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### **An empirical study on organizational climate with special reference to shiny processing mills private limited Erode**

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#### **ABSTRACT**

The Organizational climate is a concept “perceived” by employees. Importantly, it is dependent on a value judgment which can vary greatly from person to person. The Organizational climate affects productivity, motivation and employee behaviour. The Organizational climate often defined as the recurring patterns of behaviour, attitudes and feelings that characterize life in the organization, while an organization culture tends to be deep and stable. Good organizational climate is necessary for the development of the organization. Good climate attracts good and efficient people to the organization, who may contribute to the productivity of the organization.

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#### **INTRODUCTION**

Organizational climate serves as the guidelines for dealing with people, and has a major influence on motivation and productivity of individuals as well as total work group. A sound climate is a long-term proposition. Managers take as asset approach meaning that they take the climate as all assets. Organizational climate is the human environments with in which organization’s employees do their work. It can influence motivation and job satisfaction. It does this by creating certain expectations about what consequences will follow from different actions. Employees expect certain regards, satisfaction and frustrations based on their perception of the organizational climate.

#### **STATEMENT OF THE PROBLEM**

Organization climate has a major influence on human performance through its impact on individual motivation and job satisfaction. It does this by creating certain kinds of expectancies about what consequences will follow from different

actions. Individuals in the organization have certain expectations, which depend upon their perception as to how the organization climate suits to the satisfaction of their needs. Thus, organization climate provides type of work environment in which individual feels satisfied or dissatisfied. Since satisfaction of individual goes a long way in determining his efficiency, organization climate can be said to be directly related with this performance in the organization. There are four mechanisms by which organization climate affects performance, satisfaction, and attitudes of people in the organization.

#### **OBJECTIVES**

- To find the people relationship and communication need satisfaction employee involvements.
- To find the career development opportunity, top management involvement, job satisfaction and etc.,

- To study the level of satisfaction of the factors influencing the organization climate of Shiny Processing Mills, Erode.
- To suggest some measures to improve the organization climate of Shiny Processing Mills, Erode.

## SCOPE OF THE STUDY

- To find the nature of existing climate in the organization.
- To creating and maintaining a positive working environment depends of the needs of the staff, the work they do and the resources they have.

## LIMITATIONS OF THE SDTUDY

- The study was Limited to 200 workers of organization to collect the information.
- Some of the respondents were not ready to give their wage structure.
- Due to Personal inconvenience, night shift employees could not be included in the study.
- The foremost limitation is the short span of time which is quiet insufficient to undertake a detailed study
- Hence the generalization of the findings of the study is subject to limitations
- All the findings and observations made in this study are purely based on respondent's answers.
- The study was conducted only in Erode district.

## LITERATURE REVIEW

1. **Ekvall et al. 1983** Creative organizational climate also encourages people to generate new ideas and helps the organization to grow and increase its efficiency and at the same time it enables members to generate and implement creative ideas more effectively
2. **Sarminah Samad** study was to investigate the relationship between creative organizational climate and learning organization and to identify the differences in learning organization based on the selected demographic variables. The sample consisted of 500 middle and senior level management staff in Malaysian telecommunication companies. The results

hypothesized that creative organizational climate are positively related to learning organization.

## RESEARCH METHODOLOGY

### Research design

A Master plan that specifies the method and procedures for collecting and analyzing needed information.

### Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

### Non-probability sampling

Non-Probability sampling is a sampling technique where the samples are gathered in a process that does not give all the individuals in the population equal chances of being selected. It is used for collect the data.

### Convenience sampling

Convenience sampling (also known as Availability Sampling) is a specific type of Non-probability sampling method that relies on data collection from population members who are conveniently available to participate in study.

### Size of the sample

The Sample size is **100**.

## DATA COLLECTION METHOD

### Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

### Secondary data

These are data which are already collected and used by someone preciously. In this research

review of Literature, Details of the industry are collected from the Internet.

## STATISTICAL TOOLS USED

To analyze and interpret collected data the following simple percentage and ranking were used.

### Formula

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

### Henry garrett ranking

Garrett's ranking technique to find out the most significant factor which influences the respondent; Garrett's ranking technique was used. As per this

method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

Where  $R_{ij}$  = Rank given for the  $i$ th variable by  $j$ th respondents.

$N_j$  = Number of variable ranked by  $j$ th respondents.

## DATA ANALYSIS

The Respondent who participated in the research is from diversified background with gender, age group, educational qualification, occupation, income, status of usage.

**Table 1: Demographic profile of the respondents**

Details of the Respondents	No.of.Respondents	Percentage	
<b>Age</b>	Below 30 Years	38	19
	31-40 years	69	35
	41-50 years	69	34
	Above 50 years	24	12
	<b>Total</b>	<b>200</b>	<b>100</b>
<b>Gender</b>	Male	96	48
	Female	104	52
	<b>Total</b>	<b>100</b>	<b>100</b>
<b>Educational Qualification</b>	School	42	21
	UG	81	41
	PG	46	23
	OTHERS	31	15
	<b>Total</b>	<b>100</b>	<b>100</b>
<b>Service</b>	Below 2 years	76	38
	2-4 Years	58	29
	4-6 Years	39	20
	Above 6 Years	27	13
	<b>Total</b>	<b>100</b>	<b>100</b>

Monthly Income	Below Rs.10000	38	19
	Rs.10001-15000	77	38
	Rs.15001-20000	60	30
	Above Rs.20000	25	13
<b>Total</b>		<b>200</b>	<b>100</b>

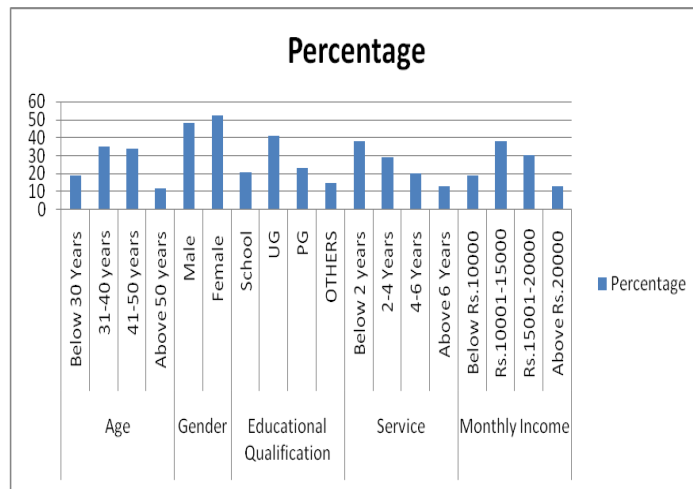


Chart 1: Bar Chart

SOURCE: PRIMARY DATA

**Interpretation**

From the above table shows that, 35% of the respondents are belongs to the age group of 31-40 years, 34% of the respondents are belongs to the age group of 41-50 years, 19% of the respondents are belong to the age group of below 30 years and 12% of the respondents are belong to the age group of above 50 years. 41% of the respondents are UG, 23% of the respondents PG, 21% of the respondents are Schooling and 15% of the respondents are others. 38%of the respondents are

service of Below 2 years, 29% of the respondents are service of 2-4 years, 20% of the respondents are service of 4-6 years and 13% of the respondents are service of Above 6 years. 38% of the respondents are monthly income of Rs.10001-15000, 30% of the respondents are monthly income of Rs.15001-20000, 19% of the respondents are monthly income of Below Rs.10000, and 13% of the respondents are monthly income of Above Rs.20000.

**Table 2: Ranking of e-payment factors**

S.No	Factors	Total score	Rank
1	Wage/Salary	19283	IV
2	Incentives	18779	VIII
3	Security	19273	V
4	Status	19330	II

5	Bonus	19269	VI
6	Promotion	19297	III
7	Compensation	19519	I
8	Gratuity	19252	VII

SOURCE: PRIMARY DATA

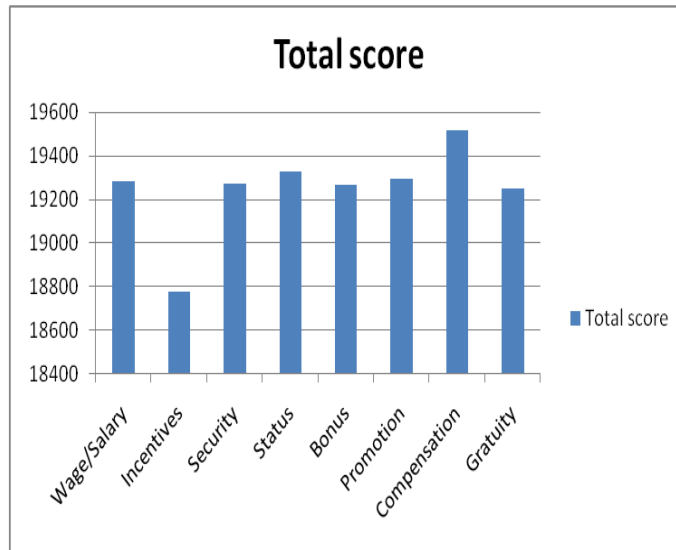


Chart 2: Bar Chart

**Interpretation**

From the above table shows the rank given by the factors is motivating to work in the organization compensation is I rank with the total score of 19,519, status is II rank with the total score of 19,330, promotion is III rank with the

total score of 19,297,wage/salary is IV rank with the total score of 19,283,security is V rank with the total score of 19,273,bouns is VI rank with the total score of 19,269,gratuity is VII rank with the total score of 19,252,incentives is VIII rank with the total score of 18,779

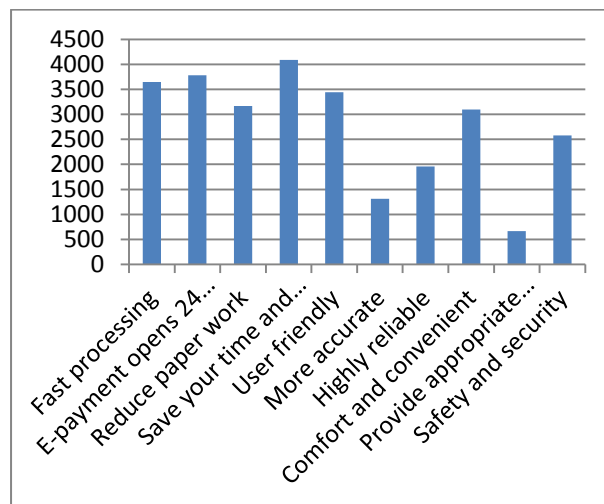


Figure: 1 Ranking of organizational climate factors

## FINDINGS

1. 9. 44% of the respondent's usage status is Less than 1 year. It is observed from the analysis that the majority of the respondents (52%) are male.
2. It is observed from the analysis that the majority of the respondents (35%) are age group of 31-40 years.
3. It is inferred from the study that the majority of the respondents (41%) are having undergraduate.
4. From the study it is inferred that the majority of the respondents (38%) are below 2 years service.
5. It is inferred that the analysis that the majority (38%) of the respondents monthly income is 10001-15000.
6. It is inferred that the analysis that the majority (31%) of the respondents opined solve the workers problem is HRD managing department.
7. It is inferred that (46%) of respondents are satisfied with disciplinary procedure and proceeding does not hinder the employees morale.
8. It is inferred that the analysis that the majority (71%) of the respondents are saying channel of communication in the organization is two way communications.
9. There is close significant relationship between gender and satisfaction level for the facilities provided in your work place.
10. There is close significant relationship between education qualification and satisfaction level for the facilities provided in your work place.
11. There is no close significant relationship between service and satisfaction level for the facilities provided in your work place.
12. There is close significant relationship between monthly income and satisfaction level for the facilities provided in your work place.
13. It is derived from the factors is motivating to work in the organization compensation is I rank with the total score of (19,519).

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## SUGGESTIONS

- The company has to provide more medical facilities to their employees for the healthy life.
- The company should give more incentive to motivate the employees to work with interest.
- Most of the respondents satisfied with the superiors guide their subordinates and prepare them for future responsibility or roles they are likely to take up.
- Management has to provide sufficient training program for both the new and existing employee's and their suggestions must be recognized by the management further.
- The superiors in the organization should encourage, guide and motivate the employees to share their ideas, views, and suggestions, so as to improve their performance.

## CONCLUSION

In the present trend, organizational climate is considered vital for the successful performances any organization. A good organization climate in the employees to continue work harder for the organization.

The study has been conducted in Shiny processing Mills to find out the nature of existing climate in the organization. The collected data has been analyzed using percentage analysis and chi-square test method based on which suggestions have been given.

The study has helped the researcher to have an insight into the organization regular procedures and assist him in gaining a practical knowledge about how importance it is to have a good climate and how it helps in individuals and organizational excellence. By using the recommendations have given this study may help the organization to develop organization climate.

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