A Study on Organizational Climate The Thread Mill Employees With Reference to Tirunelveli District-Tamil Nadu

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ABSTRACT *The present study made an attempt to know the organizational climate the thread mill employees with reference to Tirunelveli district -Tamil Nadu. For that the researcher selected 450 samples on the basis of stratified random sampling technique. The hypothesis that there is a positive correlation between the two selected variables dimensions. Correlation wasworked out.Standard Psychological tools were used to measure. Result shows that there is a positive correlation between the two selected variables dimensions.*

INTRODUCTION

Organizational climate serves as the guideline dealing with people having major influence on motivation and productivity of individual as well as total work group. Organizational climate related to personality, management techniques, national culture, social culture and organizational culture finally merges with organizational climate.

Organizational climate is a very important factor to be considered in studying and analyzing organization because it has a profound influence on the outlook, well being and attitude of organizational members and thus on their total performance.

Organizational climate provides a useful plan for understanding such characteristics of organizations as stability, creativity and innovation, communication and effectiveness.

Climate in nature refers to the average course or condition of the weather at a place over a period of years as exhibited by temperature, wind velocity and precipitation. However, it is quite difficult to define organizational climate incorporating the characteristics of nature climate.

Forehand and Glimmer (1964) state that "organizational climate consists of a set of characteristics that describe an organization, distinguish it from other organizations which are relatively enduring over time and influence the behavior of people in it".

The term "climate" is a emerging concept. In India even now in many organizations this term in its socio-psychological significance is little known and understood.

IMPACT OF ORGANIZATIONAL CLIMATE

Every organization needs a sound climate in order to achieve its goals. Organizational climate is very important for studying and analyzing organizations. It provides a useful platform for understanding the stability, creativity, innovation, communication and effectiveness of organizations.

Organizational climate has a major influence on human performance through its impact on individual motivation, job satisfaction and morale. Many research studies show positive correlation between type of organizational climate (e.g., trust and confidence versus fear and reprisal) and individual satisfaction, motivation and attitudes. Organizational climate creates certain kinds of expectations about

what consequences will follow different actions. Individuals in an organization have certain expectations and fulfillment of these expectations depends upon their perception as how the organizational climate suits to the satisfaction of their needs. Thus, organizational climate provides a type of work environment in which individual feels satisfied or dissatisfied. Organizational climate influences performance to the extent satisfaction of the members determines their efficiency.

Organizational climate influences the satisfaction, attitudes and performance of people in four different ways. First, organizational climate defines the stimuli for an individual. Organization factors work as stimuli.

They influence an individual's arousal level which is a motivational variable directing performance. The level of arousal directly influences. The level of activation and hence performance. Secondly, organizational climate places constraints upon the individual's freedom of choice. Organizational variables operate as constraints. They also provide knowledge of what kinds of behavior are rewarded and punished.

The organization can influence behavior by attaching different rewards and punishments to varying patterns of behavior. This assignment of different values to behavioral outcomes would then inf1uenc the behavior of those people most interested in those specific values. Thus, organizational climate provides sources of rewards and punishments. Thirdly, Organizational climate may influence behavior through evaluation of the self and others. Such evaluation will in turn influence behavior. There are both physiological and psychological variables associated with this evaluation process. Fourthly, organizational variables influence the behavior in that they influence the individual to form a perception of the organization. This perception then influences behavior.

STUDIES RELATED TO THE TOPIC

Cooper (2003) describes organizational climate as "people's perception of their working environment with regard to caring and friendliness." In other words, the interaction of workers and management should create a healthy organizational environment. It means that organizational climate is subject to the perceptions of staff and students. Organizational climate is a set of measurable properties of the work environment, based on the collective perceptions

of the people who live and work in the environment, and whose behavior is influenced by their perceptions.

Saumya Goyal (2013) conducted a study entitled Organizational Diversity Climate: Review of models and measurement. As organizational climate represents the culture of an organization, similarly diversity climate represents the 'culture' of diversity and inclusion of an organization. Every best practice in diversity management and diversity initiatives and programs are essentially implemented in order to improve the overall organizational diversity climate. Various models exist in literature which illustrates how diversity climate of a company impacts various employee and organizational measures. Over the years, several measurement scales have been developed in order to capture the true picture of an organization's diversity climate. An attempt has been made in this paper to capture some of these models as well as measurement scales.

METHODOLOGY
OBJECTIVES
1. To identify the employee's perception of organizational climate.

HYPOTHESES
1. Employees do not differ in their perception of organizational climate on the basis of demographic variables.

RESEARCH TOOLS
The following pre-tested standardized questionnaires have been used in this study to measure the emotional intelligence and work performance.

Organizational climate (Udai Pareek -1997).

RESULT AND DISCUSSION
TABLE – 1
EMPLOYEES LEVEL OF PERCEPTION ABOUT ORGANIZATIONAL CLIMATE ON THE BASIS OF DEMOGRAPHIC VARIABLES

Demographic variables	Sub-group	N	Mean	S.D	F-value/t-value	LS
Educational qualification	Below 12th	302	151.9	15.7	16.2	0.001*
	Diploma	65	157.7	12.6		
	Degree	83	162.8	19.4		
Designation	Industrial worker	302	151.9	15.7	16.2	0.001*
	Operator	65	157.7	12.6		
	Supervisor	83	162.8	19.4		
year of experience	Below 1 year	154	159.2	13.9	9.39	0.001*
	1-5 years	180	153.2	13.3		
	Above 5 years	116	151.2	22.4		
Gender	Male	163	152.8	17.3	1.84	0.05*
	Female	287	155.8	16.1		

Source: Primary data   *significant at 0.05 level
**Not significant

Ho: Employees do not differ in their perception of organizational climate on the basis of demographic variables.

FINDINGS
The following findings were arrived from the research survey. They were,

Result shows that there is a significant difference in employee's level of perception of organizational climate on the basis of years of experience and designation. Therefore it is concluded that the null hypothesis is rejected and the alternate hypothesis is accepted.

CONCLUSIONS
The study attempts to find out the influence among the organizational climate. The present research, the study concluded that there is a positive relationship between employee's organizational climates.

REFERENCE   [1]. Cooper, (2003), "Leadership for follower Commitment." Butterworth-Heinemann, 35-36. | [2]. SaumyaGoyal, (2013), "Organizational Diversity Climate: Review of Models and Measurement." Journal of Business Management & Social Sciences Research, 2(5),55-60. |