

A Study on Organizational Climate with Special Reference to Patspin India Ltd, Ponneri, Udumalpet

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Abstract: Organizational climate 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 behavior and structures perceptions of the world. Climate are often studied and understood at a national level, such as the American or French climate. Climate includes deeply held values, beliefs and assumptions, symbols, heroes, and rituals. Climate can be examined at an organizational level as well. The main distinction between organizational and national climate is that people can choose to join a place of work, but are usually born into a national climate. The organizational context in which people work is characterized by numerous features (e.g., leadership, structure, rewards, communication) subsumed under the general concepts of organizational climate and culture.

Key words: communication, climate, employee.

INTRODUCTION

Organizational climate is the process of quantifying the “culture” of an organization, it precedes the notion of organizational culture. It is a set of properties of the work environment, perceived directly or indirectly by the employees, that is assumed to be a major force in influencing employee behavior. Climate and culture are both important aspects of the overall context, environment or situation. Organizational climate, on the other hand, is often defined as the recurring patterns of behavior, attitudes and feelings that characterize life in the organization, while an organization culture tends to be deep and stable. Although culture and climate are related, climate often proves easier to assess and change. At an individual level of analysis the concept is called individual psychological climate. These individual perceptions are often aggregated or collected for analysis and understanding at the team or group level, or the divisional, functional, or overall organizational level. Since climates exist at many levels in organizations and can encompass a variety of practices, assessment of employee risk factors needs to systematically span the relationships (whether in the work unit, the department or the entire organization) and activities (e.g., safety, communication or rewards) in which employees

are involved. Climate-based risk factors can differ from one part of the organization to another.

CHARACTERISTICS OF ORGANISATION CLIMATE

Perhaps one of the most important and significant characteristics of a great workplace is its organizational climate. Organizational climate, while defined differently by many researchers and scholars, generally refers to the degree to which an organization focuses on and emphasizes:

- Innovation
- Flexibility
- Appreciation and recognition
- Concern for employee well-being
- Learning and development
- Citizenship and ethics
- Quality performance
- Involvement and empowerment
- Leadership

REVIEW OF LITERATURE

S.vatsala (2000) conducted a study on organizational climate of B.H.E.L., Trichy. The main objective of the study is to find socio - demographic factors of tile respondents, study the various dimensions of organizational climate as perceive by the respondents on the whole, to fine the various dimensions of organizational climate as perceived by the executives and supervisors the findings of the study revealed that the . as perceived by respondents to be between moderate to high level.

Venkapathy and serrappan (2000) measured and reported the attitude of employee towards organizational climate it was found that the employees in the middle level and above had a favorable attitude toward organizational where as line mangers are reported to have less favorable attitude towards organizational climate .

J.S.ArunM oses (1999), conducted a study on organizational climate at Kothari sugar and chemicals limited. The main objective of study is to find out the general organizational climate prevailing in the organizational and factors contributing to organizational climate. the findings of the study

revealed that the organizational climate was at moderate level.

RESEARCH METHODOLOGY RESEARCH DESIGN

Research design is the basic framework, which provides guidelines for the rest of the research process. It specifies the method of data collection and analysis. In this study descriptive design is followed. Descriptive research design is the one that simply describes something such as demographic characteristics of the respondents. A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

SAMPLE SIZE:

Sample size refers to the number of persons to be selected from the area to constitute a sample. The sample size for the study is taken from 60 respondents, out of 1000 employees working in that organization. Sample size at the study at 60 employees of Patspin India limited, ponneri. The employees are specialist, skilled, unskilled learners. In this study certain the convenience sample for this study. A universe sample is obtained by selecting convenient population units.

NEED AND IMPORTANCE OF THE STUDY

Organizational climate is an important part of any organizations growth and development. The various levels and management number the top management, immediate supervisors and employees play very significant for the management to undertaken the perception its employees on the organizational climate promotional efforts by the management.

STATEMENT OF THE PROBLEM

The importance of a conclusive organizational climate for any organization cannot be understudied several factors like total management supports, policies manager role, work atmosphere and employee role play a very significant role. The various levels of employees in the organization including the top management are the real state holders in determining the organizational climate. This study is significant as it examines the impact of management support, manager roles and the general work atmosphere as perceived by the employees.

LIMITATIONS OF THE STUDY

The major limitations of study are the findings cannot be generalized because the researcher used purposive sampling method to respondent. The

quality of responses was not tested for its validity as these sample size was small.

DATA ANALYSIS PRIMARY DATA

Primary data is collected from employees of Patspin India Private Ltd, through well structured questionnaire. The collected data were analyzed and tabulated.

SECONDARY DATA

Secondary data was collected from journals, company's manual of policies and some relevant sources.

STATISTICAL TOOLS:

The statistical tools used are:

- A) Percentage analysis
- B) Chi-square test

OBJECTIVES OF THE STUDY

1. To find out the organizational climate of Patspin India Ltd., Ponneri, Udumalpet.
2. To find about the recruitment, promotion and transfer of Patspin India Ltd., Ponneri, Udumalpet
3. To know about the working condition of the employees of Patspin India Ltd., Ponneri, Udumalpet
4. To find out the welfare facilities of the employees given by the management

DATA ANALYSIS AND INTERPRETATION

GENDER OF THE RESPONDENTS

Gender	No. of Respondents	percentage
Male	40	66.7
Female	20	33.3
Total	60	100

From the above table it is clear that out of 60 respondents 66.7% of the respondents are male and the rest 33.3% of the respondents are female.

AGE OF THE RESPONDENTS

Gender	No. of Respondents	Percentage
20-30	20	33.3
30-40	19	31.7
40-50	11	18.3
50-60	7	11.7
60-70	3	5.0
Total	60	100

From the above table it is clear that out of 60 respondents 33.3% of the respondents are in the age group of 20-30, 31.7% of the respondents are in the age group of 30-40, 18.3% of the respondents are in the age group of 40-50, 11.7% of the respondents are in the age group of 50-60 and the rest 5% of the respondents are in the age group of 60-70.

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Educational Qualification	No. of Respondents	Percentage
Below 10th	16	26.7
H.Sc.	15	25.0
UG	15	25.0
PG	6	10.0
Others (Diploma)	8	13.3
Total	60	100

From the above table it is clear that out of 60 respondents 26.7% of the respondents studied upto below 10th, 25% of the respondents studied upto H.Sc 25% of the respondents studied upto UG, 13.3% of the respondents studied upto diploma, 10% of the respondents studied upto PG

TYPE OF FAMILY

Type of family	No. of Respondents	Percentage
Nuclear family	36	60.0
Joint family	24	40.0
Total	60	100

From the above table it is clear that out of 60 respondents 60% of the respondents are in nuclear family and 40% of the respondents are in joint family.

OPINION ABOUT THE PREVIOUS JOB

Opinion	No. of Respondents	Percentage
Excellent	15	25.0
Good	15	25.0
Fair	9	15.0
Bad	10	16.7
Worse	11	18.3
Total	60	100

Majority 25% of the respondents feel about their previous job was excellent.

Opinion	No. of Respondents	Percentage
Advertisement	20	33.3
Help of Relation	15	25.0
Legal Heirs	13	21.7
Private Employment	12	20.0
Total	60	100

MODE OF ENTRY

Majority 60 respondents 33.3% of the respondents mode of entry is through advertisement.

PROMOTION POLICY

Opinion	No. of Respondents	Percentage
Excellent	15	25.0
Good	10	16.7
Fair	10	16.7
Bad	15	25.0
Worse	10	16.7
Total	60	100

Majority 25% of the respondents opinioned about the promotion policy in their organization is excellent.

GRIEVANCE PROCEDURE

Opinion	No. of Respondents	Percentage
Excellent	12	20.0
Good	14	23.3
Fair	10	16.7
Bad	12	20.0
Worse	12	20.0
Total	60	100

Majority 23.3% of the respondents opinioned about the grievance procedure in their organization is good.

OPINION ABOUT CLEANLINESS

Opinion	No. of Respondents	Percentage
Highly satisfied	10	16.7
Satisfied	5	8.3
Neutral	15	25.0
Dissatisfied	10	16.7
Highly dissatisfied	20	33.3
Total	60	100

33.3% of the respondents are highly dissatisfied with cleanliness

OPINION ABOUT DUST AND FUMES

Opinion	No. of Respondents	Percentage
Highly satisfied	20	33.3
Satisfied	7	11.7
Neutral	5	8.3
Dissatisfied	8	13.3
Highly dissatisfied	20	33.3
Total	60	100

From the above table it is clear that out of 60 respondents 33.3% of the respondents are highly dissatisfied with dust fumes, another 33.3% of them are highly satisfied with dust fumes 13.3% of them are dissatisfied with dust fumes.

OPINION ABOUT NOISE CONTROL

Opinion	No. of Respondents	Percentage
Highly satisfied	15	25.0
Satisfied	12	20.0
Neutral	18	30.0
Dissatisfied	5	8.3
Highly dissatisfied	10	16.7
Total	60	100

Majority 30% of the respondents are in neutral with noise control

OPINION ABOUT WORK LOAD

Opinion	No. of Respondents	Percentage
Highly satisfied	7	11.7
Satisfied	9	15.0
Neutral	4	6.7
Dissatisfied	20	33.3
Highly dissatisfied	20	33.3
Total	60	100

From the above table it is clear that out of 60 respondents 33.3% of the respondents are dissatisfied with work load, another 33.3% of the respondents are highly dissatisfied with work load, 15% of them are satisfied with work load, 11.7% of them are highly satisfied with work load and the remaining 6.7% of the respondents are in neutral with work load.

CHI SQUARE TEST

Gender	Excellent	Good	Fair	Bad	Worse	Total
Male	5	10	5	10	10	40
Female	7	4	5	2	2	20
Total	12	14	10	12	12	60

O	E	O-E	(O-E) ²	(O-E) ² /E
5	8	-3	9	1.125
10	9.3	0.7	0.49	0.005
5	6.7	-1.7	2.89	0.431
10	8	2	4	0.050
10	8	2	4	0.050
7	4	3	9	2.250
4	4.7	-0.7	0.49	2.303
5	3.3	1.7	0.49	0.148
2	4	-2	4	1.000
2	4	-2	4	1.000
		0	38.36	8.362

H₀: there is no association between gender and grievance procedure adopted in the company.

H₁: there is an association between gender and grievance procedure adopted in the company.

Out of 40 male respondents 12.5% of the respondents said excellent, 25% of them said good, 12.5% of them said fair, 25% of them said bad and 25% of them said worse for grievance procedure adopted in the company. Out of 20 female respondents 35% said excellent, 20% of them said good, 25% of them said bad, 10% of them said bad, another 10% of them said worse for grievance procedure adopted in the company. As the calculated χ^2 value 8.362 is lower than the table value 9.488. So the null hypothesis is accepted. The alternative hypothesis is rejected. So that there is an association between gender and grievance procedure adopted in the company.

SUGGESTIONS

To maintain good organizational climate and to improve the effectiveness in the functions of the human resource department, the management and the employees should work hard to achieve good relations. From the study it is found that there is a good deal of scope for improvement in organizational climate in the following areas.

- The management may try to settle workers grievances at the right time
- The management can take steps to improve the communications with the workers.
- The workers education and orientation training should be implemented intensively.
- The management can provide best workers award for each department.
- The management shall form a separate committee for improving the organizational practices.
- The management should introduce various policies and helps to the workers in future.
- Annual service on organizational climate training and development leadership can be conducted.

The organization seems to be scientific and practicable with the nature of work existing. It may only require some modifications in future due to change in time and work pattern arising out of globalization and other major changes.

CONCLUSION

The project with the title "Organizational Climate" was conducted among the employees of Patspin India Limited, Ponneri. At present the concept organizational climate is used to make the employees to expose their inner potentials to achieve their higher productivity with the help of the effective manner of organizational techniques in Patspin India Limited, Ponneri. They use effective methods of organizational climate which in turn helped the organizations to bring in

excellent work culture. The compensation and benefits of very good and competitive with the market in the same way better training facilities are available to the employees and they take the training seriously and try to learn more and more from the programmes.

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