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A STUDY OF RELATIONSHIP BETWEEN FAMILY SUPPORT AND ORGANISATIONAL CLIMATE AMONG EMPLOYEES OF PUBLIC AND PRIVATE SECTOR BANKS

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ABSTRACT Organizational Climate of any institution replicates the perception and emotional responses of the individuals working within that system. The present study has been carried out by analyzing the data collected from employees working in public and private sector banks to ascertain whether the responses differ significantly or not with regard to their perception of organizational climate. The data for the purpose has been collected with the help of relevant scale and analyzed by applying different statistical techniques. The study reveals significant differences in employees' perception of organizational climate particularly with regard to family.

KEYWORDS :

INTRODUCTION

Organizational climate can be defined as organizational customs and beliefs regarding how people behave and how things are done in an organization. It further reveals workers' perception of and expressive responses to the characteristics of their work environment. It also has specific goals and there are varying sizes of the organizations and its various elements contribute to the psychological environment within an organization. Organizational climate is determined also by member characteristics i.e. age, qualifications, experience, gender etc. and it is also reflected in the class structure in terms of the stratification of various roles and status. Apart from these there are several other organizational variables which also influence organizational climate namely communication, performance standard, support system, warmth, responsibilities, reward system, members identity, conflict resolution, participation in decision making, organizational structure and level of motivation. Organizational climate is thus outcome of interplay between a number of variables of the societal system and organization and the individual members.

CONCEPT OF ORGANIZATIONAL CLIMATE

Climate in natural sense is referred to as the average course or condition of the weather over a period of year as exhibited by temperature, wind velocity, and precipitation. Forehand and Glimer (1964) feel the „climate consists of a set of characteristics that describe an organization, distinguishing it from other organizations are relatively enduring over time, influence and the behavior of people in it . Organizational climate is also "A set of attributes specific to a particular organization that may be induced from way that organization deals with its members and its environment, for the individual members within the organization. Climate takes the form of a set of attitudes and expectance which describe in terms of both static characteristics (such as degree of autonomy) and behavior outcome and outcome-outcome contingencies".

LITERATURE REVIEW

Sharma et.al. (1982) in his article entitled "A study of organizational climate and employer –employee relations in India", found that age, total work experience, monthly income and education are highly inter-correlated with the dimensions of organizational climate.

Thomas & Ganster (1995) their article 'Impact of family-supportive work variables on work–family conflict and strain: A control perspective' highlights that Employees may be offered a variety of family support benefits by their organization to help them balance their multiple roles Allen & Thompson (1999) in their research work 'Family-supportive work environments: The role of organizational perceptions. Journal of Vocational Behavior' Indeed, formal organizational policies and benefits alone are not useful to the organization or its employees when the climate is not supportive of their use The informal organizational support that creates a family-friendly climate in an organization has more influence on employee attitudes toward their job and organization than has formal support.

Agarwal and Bose (2004) found that demographic characteristics of members are differently influenced by the HR policies of the organizations and there by procedural justice perceptions.

Behson (2005) in their research article '. The relative contribution of formal and informal organizational work–family support' opined that Formal family-friendly policies and benefit availability can reduce work–family conflict and enhance employee job outcomes.

OBJECTIVES OF THE STUDY

1. To assess the influence of family support on organizational climate with respect to employees of public and private sector banks.
2. To evaluate the perceptional differences of employees about family support and Organizational climate in different public and private sector banks.

HYPOTHESIS OF THE STUDY

H0: There is no significant relation between family support and organizational climate with respect to employees of public and private sector banks.

H1: There is a significant relation between family support and organizational climate with respect to employees of public and private sector banks

H0: There is no significant perceptional differences of employees about family support and Organizational climate in different public and private sector banks

H1: There is a significant perceptional differences of employees about family support and Organizational climate in different public and private sector banks.

METHODOLOGY

Research Design

The descriptive survey research is considered suitable for the present study. The reason for selecting the descriptive method of research was that it helps in generality to a greater extent than the experimental research design.

Sources of Data

The study utilized both primary and secondary sources for collecting data. The primary sources of data collections done with the help of administration of structured questionnaire and secondary sources are journals, books, reports and records, PhD Thesis and internet sources.

Population and sample size of the Study

This study was carried out among both public and private sector bank employees. The sample selection was totally random without any bias. 150 employees are randomly selected from which 100 are from public sector bank employees and 50 are from private sector employees are the respondents of the structured questionnaire. Perception of the employees on organizational climate was collected through structured questionnaire on a five point Likert Scale as "Strongly disagree "to "strongly agree" and rating given as 1 to 5 respectively.

Tools of Data Analysis

In this study data analysis is performed with the help of Statistical Package for Social Sciences (SPSS 19 version). The study used both descriptive as well as inferential statistics to represent the responses. Hypothesis testing is done using, ANOVA for large samples.

Balance. ANOVA is used for analysis purpose because the data collected are further sampled as of two different populations i.e., Public Sector Banks and Private Sector Banks.

INFLUENCE OF FAMILY SIZE ON INVOLVEMENT AND COMMITMENT

ANOVA

		Sum of Squares	Mean Square	F	Sig.
Employees feel organization is like a part of the family	Between Groups	26.173	6.543	9.379	.000
	Within Groups	101.161	.698		
	Total	127.333			
Employees feels it is the best place to work and a sense of belongingness.	Between Groups	9.030	2.258	2.587	.039
	Within Groups	126.543	.873		
	Total	135.573			

For the statement 'Employees feel organization is like a part of the family' with a p-value of .000 shows that there is a significant difference in family size on involvement and commitment.

There was a significant difference between family size and organizational climate factors for the statement 'Employees feels it is the best place to work and a sense of belongingness' with a p-value of .039.

Involvement and commitment between sectors Group statistics with t-test

	Sector	N	Mean	Std. Deviation	Sig
Employees feel organization is like a part of the family	Public sector	97	4.5773	.51710	.000
	Private sector	70	4.2000	.49927	
Employees feels it is the best place to work and a sense of belongingness.	Public sector	97	4.0000	.62915	.015
	Private sector	70	4.2429	.62405	

Employees feel organization is like a part of the family shows highest by the public sector banks with a mean value of 4.5773 with a p value of .000 showing a significant difference between sectors and organizational climate (involvement and commitment).

4.2429 mean value is higher in private sector for the statement 'Employees feels it is the best place to work and a sense of belongingness' value of .015 showing significant difference between sectors and organizational climate for involvement and commitment.

Influence of family on welfare concern

		Sum of Squares	Mean Square	F	Sig.
Employees are provided with good recreational facilities (library, sports, cultural activities, canteen facilities etc.) by bank.	Between Groups	15.661	3.915	2.935	.023
	Within Groups	193.433	1.334		
	Total	209.093			
Bank provides better retirement benefits to its employees.	Between Groups	11.408	2.852	3.007	.020
	Within Groups	137.552	.949		
	Total	148.960			
Group insurance and other facility (benevolent, leave fare concession) provided by the banks are beneficial.	Between Groups	7.770	1.943	2.347	.047
	Within Groups	119.990	.828		
	Total	127.760			

There was a significant difference in family size and organizational climate factors for the statement 'Employees are provided with good recreational facilities (library, sports, cultural activities, canteen facilities etc.) by bank.' with a p- value of .023.

P- Value of .020 is significantly different for family size and organizational factors for the statement 'Bank provides better retirement benefits to its employees'.

For the statement 'Group insurance and other facility (benevolent, leave fare concession) provided by the banks are beneficial'. Found a significant difference in family size and organizational climate factor of welfare concern with a p value of .047.

Welfare concern between sectors

	Sector	N	Mean	Std. Deviation	Sig
Employees are provided with good recreational facilities (library, sports, cultural activities, canteen facilities etc.) by bank	Public sector	97	3.4948	.93679	.001
	Private sector	70	4.0429	1.05550	
Bank provides better retirement benefits to its employees.	Public sector	97	3.4845	.73758	.000
	Private sector	70	4.1000	.81915	
Group insurance and other facility (benevolent, leave fare concession) provided by the banks are beneficial.	Public sector	97	3.9485	.54717	.000
	Private sector	70	4.3429	.79647	

Employees are provided with good recreational facilities (library, sports, cultural activities, canteen facilities etc.) by bank shows highest by the private sector banks with a mean value of 4.0429 with a p value of .001 showing a significant difference between sectors and organizational climate.

4.1000 mean value is higher in private sector for the statement 'Bank provides better retirement benefits to its employees' and p value of .000 showing significant difference between sectors and organizational climate.

For the statement 'Group insurance and other facility (benevolent, leave fare concession) provided by the banks are beneficial'. The mean value for private sector was 4.3429 and a p value of .000 showing significant difference between sectors and organizational climate.

Influence of family size on job satisfaction

		Sum of Squares	Mean Square	F	Sig.
The physical facilities or working environment and quality of equipment's has an impact on employee on job satisfaction	Between Groups	9.065	2.266	4.666	.001
	Within Groups	.70.435	.486		
	Total	79.500			

.001 p value shows that there is a significant difference between family size and organizational climate for the statement 'The physical facilities or working environment and quality of equipment's has an impact on employee on job satisfaction'.

Job satisfaction between sectors

	Sector	N	Mean	Std. Deviation	sig
The physical facilities or working environment and quality of equipment's has an impact on employee on job satisfaction	Public sector	97	4.3196	.58713	.041
	Private sector	70	4.2429	.60038	

Public sector shows more mean value of 4.3196 for 'The physical facilities or working environment and quality of equipment's has an impact on employee on job satisfaction'. P value.041 showing a significant difference between sectors and organizational climate factors.

Impact of family on employee performance

		Sum of Squares	Mean Square	F	Sig.
Relationship and co-operation among employees improves employee performance.	Between Groups	8.506	2.126	4.352	.002
	Within Groups	70.854	.489		
	Total	79.360			
Innovation and creativeness of employees increases employee performance in the job	Between Groups	30.931	7.733	11.877	.000
	Within Groups	94.403	.651		
	Total	125.333			
Attitude of a manager has a direct impact on employee job performance.	Between Groups	10.044	2.511	2.662	.035
	Within Groups	136.789	.943		
	Total	146.833			
Trained employees have a more positive impact on their performance.	Between Groups	15.145	3.786	6.560	.000
	Within Groups	83.688	.577		
	Total	98.833			

P value of .002 for the statement 'Relationship and co-operation among employees improves employee performance', Shows that there is a significant difference between family size and organizational climate factors.

For the statement 'Innovation and creativeness of employees increases employee performance in the job'. This too found that there is a significant difference between family size and organizational climate with a p value of .000.

Attitude of a manager has a direct impact on employee job performance statement has a significant difference for family size and organizational climate with a p value of .035.

There is a significant difference for 'Trained employees have a more positive impact on their performance' with a p value of .000

Employee performance between sectors.

	Sector	N	Mean	Std. Deviation	sig
Relationship and co-operation among employees improves employee performance.	Public sector	97	4.4433	.51980	.000
	Private sector	70	4.0714	.59761	
Innovation and creativeness of employees increases employee performance in the job	Public sector	97	4.2784	.55419	.015
	Private sector	70	4.0429	.64686	
Attitude of a manager has a direct impact on employee job performance.	Public sector	97	4.3608	.59836	.000
	Private sector	70	3.9571	.78824	
Trained employees have a more positive impact on their performance.	Public sector	97	4.1753	.43326	.013
	Private sector	70	3.9571	.62405	

For the statement 'Relationship and co-operation among employe es improves employee performance 'with a p value of .000 shows a significant difference between sectors and organizational climate more in public sector bank with a mean value of 4.4433.

Innovation and creativeness of employee's increases employee performance in the job has a meaner value in case of public sector 4.2784 with a p value of .015 shows that there is a significant difference between sector and organizational climate.

The mean value for Public sector is 4.3608 and p value of .000 shows that there is a significance difference between sectors and organization climate for the attitude of a manager has a direct impact on employee performance.

4.1753 mean value is more in public sector this too found significant difference between sectors with a p value of .013 for the statement 'Trained employees have a more positive impact on their performance'.

FINDINGS

The main purpose of the study was to investigate that there is significant difference between the perception of the employees of public and private sector banks with respect to their family size. For this purpose ANOVA was carried out so that a comparison can be done. The summary of the ANOVA of involvement and commitment, welfare concern, job satisfaction and employee performance with respect to organizational climate in public and private sector banks have a significant difference. Hence the null hypotheses stating that there is no significant difference between the employees of public and private sector banks with respect to family size and organizational climate factors.

CONCLUSION

A sound climate is a long-run scheme. Organizational climate is becoming more important than ever before because organizations need to ensure that those individuals who add value should stay in the organization and continue pouring their efforts into their work to benefit the organization. Organizational climate is the key to business success because it impacts attitudes and behavior of employee's. climate has an important influence on involvement and commitment, welfare concern, job satisfaction and employee performance of employees. If the climate is favorable, there would be greater organizational effectiveness and leads to healthy atmosphere. The findings lead conclusion that organizational climate of public sector banks and that of private sector banks are different.

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