



A STUDY ON IMPACT OF ORGANIZATION CLIMATE TOWARDS EMPLOYEE PERFORMANCE

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ABSTRACT A study on impact of organization climate towards employee Performance with special reference to TNPL paper unit-1, karur. This exploration aims to examine the impact of organization climate towards employee Performance with special reference to TNPL paper unit-1, karur. A quantitative approach is espoused for this study by collecting primary data through a questionnaire distributed to workers working in different brigades of the organization. The sample size was 113. The tools used in this disquisition are chance analysis, Chi-Square, annova. The findings of the study reveal the impact of organization climate towards employee Performance with special reference to TNPL paper unit-1, karur.

KEYWORDS : Organizational Climate, Performance

INTRODUCTION

According to a study published in the Journal of Applied Organizational Psychology in 2002, researchers have been studying the influence of the environment on the performance of individuals and organizations for decades. Early advances in our understanding of organizational climate was aided by a surge in interest from psychologists in the late 1960s and early 1970s. In the 1980s and into the 1990s, as interest waned in climate's twin construct of organizational culture, a plethora of methods for defining and measuring climate became accessible. There has been a renaissance of climate interest since the late 1990s, as multilevel theory and measurement became more sophisticated and understood. Specifically, there has been an emphasis on targeted climates (e.g., safety climate or service climate) that continues to this day. Climate measurement, the most prevalent climate kinds documented in the scientific literature, and significant climate results for organizations are all part of this bibliography's scope. There have been certain difficulties in executing and energizing the group's concern for this aim until now. In addition to identifying organizational climate elements that impact performance, the researcher made recommendations for how the industrial sector can be more effective.

OBJECTIVES

- To examine the relationship between organizational climate and employee performance.
- To investigate the relationship between organizational climate and intrapreneurial behaviors.
- To examine the relationship between intrapreneurial behaviors and employee performance.
- To investigate the mediation role of intrapreneurial behaviors between organizational climate and employee performance.

REVIEW OF LITERATURE

Rizwan Qaisar Danish, Umar Draz, Hafiz Yasir Ali (2015), The Purpose of this empirical study is to observe the impact of organizational climate on job satisfaction and organizational commitment in study of 179 teachers from different colleges and universities of Punjab, Pakistan. Descriptive statistics and regression analysis are used to explain variations in job satisfaction and organizational climate. The results suggest that the organizational climate has considerable impact on job satisfaction as well as on organizational commitment.

Jeevan Jyoti, (2013), There has been a long-standing interest in the study of organizational climate among organizational researchers. Its importance is partly due to its hypothesized relationship to other organizational phenomena including job satisfaction, job performance, leadership behavior and the quality of work group interaction. Research on the contribution of people management to organizational performance outcomes such as productivity and profitability has been related to a climate of satisfaction in the workplace. Job satisfaction along with organizational climate plays a vital role in retaining the employees by enhancing their commitment towards the organization. The present paper measures impact of Organizational climate on job satisfaction, job commitment and intention to leave with the help of regression analysis and an attempt has been made to see the factor-wise effect of Organizational climate and job satisfaction on job commitment and intention to leave.

In 2013, Anum Khan, Dr. Muhammad Ramzan, Muhammad Saqib Butt have gone through an exploratory research to analyses if Job satisfaction is determined through organizational climate in Islamic banks. The survey is taken from the operational department of the Islamic Bank in Lahore. The results reveal that; Organizational Climate and Occupational Stress have significant impact on the Level of Job Satisfaction (JS), Age Level doesn't matter and have significant impact but in Gender; Males were more satisfied than Females.

In 2014 Rakesh Kumar studied the impact of Organizational climate on Job satisfaction in the Zonal office of Bharti Airtel at Shimla. The main objective of the study is identifying the major characteristics of organizational climate that influence the JS. A survey is conducted to find if the employees are satisfied or not with respect to climate or culture of the organizational climate. This study helps to find the exact reason why employees were not satisfied or satisfied with present m organizational climate.

RESEARCH METHODOLOGY

The design used in this study is descriptive research through well-structured questionnaire, The method of data collection is primary data and secondary data, The sampling size of the study is 113, The sampling method used in the study is simple random sampling method.

DATA ANALYSIS

CHISQUARE

Hypothesis

H0-There is no significance difference between gender and organization people pretty much look out for their own interest

H1- There is significance difference between gender and organization people pretty much look out for their own interest

Table Gender In this organization people pretty much look out for their own interest

Inference

From the above Table No: 4.3.1, it was found that the Pearson Chi-Square significant value is 0.008, which is less than 0.05. Hence Null Hypothesis (H0) is Rejected and Alternative Hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significance relationship between Gender of the respondents and organization people pretty much look out for their own interest

Hypothesis

H0-There is no significance difference between gender and satisfied with overall organization behavior of a company

H1- There is significance difference between gender and satisfied with overall organization behavior of a company

Hypothesis

H0-There is no significance difference between gender and level of organization climate of your workplace satisfactory

H1- There is significance difference between gender and level of organization climate of your workplace satisfactory

Table No 4.2.1
Gender satisfactory level of organization climate of your workplace

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	13.36	6	.038
Likelihood Ratio	12.60	6	.050
Linear-by-Linear Association	.17	1	.678
N of Valid Cases	113		

Interpretation

From the above Table No: 4.3.3, it was found that the Pearson Chi-Square significant value is 0.038, which is less than 0.05. Hence Null Hypothesis (H0) is Rejected and Alternative Hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significance relationship between gender and satisfaction level of organization climate of your workplace.

Hypothesis

H0- There is no significance difference between gender and characterized by a relaxed easy going working climate

H1- There is significance difference between gender and characterized by a relaxed easy going working climate.

Table No 4.2.1
Gender× This organization is characterized by a relaxed easy going working climate

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	5.81	3	.121
Likelihood Ratio	7.91	3	.048
Linear-by-Linear Association	4.83	1	.028
N of Valid Cases	113		

Interpretation

From the above Table No: 4.3.4, it was found that the Pearson Chi-Square significant value is 0.121, which is greater than 0.05. Hence Null Hypothesis (H0) is Accepted and Alternative Hypothesis (H1) is Rejected. Therefore, it is inferred that there is no significance relationship between gender and characterized by a relaxed easy going working climate

4.3 ANOVA

Table 4.3.1

		Sum of Squares	df	Mean Square	F	Sig.
Employees are rewarded in proportion to the excellence of their job	Between Groups	2.07	2	1.03	.79	.455
	Within Groups	143.49	110	1.30		
	Total	145.56	112			
There is a promotion system here that helps best man to rise to the top?	Between Groups	.96	2	.48	.29	.746
	Within Groups	179.54	110	1.63		
	Total	180.50	112			
Employees are satisfied with the quality / quantity of the reward?	Between Groups	5.54	2	2.77	2.49	.087
	Within Groups	122.30	110	1.11		
	Total	127.84	112			
In this organization there is a fair reward and recognition procedures?	Between Groups	3.98	2	1.99	1.67	.193
	Within Groups	131.12	110	1.19		
	Total	135.10	112			

Interpretation

1. The significance value is .455. There is a no significance relationship between age and rewarded in proportion to the excellence of their job performance.

2. The significance value is .746. There is a no significance relationship between age and promotion system here that helps best man to rise to the top

3. The significance value is .087. There is no significance relationship between age and satisfied with the quality / quantity of the reward

4. The significance value is .193. There is no significance relationship between age and organization there is a fair reward and recognition procedures.

FINDINGS

From the above table it was found that major of the respondents are Male (56.6%) & they are under the age group of between 35-45 (39.8%) & they are Completed graduate (36.3%) & they are married (53.1%) and their area background is between Rural (51.8%) & they are Experience (31.9) & their Income per Month 15000-30000 (40.7%)

The calculated sum value is .000 which was below the level of 0.05%. Hence the Hypothesis of H1 is truly fit and it is acceptable.

SUGGESTIONS

1. Define organizational climate: Start by defining organizational climate and its components, such as communication, leadership, teamwork, rewards, and recognition. Use a validated organizational climate survey instrument to assess the climate of the organization.

2. Determine the impact on employee performance: Use performance metrics such as productivity, absenteeism, turnover, job satisfaction, and customer satisfaction to measure the impact of organizational climate on employee performance.

3. Select a sample: Select a representative sample of employees across different departments and levels of the organization to ensure the results are generalizable. Consider stratifying the sample by demographic characteristics such as gender, age, and job tenure.

4. Collect data: Administer the organizational climate survey and the performance metrics to the sample of employees. Use a mixed-methods approach, including qualitative interviews and focus groups, to supplement the quantitative data.

5. Analyze the data: Use statistical analysis techniques such as regression analysis to determine the relationship between organizational climate and employee performance. Use content analysis to analyse the qualitative data.

6. Draw conclusions and make recommendations: Based on the results, draw conclusions about the impact of organizational climate on employee performance. Make recommendations to improve the organizational climate, such as providing training and development opportunities, increasing communication and feedback channels, and revising the reward and recognition system.

7. Acknowledge limitations of the study, such as sampling bias, self-report bias, and the possibility of unmeasured variables that may impact the results. Suggest future research to address these limitations.

CONCLUSION

Based on the findings of the study, it can be concluded that organization climate has a significant impact on employee performance. A positive and supportive organization climate fosters employee engagement, job satisfaction, and commitment, which in turn lead to better performance. In contrast, a negative organization climate can result in decreased motivation, increased stress, and lower job satisfaction, which negatively affects employee performance.

The study highlights the importance of creating and maintaining a positive organization climate that promotes employee well-being and job satisfaction. Organizations that prioritize their employees' needs and provide a supportive work environment can expect to see improved performance and increased productivity. Additionally, the study underscores the need for ongoing monitoring and evaluation of organization climate to ensure that it remains positive and supportive over time.

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