

FACTORS INFLUENCING ORGANISATIONAL CLIMATE IN A TEXTILE MILL**M.Kannan***M Phil (Research scholar), Department of Business Administration, Annamalai University, Chidambam.***Dr.A.Rajamohan***Professor, Department of Business Administration, Annamalai University, Chidambam.***ABSTRACT**

Climate is used in the organization context , consists of a total affective system of the human group including feelings of attitude towards the system ,subsystems, super-ordinate system and other systems of the persons, tasks, procedures and conceptualizations.The aim of the present study is attempt to analyze the factors influencing organizational climate in a textile mill. The study was conducted by using primary and secondary data. The research design is descriptive in nature. Proportionate Stratified Random Sampling technique was adopted. Suitable statistical tools such as Regression and t-test are used. The findings of the study reveal that organizational climate factors contributed at 84% to overall organizational climate. The present study concluded that management should consider employees' viewpoints and take some continuous feedback from them, so that organizational climate can be maintained as healthy and best.

Key Words: Organizational Design, Reward System, Co-Worker Relations, Work Environment, Direct Supervision, Communication, and Technology.

INTRODUCTION

Organizational climate is the human environment within organization employees does their work. It can influence motivation and job satisfaction. Employees expect certain regards, satisfaction and frustrations on the basis of their perception of the organizational climate. Organizational Climate generally represents the psychological state that is strongly affected by organizational conditions like structures, systems and managerial behavior. It is basically the perception of how things exist in the organizational environment that is composed of several dimensions which in turn will depend upon the kind of organization. It is the manifestation of the attitudes of organizational members towards organization itself. Thus, organizations try to keep people who best fit their climate the organizational climate.

Organizational Climate is a system of subtle and pervasive interpersonal affective relationships. Climate is used in the organization context , consists of a total affective system of the human group including feelings of attitude towards the system ,subsystems, super-ordinate system and other systems of the persons, tasks, procedures and conceptualizations. Climate refers to the relationship in any situation as the people in that particular situation experience these.

Organizational Climate is a useful tool for understanding the complexities of the organizations. It may be thought of as a summary perception that people have regarding the organization and is a manifestation of the attitudes of the organizational members itself. Research on the same theme and its various determinants is important for enhancing organizational effectiveness.

MEASUREMENT OF THE CLIMATE

Measurement of climate seeks to identify the components of both bad and good climate terms are:

1. Organizational design
2. Reward system
3. Co-worker relation
4. work environment

5. Direct supervision
6. Organizational commitment
7. communication
8. Technology

REVIEW OF LITRATURE

Karthi.G and Ravindran.G. (2013) states today organizations operate in a business climate that is highly competitive and volatile. The survival of these organizations depends to a great extent on how quickly they adapt to the changes and their success depends on how innovatively they beat the competition of the organizational climate.

Lubna Rizvi (2012) explored study of the relationship of organization climate with motivation, engagement, and job security in a service organization, where the company is going through rightsizing. Moreover the company is also utilizing temperature staff. This study finds out as to how employees working in the organization perceive it and how much they feel connected to it.

Gitali Choudhury et al (2011) have conducted a survey of organizational climate is a measure of the feel of the internal environment of an organization which is perceived by an outsider and or an employee according to their business with the organization climate.

Giles, (2010) Organizational climate is based on the premise that the overall health of an organization can be assessed by measuring individual employees' perceptions of their work environments. Together these individual observations serve as aggregate data describing how well the organization performs and how well it treats its employees.

Kausik Kundu (2007) have studied conceptual framework of organizational climate found that aggregate perceptions of the characteristics of the organizations. Organizational and psychological Climates have been differentiated substantially in terms of the various dimensions. The concept of strategic context of collective climate may best represent organizational Climate.

Roderic J.Gray (2002) established a clear association between organizational climate and the project outcomes in which those projects are implemented. Drawing on extensive field research involving project management professionals in major British organizations is shown to decline as the level of personal and environmental threat perceived by project staff increases. Other organizational climate is a characteristic such as free expression, questioning, participation in the definition of goals, innovation and intrinsic satisfactions from the work itself are all found to be positively associated with successful organizational climate outcomes, while organizational climate change and conflict are negatively associated with project success.

Gardner (2000) explored the factors that employees perceive in their organizations by practices, procedures and rewards. Stated simply, people respond to work environments in terms of how they perceive these environments and a key substantive concern in perception is the degree to which individuals perceive themselves as being personally benefiting as opposed to being personally harmed (hindered) by their environment.

OBJECTIVES OF THE STUDY

1. To study the factors influencing organizational climate in a textile mills.
2. To study the factors of organizational climate.
3. To find out the influence of demographic factors on organizational climate.

HYPOTHESIS

- **Gender** of the respondents does not differ significantly on organizational climate factors such as (a) organizational design, (b) reward system, (c) co-worker relations, (d) work environment, (e) direct supervision, (f) organizational commitment, (g) communication, and (d) technology.
- To identify factors significantly contributed to the organizational climate.

METHODOLOGY

Research Design

The researcher has selected the “Ex-post-facto” research design which benefits the present study. The main characteristics of the “Ex-post facto,” method is that researcher has no control over the variables studied and can only report what has happened or what happening. “The Ex-post-facto,” methods also used for descriptive studies by means of which the researcher seeks to measure the variables.

Data Collection Method

There are two different methods of data collection of data to conduct this descriptive study.

- a) Primary data
- b) Secondary data

Sampling Schemes

- ▶ Research Type - Descriptive Research
- ▶ Total employees - 480
- ▶ Sample size -200
- ▶ Sampling techniques – Proportionate Stratified Random Sampling

STATEMENT OF THE PROBLEM

The environment or climate has essential role to play in shaping the personality as well as the behavior of the individual in the organization. The function of the personality and of an individual environment may produce different behaviors and some behaviors may be extended under the different stimulus situation, keeping this in view in organizational system, the behavior of the organizational participants is largely depend by the climate of the organization. The organization in order to get maximum result from the individual, provide a climate which may facilitate achieving of such results.

ANALYSIS AND INTERPR

Table-1, Results of Multiple Regression analysis of the Respondents on organizational climate factors

Independent Variables	Dependent Variable	B	T	R ²	F
Constant	Organizational climate	-4.267	- 17.918**	0.845	130.401**
Organization design		0.025	4.377**		
Reward system		0.058	8.177**		
Co-Worker relations		0.042	4.039**		
Work environment		0.038	2.926*		
Direct supervision		0.019	2.213**		
Organizational commitment		0.051	5.325**		
Communication		0.019	3.544**		
Technology		0.031	2.998**		

** - Significance at the 0.01 level; * - Significance at the 0.05 level; NS – Not Significant

Inference

The results are shown in table as an outcome of regression model conceptualized. From the results, it can be inferred that the F value of 130.401** found to significant at 5 percent level and hence, the Null hypothesis is accepted. Further, the adjusted R square value of 0.845 from table indicated that significant at the 0.01 level. Also, the “t” values of -17.918**, corresponding to all the dimensions of Organizational climate vs independents variables of the respondents are found to be significant effects on the model conceived. Hence the proposed hypothesis stated, “The identified factors significantly contribute to the organizational climate.

Results of Mean, Standard Deviation and ‘t’ value between male and female respondents towards organizational climate

Factors of Organizational Climate	Male			Female			Total			T	P
	N	M	S.D.	N	M	S.D.	N	M	S.D.		
Organization design	66	19.92	4.18	134	20.10	3.90	200	20.05	3.98	0.300	0.764
Reward system	66	30.98	4.15	134	30.88	4.14	200	30.92	4.13	0.167	0.867
Co-Worker relations	66	21.88	3.07	134	22.26	2.67	200	22.14	2.81	0.906	0.366
Work environment	66	21.21	3.05	134	20.99	2.95	200	21.07	2.98	0.489	0.625
Direct supervision	66	19.88	3.74	134	20.37	3.37	200	20.21	3.50	0.926	0.356
Organizational commitment	66	20.88	2.32	134	20.68	2.62	200	20.75	2.52	0.526	0.600
Communication	66	35.35	4.62	134	34.34	5.10	200	34.68	4.96	1.352	0.178
Technology	66	21.47	3.01	134	21.33	2.71	200	21.38	2.81	0.334	0.739

N – No. of Respondents; M – Mean; S.D. – Standard Deviation

Inference

To ascertain the mean difference between male and female respondents on the organizational climate factors, independent sample ‘t’- test was applied and the obtained, the ‘t’-value is 0.300 for organizational design with ‘p’-value 0.764, 0.167 for reward system with ‘p’-value 0.867, 0.906 for co-worker relation with ‘p’-value 0.366, 0.489 for work environment with ‘p’-value 0.625, 0.926 for direct supervision with ‘p’-value 0.356, 0.526 For organizational commitment with ‘p’-value 0.600, 1.352 for communication with ‘p’-value 0.178, and 0.334 for technologies with ‘p’-value 0.739. These values are insignificant. Hence, the proposed hypothesis stated, “gender of the respondents do not differ significantly on organizational climate factors such as organizational design, reward system, co-worker relations, work environment, direct supervision, organizational commitment, communication, and technology” is accepted.

FINDINGS

- The organizational climate factors contributed at 84% to overall organizational climate.
- The demographic variables of gender (male and female) do not differ on the perception of organizational climate factors.

SUGGESTION

- Team performance may also be highly encouraged and recognized. This can motivate employees for higher performance. The company should motivate their employees by providing more rewards and awards.
- The employee of the factors influencing organizational climate in a textile mill, have sufficient instruction with the other member of the work group, achieve a high level of confidence and trust with effective flow of information and of influence. This require at least a minimum level of stability in personal assignment, so it is suggested that rapid turnover and shifts in personnel should tend to prevents the establishment of a higher level of co-worker relation.

CONCLUSION

Organizational climate is the general perception of the working conditions of an enterprise, including the level of motivation factors are organizational design, reward system, co-worker relations, work environment, direct supervision, communication, and technology. Because organizational climate develops over many years and is affected by many factors, it cannot change it by simply dusting off the top level of displeasure or vacuuming up the problems around the perimeter Management should consider employees' viewpoints and take some continuous feedback from them, so that organizational climate can be maintained as healthy and best.

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