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Research Paper Commerce

A Study on Organizational Climate with Special Reference to Pump Industry in Coimbatore

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ABSTRACT

Organizational climate is comprised of mixture of norms, values, expectations, policies and procedures that influence work motivation, commitment and ultimately, individual and work unit performance. Positive climate encourages, while negative climates inhibits discretionary effort. Organizational climate has a major influence on human performance through its impact on individual motivation and job satisfaction. The study is descriptive research study. The main purpose of descriptive research is description of the state of affairs as it exists at present. In the present study, descriptive method is used to study the prevailing organizational climate. Important findings of the study, 65% of the respondents reveal that they have flexibility to arrange work schedule to meet personal/ family responsibilities and 75% of the respondents reveal that they receive help and support from the superior. Suggested this study, Employees have a high trust in management. It can be maintained in such a way employee's involvement and commitment will increase and Employees are willing to give suggestions for the development of the organization. The suggestions given by the employee must be duly responded. Conclude this study, Climate is the atmosphere of the organization, a "relatively enduring quality of the internal environment of an organization, which is experienced by its members and influences their behavior."

KEYWORDS : organization, positive climate, negative climate, environment, behavior

Organizational climate is comprised of mixture of norms, values, expectations, policies and procedures that influence work motivation, commitment and ultimately, individual and work unit performance. Positive climate encourages, while negative climates inhibits discretionary effort. 'Organizational climate' refers to the quality of working environment. If people feel that they are valued and respected within the organization, they are more likely to contribute positively to the achievements of the business outcomes. Creating a healthy organizational climate requires attention to the factors which influence employee's perceptions, including the quality of leadership, the way in which decisions are made and whether the efforts of employees are recognized. In fact "Climate may be thought of as the perceptions of the characteristics of an organization". "Climate for an organization is somewhat like the personality for a person. Just as every individual has a personality that makes each person unique, each organization has an organizational climate that clearly distinguishes its personality from other organization. Every organization is different and has a unique feeling and character beyond its structural characteristics. Thus every organization deals with its member in a distinct way through its policies on allocations of resources, communication pattern, reward and penalty, leadership and decision making style, etc. The organizational policy and conviction with regard to all these and a cluster of other related activities influence the feelings, attitudes and behavior of its members and results in the creation of the unique organizational climate.

IMPACT OF ORGANIZATIONAL CLIMATE

Organizational climate has a major influence on human performance through its impact on individual motivation and job satisfaction. It does this by carrying certain kinds of expectancies about what consequences will follow from different actions. Individuals in the organization have certain expectations and fulfillment of these expectations depend upon their perception as to how the organizational climate suits to the satisfaction of their needs. Thus organizational climate provides a type of work environment in which individuals feels satisfied or dissatisfied. Since satisfaction of individual goes a long way in determining his efficiency, organizational climate can be said to be directly related with his performance in the organization.

OBJECTIVES OF THE STUDY

To study the level of organizational climate prevailing in the Organization.

To study the factors influencing organizational climate.

RESEARCH METHODOLOGY

The study is descriptive research study. The main purpose of descriptive research is description of the state of affairs as it exists at present. In the present study, descriptive method is used to study the prevailing organizational climate. The primary data was collected through a well structured questionnaire with close-ended questions measures at 5-point likert type scale and suggestion questions. Secondary data required for the project was collected from the company records and Internet. Simple convenience sampling method is used. Sample size consists of 100 respondents, respondents selected from different pump industry in Coimbatore. Simple percentage analysis and tabulation is used to analysis the data. Bar diagram is used to give pictorial representation to the analysis.

LIMITATIONS OF THE STUDY

Opinions of employees may be biased at time. The sample size consists of 100 employees. Finding of the study has its own limitations .Since pump industry is very large organization it was not possible to cover all companies within a period of month.

TABLE NO.1
DEMOGRAPHIC FACTORS OF THE RESPONDENTS

S. No.	AGE	NO OF RESPONDENTS	PERCENTAGE
1.	20 – 30 years	19	19
2.	30 – 40 years	66	66
3.	40 - 50 years	10	10
4	Above 50	5	5
	Total	100	100
	QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE
1	Below SSLC	18	18
2	SSLC	45	45
3	XII	30	30
4	Diploma	5	5
5	Degree	2	2
	Total	100	100
	Working Since	No of Respondents	Percentage
1	Below 5	12	12
2	5 – 10	10	10
3	10 – 15	52	52
4	15 – 20	20	20
5	Above 20	6	6
	Total	100	100

Source: Primary Data.

The above table reveals the fact that Majority of the respondents, about 66% belong to the category of 30–40 years of age and 19% belong to the category of 20-30 years of age and 10% belong to the category of 40-50 years of age and 5% belong to the category of above 50 years of age. The above reveals the fact that about 18% of the respondents are Below SSLC, 45% of the respondents are SSLC and 30% of the respondents are 12th standard. 2% of the respondents are degree holders and 5% of the respondents are diploma holders. From the above fact, the workings experiences in the organization of the respondents are about 52% belong to the category of 10-15 years and 20% belong to the category of 15-20 years. 6% of the respondents belong to the category of above 20 years and 10% of the respondents belong to the category of 5 -10 years and 12% belong to the category of below 5 years.

OVERALL ORGANIZATIONAL CLIMATE

Objective:

To find the overall Organizational Climate level in the organization.

Karl Pearson's standard deviation is applied to analysis the level of Organizational Climate in the organization.

TABLE NO.2

No of Response	Values(X)	$(X-\bar{x})$	$(X-\bar{x})^2$
1	155	3.05	9.3025
2	140	-11.95	142.8025
3	142	-9.95	99.0025
4	159	7.05	49.7025
5	148	-3.95	15.6025
6	148	-3.95	15.6025
7	165	13.05	170.3025
8	152	0.05	0.0025
9	163	11.05	122.1025
10	177	25.05	627.5025
11	118	-33.95	1152.603
12	143	-8.95	80.1025
13	152	0.05	0.0025
14	152	0.05	0.0025
15	158	6.05	36.6025
16	144	-7.95	63.2025
17	142	-9.95	99.0025
18	138	-13.95	194.6025
19	139	-12.95	167.7025
20	147	-4.95	24.5025
21	190	38.05	1447.803
22	150	-1.95	3.8025
23	154	2.05	4.2025
24	151	-0.95	0.9025
25	146	-5.95	35.4025
26	166	14.05	197.4025
27	150	-1.95	3.8025
28	148	-3.95	15.6025
29	150	-1.95	3.8025
30	167	15.05	226.5025
31	171	19.05	362.9025
32	158	6.05	36.6025
33	148	-3.95	15.6025
34	146	-5.95	35.4025
35	166	14.05	197.4025
36	173	21.05	443.1025
37	168	16.05	257.6025
38	168	16.05	257.6025
39	157	5.05	25.5025
40	126	-25.95	673.4025
41	148	-3.95	15.6025
42	169	17.05	290.7025
43	150	-1.95	3.8025
44	129	-22.95	526.7025
45	137	-14.95	223.5025
46	152	0.05	0.0025
47	149	-2.95	8.7025
48	152	0.05	0.0025
49	152	0.05	0.0025
50	152	0.05	0.0025
51	147	-4.95	24.5025
52	152	0.05	0.0025
53	152	0.05	0.0025
54	180	28.05	786.8025
55	173	21.05	443.1025
56	152	0.05	0.0025
57	152	0.05	0.0025
58	152	0.05	0.0025
59	152	0.05	0.0025
60	152	0.05	0.0025
61	119	-32.95	1085.703
62	176	24.05	578.4025
63	152	0.05	0.0025
64	163	11.05	122.1025
65	152	0.05	0.0025
66	160	8.05	64.8025
67	155	3.05	9.3025
68	161	9.05	81.9025
69	170	18.05	36.6025
70	145	-6.95	36.6025
71	156	4.05	36.6025
72	164	12.05	36.6025
73	144	-7.95	36.6025
74	145	-6.95	48.3025
75	144	-7.95	63.2025
76	149	-2.95	8.7025
77	158	6.05	36.6025
78	141	-10.05	119.9025

79	153	1.05	1.1025
80	162	10.05	101.0025
81	136	-15.95	254.4025
82	131	-20.95	433.9025
83	138	-13.95	194.6025
84	146	-5.95	35.4025
85	152	0.05	0.0025
86	144	-7.95	63.2025
87	139	-12.95	167.7025
88	137	-14.95	223.5025
89	142	-9.95	99.0025
90	145	-6.95	48.3025
91	144	-7.95	63.2025
92	148	-3.95	15.6025
93	166	14.05	197.4025
94	176	24.05	578.4025
95	89	-62.95	3962.703
96	184	32.05	1027.23
97	184	32.05	1027.23
98	146	-5.95	35.4025
99	145	-6.95	48.3025
100	145	-6.95	48.3025
	$\Sigma \bar{X}$ = 15195		$\Sigma(X-\bar{X})^2$ = 21086.75

$\bar{x}$ = 15195/100 = 151.95

$\sigma = \sqrt{\sum (X-\bar{x})^2 / N} = \sqrt{21086.75 / 100} = \sqrt{210.867}$ **=14.52**

No of Respondents	Organizational Climate			Total
	Low	Moderate	High	
100	7	75	18	100

From the above table, it can be inferred that 18% of the respondents reveals high climate and 75% of the respondent reveals moderate climate and remaining 7% of the respondents reveals a very low climate in the organization.

Table No.3
Cross Tabulation for Team Work and Climate

Objective
To find out the significant difference between team work and organizational climate.

H0: There is no significant difference between the team work and climate in the organization.

H1: There is a significant difference between the team work and climate in the organization.

TEAM WORK	ORGANIZATIONAL CLIMATE			TOTAL
	LOW	MODERATE	HIGH	
LOW	1	-	-	1
MODERATE	6	74	5	85
HIGH	-	1	13	14
TOTAL	7	75	18	100

X_1	X_1^2	X_2	X_2^2	X_3	X_3^2
1	1	0	0	0	0
6	36	74	5475	5	25
0	0	1	1	13	169
7	37	75	5625	18	324

STEP 1: Total sum of all the items:
$T = \Sigma X_1 + \Sigma X_2 + \Sigma X_3 = 7+75+18 = 100$

Correlation Factor = $T^2 / 9 = (100)^2/9 = 1111.11$.

STEP 2: Total sum of squares.
$= \Sigma X_1^2 + \Sigma X_2^2 + \Sigma X_3^2 + \Sigma X_4^2 - C.F$

= 37+ 5625+324 -1111.11

= 5998 - 1111.11

= 4886.89

STEP 3: Sum of squares between varieties:
$= \Sigma X_1^2/N + \Sigma X_2^2/N + \Sigma X_3^2/N + \Sigma X_4^2/N - C.F$

$= (7)^2/3 + (75)^2/3 + (18)^2/3 - 1111.11$

= 1999.33-1111.11

= 888.22

STEP 4: Sum of squares with in varieties:
= Total sum of squares – sum of squares between varieties

= 4886.89 – 888.22

= 3998.67

TABLE NO.4
ANALYSIS OF VARIANCE TABLE

Source of variation	Sum of Squares	Degrees of freedom	Variance	Value of F
Between varieties	888.22	3 – 1 = 2	888.22/2 = 444.11	0.5553
With in varieties	3998.67	9 – 4 = 5	3998.67/5= 799.73	

F= Variance between varieties/ Variance with in varieties.

Tabulated F = 5.7861 [for degree of freedom V1 = 2, V2 = 5]

Since calculated F is lesser than the tabulated, null hypothesis is accepted.

The calculated value of F is lower than the table value. Therefore the null hypothesis is accepted. This implies that there is no significant difference between the team work and climate in the organization.

IMPORTANT FINDINGS OF THE STUDY
Majority of the respondents, about 66% belong to the category of 30–40 years of age.

Majority of the respondents educational qualification, about 45% belong to the category of SSLC and 30% belong to the category of 12th standard.

Majority of the respondents, about 52% belong to the category of 10-15 years of work experience in the organization.

71% of the respondents reveal that they are working in a safe environment.

63% of the respondents reveal that their work area is clean and comfortable with necessary equipments.

70% of the respondents reveal that they maintain a good balance between work and other aspect of life.

72% of the respondents reveal that they are satisfied with the working conditions.

65% of the respondents reveal that they have flexibility to arrange work schedule to meet personal/family responsibilities.

75% of the respondents reveal that they receive help and support from the superior

SUGGESTIONS

The management provides sufficient training to employees. A few measures can be taken to develop and organize the training program.

The employees' works are been recognized by the management and appreciated. It can be maintained in such a way that the employees morale will be improved.

Need to improve the environment of the working condition.

A few measures can be taken to revise regarding pay and benefits.

Team performance must be highly encouraged and recognized.

Employees have a high trust in management. It can be maintained in such a way employee's involvement and commitment will increase.

Employees are willing to give suggestions for the development of the organization. The suggestions given by the employee must be duly responded.

CONCLUSION

Climate is the atmosphere of the organization, a "relatively enduring quality of the internal environment of an organization, which is experienced by its members and influences their behavior." Organizational climate may affect quality of service and employee's commitment and involvement towards the organization. Climate dimensions in one way or other affect the level of organizational climate. It is need to be taken into account while evaluating the organizational effectiveness. Climate surveys are studies of employees' perceptions and perspectives of an organization. The surveys address attitudes and concerns that help the organization work with employees to instill positive changes. In general, they are aimed at all aspects of the employees' jobs. The study analyzes everything from an employee's workload to their relationships with coworkers and superiors to their salary to company policies and anything in between. The study shows that that there is no significant difference between culture dimensions and organizational climate.

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