review these functions, how they are coordinated to enhance organisational effectiveness, utilise resources, and areas that can be improved to achieve organisational goals.

II. OBJECTIVES OF THE STUDY

1. To study the process of financial management and accounting adopted in the organization.
2. To evaluate the practices used by the human resource management of the organization.
3. To analyze how efficient the production process in the organization.
4. To analyze the marketing and sales methods utilized by the organization.
5. To evaluation of the quality control measures used in the organization.

III. NEED AND IMPORTANCE OF THE STUDY

1. The study is necessary to review the general organisational functions by assessing the functions of different departments and activities.
2. It helps understand organisational strengths and weaknesses and the means of improvement for achieving better performance and increased productivity.
3. The results of the study can become a source of information that will help the management make appropriate decisions, enhance resource use, and develop strategies for sustaining the organisation's growth.

4. The study can also be useful to evaluate the performance of employees, the connection between different functions, and their impact on the company's performance.
5. Moreover, it can serve as a reliable source of information for students and other researchers who would like to gain insight into the organisational functions and make contributions to its improvement and sustainable development.

IV. SCOPE OF THE STUDY

In the current proposal, the overall organisational functions will be inspected by studying the general functions of different key departments of the organization. These functions include some of the main areas of operation of the organization such as efficiency, utility, quality and interrelation. The results obtained from this study will help identify the aspects that need improvement for the organization to meet its objectives and grow successfully. The results of the current analysis will aid the organization's management in taking the necessary corrective measures to improve the productivity and effectiveness of the organization. In this study, the scope has been limited to the functions of the selected organization.

V. REVIEW OF LITERATURE

5.1 Sudarsono, Jerry, B. A., Pakpahan, B., Ginting, J., & Tarigan, S. (2026). It was concluded that optimization of capital structure, working capital management, and financial risk management practice improves the profitability and performance of the firm. The study also established that digital transformation promotes sound financial decisions and performance of the business. Therefore, it was recommended that financial management and digital technology should be combined to ensure sustainable financial growth in the organization.

5.2 Hiremath, S. M., Gupta, S., Sidhu, A., Mohanty, A. K., Likhar, V., & Hota, H. N. (2025). The research studied the relationship between the financial management practices and performance of small and medium enterprises (SMEs). The study established a positive relationship between effective budgeting and reporting, financial reporting, investment, and working capital management and the financial performance of SMEs. The study concluded that proper financial management leads to improved business performance, profitability, and growth.

5.3 Abu-Allan, A., & Alghizzawi, M. (2024). An empirical study analyzed the impact of the environment's uncertainty on the organization's performance and decision-making process. Based on the findings, it was concluded that uncertainty is a multifaceted phenomenon influencing the strategy formation and adaptation of an organization. The study allowed to determine that the perception of several dimensions of uncertainty leads to improved performance.

5.4 Mhlongo, N. G., & Nyembwe, K. D. (2023). The review of the 29 articles revealed that although Industry 4.0 promises to enhance decision-making, process control, quality, and customer relationships, the potential benefits can be offset by such challenges as data distortion, cybersecurity risks, staff qualification gaps, and system legacy issues.

VI. RESEARCH GAP

Previously conducted research on organisational processes predominantly concentrated on particular functions, namely, financial management, human resource management, production and operational efficiency, marketing and sales, and quality control and assurance. However, studies exploring the interconnections between these processes and their combined effect on the organisation's performance are insufficient. In addition, the mechanisms by which various departments perform their activities in terms of resource allocation and cooperation to ensure the organisation's effective operation require further investigation. Thus, the current research aims to address these issues by assessing the key functions in order to determine their advantages, disadvantages, and interrelations.

VII. RESEARCH METHODOLOGY

7.1 Research Design and Approach

The present study proposes a descriptive research design that explains current organizational functions and practices. Finance and Accounting, Human Resource, Production, Marketing and Sales, and Quality Control activities will be taken into consideration for analysis. The study will use both qualitative and quantitative methods. Questionnaires will be

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distributed to collect primary data, whereas secondary data will be gathered from existing sources. Particular statistical methods will be chosen to examine gathered numerical information and explore possible weaknesses and strengths, as well as ways for improvement.

7.2 Research Method and Sources of Data

The current study uses the descriptive type of research to gather information and obtain an in-depth understanding of existing organisational functions and practices. This study employs both primary and secondary data sources. Questionnaire, personal interaction, and informal interview with employees are some of the methods used to collect primary data. The secondary data, on the other hand, are gathered from annual reports, formal publications, organisational records, journals, books, research, internet sources, and past studies. All this information is helpful to understand and analyse the current set of organisational functions in detail.

7.3 Sampling Technique and Sample Size

The study proposes to employ the Convenience Sampling Technique whereby respondents are selected on the basis of their willingness and availability to participate in the study. Using this technique, the researcher can conveniently gather data from respondents who are accessible and agree to take part in the research. This technique allows the collection of data from respondents residing in different departments at the organization. The sample size for the study will be consists of One Hundred (100) respondents. The data gathered will be used to determine employees' perception toward different organizational functions. The sample will be collected from different departments including Finance and Accounting, Human Resource, Production, Marketing and Sales, and Quality Control.

7.4 Tools for Data Analysis

The collected data can be organized, classified, tabulated, and analyzed using appropriate statistical methods. The statistical tools that can be used in the analysis process include frequency distribution, percentage, tables, charts, and graphs. The data analysis tools are used to interpret the results of the research study. In addition, they can help in describing, examining, and exploring data trends, patterns, and relationships.

VIII. RESULTS AND DISCUSSION

8.1 Demographic Profile of Respondents

As per the survey, it appears that majority, that is, 43%, of the respondents fall under the age bracket of below 25 years. This makes the age group the largest one. The sample has more male respondents (58%) than females. Most of the respondents (63%) have completed post-graduation. The marketing and sales is the largest department comprising 24%. In addition, it appears that 36% of the respondents earn less than ₹25,000 on a monthly basis.

Table 1: Demographic Profile of Respondents (N = 100)

Demographic	High Responses	Frequency (n)	Percentage (%)
Age	Below 25 years	43	43%
Gender	Male	58	58%
Educational Qualification	Postgraduate	63	63%
Department	Marketing & Sales	24	24%
Monthly income	Below ₹25,000	36	36%

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8.2 Correlation Analysis

Table 2: Correlation Analysis Finance Department

Correlations

		The organizations financial records are always updated and maintained accurately.	Financial resources are allocated and utilized through a well planned budgeting process.
The organizations financial records are always updated and maintained accurately.	Pearson Correlation	1	.340***
	Sig. (2-tailed)		<.001
	N	100	100
Financial resources are allocated and utilized through a well planned budgeting process.	Pearson Correlation	.340***	1
	Sig. (2-tailed)	<.001	
	N	100	100

***. Correlation is significant at the 0.001 level (2-tailed).

A study was carried out to establish a relationship between the two aspects above. From the results below, it can be noted that there is a positive correlation ($r = 0.340$) between ensuring accurate financial records and effective budgeting leading to proper use of resources. There is a significant relationship ($p < 0.001$) between the two factors at the 0.001 level.</mark> Thus, it can be concluded that ensuring accurate financial records will lead to effective budgeting hence proper utilization of resources.

8.3 Chi-Square Test

Table 3: Educational Qualification and Marketing Department

Chi-Square Test for Independence

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Educational qualification * The organization implements effective marketing strategies to increase market presence and brand awareness.	100	100.0%	0	0.0%	100	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	111.620a	20	<.001
Likelihood Ratio	25.443	20	.185
Linear-by-Linear Association	.016	1	.898
N of Valid Cases	100		

a. 25 cells (83.3%) have expected count less than 5. The minimum expected count is .01.

The Chi-Square test shows that educational qualification and the organization's effective marketing strategies to improve the market command of the entity and brand image are associated ($\chi^2 = 111.620$, df = 20, $p < 0.001$). <mark id="p_1">Therefore, the null hypothesis is rejected at $p < 0.05$ level of significance.</mark> Thus, the educational qualification significantly contributes to the perception of effective marketing strategy by the respondents.

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8.4 Regression Analysis

Table 4: Regression Analysis Finance Department

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.242[a]	.059	.049	.713

a. Predictors: (Constant), The organizations financial records are always updated and maintained accurately.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.105	1	3.105	6.110	.015[b]
	Residual	49.805	98	.508		
	Total	52.910	99			

a. Dependent Variable: The financial management system of the organization helps make proper decisions.

b. Predictors: (Constant), The organizations financial records are always updated and maintained accurately.

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	3.218	.312		10.301	<.001
	The organizations financial records are always updated and maintained accurately.	.212	.086	.242	2.472	.015

a. Dependent Variable: The financial management system of the organization helps make proper decisions.

The conducted regression analysis enabled to assess the impact of having accurate and up-to-date financial records on the financial management system's ability to achieve decision-making appropriateness. The model under consideration is statistically significant ($F = 6.110$, $p = 0.015$), $R^2 = 0.059$ – 5.9% of variance is explained by the predictor, and the coefficient($\beta = 0.242$, $p = 0.015$) indicates the presence of a positive relationship. Thus, there is enough evidence to reject the null hypothesis.

8.5 Anova Analysis

Table 5: Gender And Quality Control Department

ANOVA

The company's measures effectively reduce product defects and rework.

	Sum of Squares	df	Mean Square	F	Sig.[a]
Between Groups	1.852	2	.926	1.563	.215
Within Groups	57.458	97	.592		
Total	59.310	99			

a. Confidence Interval: 95%

ANOVA Effect Sizes[a,b]

		Point Estimate	95% Confidence Interval Lower	95% Confidence Interval Upper
The company's measures effectively reduce product defects and rework.	Eta-squared	.031	.000	.111
	Epsilon-squared	.011	-.021	.093
	Omega-squared Fixed-effect	.011	-.020	.092
	Omega-squared Random-effect	.006	-.010	.048

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

b. Negative but less biased estimates are retained, not rounded to zero.

The results of the ANOVA test indicate that there is no statistically significant difference between the groups in terms of the company's efforts to reduce the number of product defects and rework ($F = 1.563$, $p = 0.215$). Therefore, the $p > 0.05$ null hypothesis is accepted. The results also suggest that the effect size ($\eta^2 = 0.031$) is small, which means that the groups do not differ significantly in their efforts, accounting for only 3.1%.

8.6 DISCUSSION

The results of the work indicate that The organisation performs its essential functions excellently in terms of Finance, Human Resources, Production, Marketing and Sales, and Quality Control. All these key areas contribute to the organisation's financial growth, employee training and development, and production of high-quality products. Therefore, the main conclusion is that the corporation operates successfully due to the perfect interrelation between its various

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departments. However, it is vital to continue developing and coordinating its different areas to ensure further improvement and achieve more positive results in terms of resource utilisation, employee development, and interrelation between the departments.

IX. FINDINGS

1.The majority of the respondents (43%) are below 25 years which shows that most of the participants are young.
2.The majority of the respondents are male (58%) followed by females (40%).
3.The largest percentage of the respondents (36%) belongs to the group of people who earn below ₹25,000.
4.The majority of the respondents (63%) are post graduates which implies that the sample selected comprises highly educated individuals.
5.The largest percentage of the participants (24%) belongs to the Marketing and Sales department followed by the Production department (23%).
6.The majority of the respondents (57%) are optimistic that the organization's financial records are properly updated and maintained.
7.Most of the respondents (83%) agree or strongly agree that the financial management system facilitates proper decision making.
8.Most of the respondents (79%) agree or strongly agree that financial resources are allocated and utilized appropriately using a well planned budget.
9.The majority of the respondents (83%) agree or strongly agree that financial resources are used effectively to achieve organizational objectives.
10.The majority of the respondents (86%) agree or strongly agree that the firm offers effective training and development programmes

X. SUGGESTIONS

1. The organization should create more opportunities for young employees to participate in decision-making and other managerial functions.
2. The organization should continue fostering a diverse workplace environment while promoting equality in all forms and expressions among employees in terms of gender.
3. The organization can consider designing some welfare and financial support schemes for its employees, especially those at the lower labor markets.
4. The organization should develop more training sessions on a regular basis to leverage its highly educated workforce.
5. The organization should also consider including other departments, for instance, Quality Control, which are relatively less represented, in other organizational activities.
6. The organization should continue investing in its financial recording systems by updating, verifying, and auditing them on a regular basis.
7. The organization should make the financial records accessible and easy to understand for the relevant managers.
8. The organization should also consider making the budgeting process more participatory, especially among the various departments.
9. The organization needs to emphasize more on the monitoring of its financial resources.
10. The organization should provide more training programs to enhance technical knowledge and skills, as well as boost performance.

XI. LIMITATIONS OF THE STUDY

1. The research had limited participants, hence, the sample selected may be bias. Therefore, the view of the selected sample may not be the view of all employees in an organization.
2. The research was done within a short period, hence limited time to get more information or do more research.
3. The research covered a short range, therefore, the result may not apply to other organizations in different industries.
4. The information gathered depends on the respondents hence, the finding may not be accurate if the respondents are not reliable. This research used questionnaires to gather primary data from the respondents.
5. Organization functions tend to change with time, hence future application of the research may be limited unless the same organization is considered.

XII. CONCLUSION

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The research was able to conclude that in each of the key areas of Finance and Accounts, Human Resource, Production, Marketing and Sales, and Quality Control, the company had well-established practices. Sound financial management and budgeting together with training and development programs enable effective performance, while effective production and marketing activities support the organization's effectiveness in its operations and market. In addition, the study highlights the need for improvement in the area of quality control to achieve higher levels of standardization. Lastly, it should be noted that enhanced overall performance and productivity may be possible through greater inter-functional coordination, optimization of existing resources, and higher employee qualification and motivation.

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