



ORIGINAL RESEARCH PAPER

Management

IMPACT OF ORGANISATIONAL CLIMATE FACTORS ON JOB SATISFACTION OF ENGINEERING COLLEGE FACULTY MEMBERS IN COIMBATORE

KEY WORDS: Organisational climate, job satisfaction

M. Rathinasamy

Research Scholar, Manonmaniam Sundaranar University, Tirunelveli- 627 012

Dr. C. Muthuvelayutham

Associate Professor, Department of Management Studies, Anna University Regional Campus, Madurai.

ABSTRACT

The word organisational climate appeared in journal articles and organisational behaviour textbooks around 1975. But surprisingly, it was used interchangeably with another closely related domain in behavioural science called organisational culture. The growth, prosperity and future of any nation depend on the availability and quality of higher education. Success of higher education system depends on a range of factors like availability of qualified faculty members, infrastructure, transportation facilities, pedagogy used, etc. But only with a good academic climate all these factors can survive and thrive. The present study was conducted among 100 engineering college faculty members in Coimbatore. From factor analysis performance related factor, management factor, achievement motivation factor, human resources factor and rules and policies factor were identified as the constructs of organisational climate. From correlation analysis it was found that performance factor and management factors correlate significantly with job satisfaction of the respondents.

INTRODUCTION

The word organisational climate appeared in journal articles and organisational behaviour textbooks during the around 1975. But surprisingly it was used interchangeably with another closely related domain in behavioural science called organisational culture. One of the earlier definition is for the construct is 'organizational climate or culture is a set of customs and typical patterns of ways of doing things' (Lawler and Hackman, 1975). Even today lot of debate is going on about the relationship, similarities and differences among these twin domains of organisational climate and organisational culture and climate (Schneider, 1985; Ryder and Southey, 1990). Organisational climate can be defined as "the shared meaning organizational members attach to the events, policies, practices, and procedures they experience and the behaviors they see being rewarded, supported, and expected" (Ehrhart, Schneider and Macey, 2014).

SIGNIFICANCE OF THE STUDY

The growth, prosperity and future of any nation depend on the availability and quality of higher education. Quality higher education equips students with hard and soft skills which are required to make fruitful contributions to the prospective employer, society and family. So, to build a good nation, the first step is to build a good higher education system. Success of higher education system depends on a range of factors like availability of qualified faculty members, infrastructure, transportation facilities, pedagogy used, etc. But only with a good academic climate all these factors can survive and thrive. So, crafting a good organisational climate in higher education institutions is the need of the hour. This study is an effort by the research to find the existing organisational climate in selected engineering colleges in Coimbatore.

OBJECTIVES

The objectives of the study were:

1. To study the profile of faculty members working in engineering colleges in Coimbatore city.
2. To identify the important organisational climate factors
3. To study the impact of organisational climate factors on job satisfaction

METHODOLOGY

A study was conducted among 100 faculty members working in engineering colleges in Coimbatore using convenience sampling method. A structured questionnaire was used as data collection tool. The questionnaire had three sections; the first section had questions related to socio-economic profile variables, the second section had questions related to various constructs of organisational climate and the last section had questions related to job satisfaction.

FINDINGS

The following are the major findings of the study

1. 55 percent of the respondents were male and the rest 45 percent were female.
2. Marital status of 54 percent of the respondents is single and the rest 46 are married respondents.
3. Highest educational qualification is Masters Degree for 74 percent of the respondents, 8 percent hold M. Phil., degree and the rest 18% are doctorate degree holders.
4. 80 percent of the respondents are assistant professors, 12 percent are associate professors and the rest 8 percent are professors.
5. 85 percent of the respondents work as faculty members in engineering faculty and the rest 15 percent work as faculty members in science and humanities faculty.
6. Monthly income of 76 percent of the respondents is below Rs. 60,000, 15 percent earn between Rs. 60,000– Rs. 1,00,000 and the rest 9 percent earn above Rs. 1,00,00 per month.
7. 71 percent of the respondents have college teaching experience of less than five years, 16 percent have five to ten years of college teaching experience and the rest 13 percent have more than ten years of college teaching experience.
8. From factor analysis 30 variables related to organisational climate were grouped into five factors. The five factors are
 - a. Performance related factor
 - b. Management factor
 - c. Achievement motivation factor
 - d. Human resources factor
 - e. Rules and policies factor
9. From correlation analysis it was found that performance factor and management factors correlate significantly with job satisfaction of the respondents.

CONCLUSION

From factor analysis performance related factor, management factor, achievement motivation factor, human resources factor and rules and policies factor were identified as the constructs of organisational climate. From correlation analysis it was found that performance factor and management factors correlate significantly with job satisfaction of the respondents.

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