



A STUDY ON EMPLOYEE OPINION IN ORGANIZATIONAL CLIMATE WITH SPECIAL REFERENCE TO NANDHI DHALL LTD AT SALEM

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ABSTRACT Climate represents the beliefs about the "feel of the organization" by its members. This individual perception of the "feel of the organization" comes from what the people believe about the activities that occur in the organization. These activities influence both individual and team motivation and satisfaction. Organizational climate influences to a great extent the performance of the employees because it has a major impact on motivation and job satisfaction of individual employees. So this study carried out On Employee Opinion In Organizational Climate with special reference to Nandhi Dhall Ltd At Salem. Objectives are framed according to the study. The researcher used both primary and secondary data to analyse the researcher used percentage analysis, Chi Square and Correlation. According to the major findings the researcher made suggestion and conclusion.

KEYWORDS : Organizational Climate, Dhall, Employee, Working condition

1. INTRODUCTION

Organizational Climate – An Overview

Organizational climate is otherwise known as Corporate Climate "the process of quantifying the culture of an organization". Climate and culture are both important aspects of the overall context, environment or situation. Organizational culture tends to be shared by all or most members of some social group; is something that older members usually try to pass on to younger members; shapes behaviour and structures perceptions of the world.

Measurement of climate seeks to identify the components of both bad and good climate, both in absolute terms and perceptual terms. While there are commercial instruments that measure climate, there are powerful arguments for having one tailor-made to the organization, and that change as the organization change. Generally, the areas of interest to measure are:

- External environment –organizational interface with I
- Organizational leadership / missio
- Organizational structure / systems
- Organizational Environment and Training

The climate is the feel of the organization, the individual and shared perceptions and attitudes of the organization's members. While the culture is the deeply rooted nature of the organization that is a result of long-held formal and informal systems, rules, traditions, and customs; climate is a short-term phenomenon created by the current leadership. Climate represents the beliefs about the "feel of the organization" by its members.

Organization, there exist certain factors that exert deep influence on the climate. Schneider and Barlett describe six factors that have an influence over organizational climate such as managerial support, inter-agency conflict, agent dependence and general satisfaction. Lawrence James and Allan Jones have identified five factors influencing climate, which include management philosophy, organizational structure and process, which include communication, motivation and leadership, physical environment and values. Similarly, Kahn has identified factors such as rules orientation, the nurture of subordinates, strict supervision and promotional achievement orientation. Thus, it is very difficult to generalize exactly the factors affecting the climate. Organizational climate has a major influence on human performance through its impact on the motivation, job satisfaction and attitudes of people.

Dall Milling Industry in India

The dall milling industry in India is one of the major agro processing industries in the country. From an annual production of 13.19 million tonnes of pulse in the country, 75% of these pulses are processed by dal mills. The no. of Dall mills in India has been growing at a steady pace since 1972 where India had about 2000 Dall mills to 14000 Dall mills during the year 1999 to 2000.

Company Profile - Nandhi Dall Mills:

Nandhi Dall Mills was founded by (Late). Shri. T.V. Arunachala Nadar,

in the year 1940. His astute exponent of public need for quality dhal in consumer convenient, readily usable form clubbed with his business acumen resulted in the origination and construction of Nandhi Dall Mills. Founder was the ever first person to commercially introduce technically processed Jileby Dhal, a variant of Black Gram Dhal in the market. He was the foremost one who introduced ever finished whole but winnowed black Gram Dhal (Urid Dall).

Nandhi Dall Mills is situated in Shevapet of Salem town adjacent to city bus stand in a foot hill of naturally serene and placid area, devoid of pollutions. An ISO 9001:2000 certified company, stretched over an area of 1, 50,000 sq.ft. Equips more than a hundred of staffs and labours Marble laid floor over extensive area, carbonate stuck interior walls for the purpose of easy maintenance.

2. REVIEW OF LITERATURE

- Jianwei (2019) agreed that the organisational climate in career development of the employees is important for the employee to perform better in work as providing necessary and related trainings are required. Good communication among the employees and upper management form a good organisational climate to boost up the satisfaction of employees in work emphasize the relationships between the employee and organisational such as the employee wellness, priority for minority people etc. have directly affected the perception of employee as well as their performance.
- Lawthom (2018) also indicated the shared perceptions of the basic components of people's specific organisation are viewed as the organisational climate. Hypothesizes that organisational climate is illustrative of organisational individuals' collective perceptions as well as emotions about the organisation. Refers the organisational climate as an affective event that the emotions where lead to information-processing behaviours of employees and interaction among themselves or with outsiders.
- Hunt and Richards (2017) Organisational climate is the generally persisting characteristic in an organisation which recognizes it from different organisations: and (1) typifies members collective perceptions about their organisations as for such measurements as self-sufficiency, confide in, cohesiveness, innovation, acknowledgment, fairness and support; (b) collaboration among the members; (c) fills in as a reason for interpreting the circumstance; (d) reflects the culture for predominant standards, qualities and attitudes of the organisation; and (e) serves as an impact for melding behaviour According to Wallace, , collective perceptions of organisational individuals and characterize climate as the outline view of how an organisation manages its individuals and condition.
- Lawler, (2016) The climate in an organisation is influenced by occasions and attributes significant to the organisation, which thus apply a strong impact on the members of organisation behaviour. Organisational climate and the route in which people react to it consistently associate. After some time, the organisational climate

has the ability to bring out the general psychological atmosphere of an organisation,

3. STATEMENT OF THE PROBLEM

Organizational climate influences to a great extent the performance of the employees because it has a major impact on motivation and job satisfaction of individual employees. The organizational climate can affect the human behaviour in the organization through an impact on their performance, satisfaction and attitudes. Organizational climate of different companies in the same Industry may vary, based on the type and size of the company. Hence to evaluate the prevailing organizational climate of different types of the Nandhi dhall Ltd at Salem the researcher felt the need to undertake the present study stated as "An Empirical Study on the Organizational Climate of food industry in Salem.

4. OBJECTIVES OF THE STUDY

- To Study impact organizational climate in work condition of the dhal industries at Salem.

5. SCOPE OF THE STUDY

- It helps the management to know the workers satisfaction and dissatisfaction about the company. It helps the management to know the workers feelings about the rules and regulations of the Industries.
- It helps the management to prevent any other job seeking by the workers.
- This study helps the public to know the merits and demerits while stating the similar type of Industry.

6. RESEARCH METHODOLOGY

To make the research systemized the researcher has adopted Disproportionate stratified random sampling techniques. A sample size 120 guaranteed respondents to its temperament of information assortment. The study used both primary and secondary data. To analyse the study used statistical tools like Simple percentage, Chi-square analysis and Correlation.

7. DATA ANALYSIS AND INTERPRETATION

Table 1: PERCENTAGE ANALYSIS

BASIS	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE (%)
GENDER	Male	86	71.7
	Female	34	28.3
	Total	120	100.0
MARITAL STATUS	Married	91	75.8
	Unmarried	29	24.2
	Total	120	100.0
AGE	20-30	64	53.3
	31-40	31	25.8
	41-50	19	15.8
	Above 50	6	5.0
	Total	120	100.0
EDUCATIONAL QUALIFICATION	School	91	75.8
	UG	18	15.0
	PG	8	6.7
	Others	3	2.5
	Total	120	100.0
INCOME	Below 10,000	69	57.5
	10,001-15,000	11	9.2
	15,001 - 20,000	32	26.7
	Above 20,000	8	6.7
	Total	120	100.0
EXPERIENCE	Below 1 year	37	30.8
	1-2 years	36	30.0
	2- 5 years	39	32.5
	Above 5 years	8	6.7
	Total	120	100.0

DESIGNATION	Employee	81	67.5
	Foreman	21	17.5
	Supervisor	12	10.0
	Administrative	6	5.0
	Total	120	100.0

Table 2: CHI-SQUARE TEST

H₀: There is no significance relationship between Income and Working condition is satisfied.

Income * Working condition is satisfied Cross tabulation							
		Working condition is satisfied					Total
		Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree	
Income	Below 10,000	32	37	0	0	0	69
	10,001-15,000	0	11	0	0	0	11
	15,001 - 20,000	0	5	2	19	6	32
	Above 20,000	0	0	0	0	8	8
Total	32	53	2	19	14	120	

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.642E2a	12	.000
Likelihood Ratio	152.943	12	.000

Interpretation:

Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between Income and Working condition is satisfied.

8. FINDINGS

- Majority 67.5% of the respondents are employee.
- Majority 45.8% of the respondent's opinion about work environment are strongly agree.
- 68.3% of the respondents are said satisfied in department contribution
- There is no significant difference between Income and Working condition is satisfied.
- There is a positive correlation relationship between income and experience.

9. SUGGESTION

- The employees whose are working in the company, searching some other job due to work stress and at the same time the employees are just satisfied with the salary provided by the company. Hence, it is suggested that to rectify the problem by increasing employees. If the company clearly elucidates the problem. The employees are motivated in their work and automatically company watch, improve the
- Training is very important in any company, the company may train their employees it may increase the production of the company.
- The Company should encourage their employees by providing awards and rewards.
- Some of the employees are feeling insecurity in their job, so the company encourages the employees.

10. CONCLUSION

- This study has been conducted to know the organizational climate in the textile, In the present trend, organizational climate is considered vital role for the successful performance of any organization which the Indian have stored practicing, A good organizational climate motives the employees to continue to work harder for the success to the organization.
- This study has been conducted in Nandhi dhall Ltd to find out the nature of existing climate in the organization.
- This study has helped me to have an insight information about the organization regular procedures and assisted me in gaining a practical knowledge about how important it is to have a good

climate and how helps in individuals and organizational excellence.

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