

# A Study on Organizational Climate in an Information Technology Industry

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## Abstract –

Organizational climate is comprised of mixture of norms, values, expectations, policies and procedures that influence work motivation, commitment and ultimately, individual and work unit performance. The

## I. INTRODUCTION

The Organizational climate varies from organization to organization and from time to time in the case of same organization. Organization climate may have positive and negative effect on employee behaviour and in return organizational performance. Recognizing the effect of organizational climate on organizational performance, increasing interest is shown in understanding and application of organization climate.

## II. Objectives Of The Study

To identify the extent of awareness about better organizational climate; 2. To identify the attitude of employees towards the prevailing organizational climate; 3. To identify the factors that affects the organizational climate;

## III. Need for The Study

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.

## IV. Scope Of The Study

Organizational 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 expectations about what consequences will follow from different actions. Individuals in

objective of the study to identify the extend of awareness about better organizational climate, and to identify the attitude of employees towards the prevailing organizational climate. Considering the nature, extent and time consistent sample size of 300 have been chosen for this study.

the organization have certain expectations depends upon their perception as to how the organizational climate suits to the satisfaction of their needs.

## V. Research Methodology

Fundamental to the success of any formal research project is a sound research design. A good research design has the characteristics of problem definition, specific methods of data collection and analysis, time required for research project and estimate of expenses to be incurred. The function of a research design is to ensure that the required data are collected accurately and economically. A research design is purely and simply the framework or plan for the analysis of data

## VI. Data Analysis

Alternate Hypothesis (H<sub>1</sub>) - There is significant relationship between ages of the employees with the relationship with their superiors. Null Hypothesis (H<sub>0</sub>) - There is no evidence of significant relationship between ages of the employees with the relationship with their superiors. Degree of Freedom

Degree of freedom = (r-1) (c- 1) = (3-1) (5-1) = 8 df

For 8 degree of freedom from table F of Chi-Square distribution.

Calculated value Chi-Square = 25.06 The table value = 26.296 >Calculated value Chi-Square=

25.06 The computed value of Chi-Square is less than the table value of Chi-Square at 5% level of significance. Hence it is to be taken that null hypothesis is accepted and it is said that there is no evidence of significant relationship between ages of the employees with the relationship with their superiors.

Degree Of Freedom Degree of freedom = (r-1) (c- 1) = (2-1) (2-1) = 1df For 1 degree of freedom from table F of Chi- Square distribution

**Interpretation:**

- There is no significance difference in the educational level of the respondents.
- There is no significance difference in taking corrective action by the superior.

**VII. Suggestions**

1. The employee's involvement in an organization stands for involving employees in various decisions making and other process in the organization in order to increase the individual as well as organizational effectiveness. The employee involvement can be achieved through providing authority and power to make work related decisions, transparency of information, increasing the knowledge of the employees and providing reward for desirable behavior. The organization should also provide some extend of job freedom to the employees.

2. Performance appraisal gives the superior an opportunity to indicate the employees' goals and plans as well as highlighted needs and requirement for their growth and development. The superior can evaluate the employee's performance always and advice the employees to take steps for higher achievement. Performance appraisal offers competitive advantage to a firm by improving performance, helping make correct decision, minimizing job dissatisfaction and employee turnover .Performance Alternativehypothesis H1 : There is a significance difference in the opinions of employees regarding the facilities provided in the organization. Anova One Way Table evaluation seeks to determine the relative worth of each job so that salary differentials can be established.

3. And the organization as a whole can provide the employees an opportunity for their carrier growth and development. The relationship between superior and subordinate can be improved through realization that each one is dependent on the other for better performance and success. By facilitating the employees to do introspection, self evaluation and clear goal setting can modify their behavior. Better interpersonal relationship leads to tem building and the coworkers in the organization can help one another in every case so that they can easily achieve their organizational objective.

4. The pay given to the employees working in the organization should satisfy all their needs so that they can work with more involvement and commitment in the organization for a longer period of time. The pay given to the employees should in par in the industry.

5. Employer should recognize the employees' hard work then and there and the rewards should be given to the employees as soon as possible after the performance has taken place. The Superiors should look for any employee doing something right, right now and recognize it. The employees can be given a chance of choosing their own rewards from the rewards catalogues in the organization. Even a word of mouth appreciation for him would encourage the employee to maintain the same level of performance or do even better. Thus the company should recognize the employee's work which motivates the employees towards the work. 5. The organization can encourage the leaders to develop some of the positive self leadership capabilities in other employees so that they can improve the job attitude of the employees working in the organization. The Superiors can also give the employees short term specific suggestions always to improve the performance in order to accomplish their objectives.

6. Punishments are used to force the workers to obey the rules and regulations. More fear about punishment will leads to unhealthy work environment. The employees by remaining disciplined convey their willing acceptance to the rules and regulations of the organization. The management has to prescribe proper code of conduct for the employees. The employees must know what they can and cannot do

failure on the part of the employer to determine a proper code of conduct would lead to indiscipline.

### **VIII. Conclusion**

An organization can be considered as effective only when it exerts a positive influence on, the working atmosphere and the employee's relationship. It must be capable of responding to the stimuli from the outside environment. The organizational climate is an aspect of relatively ensuring properties of the work environment that are perceived by the employees serves us facilitators stimulators, evaluators and perception shapers which in turn improve the employee behavior and performance. "Rather than telling the plants to grow, this is about tending to the soil in which they can become what they are capable of becoming".

### **References**

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