

Organizational Climate in Heavy Vehicles Body Building Industry

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Abstract

Organizational climate is an important determinant for the success of the organization. The dominant orientation is to adhere to established rules, regulational and control. A total of 456 employees, who are in the heavy vehicles body building industry were participated. Convenience sampling method is applied. The required data were gathered using valid questionnaires. It is found that employees perception towards organizational climate is varied based their demographic profile these who are working in the heavy vehicles body building industry at Karur district.

Key Words: Organizational climate, Perception, Demographic profile

1. Introduction

Organizational Climate consists of a set of characteristics that describe an organization, distinguish it from other organizations are relatively enduring over time and influence the behaviour of people in it.

Organizational climate can be defined as a set of attributes specific to a particular organization that may be induced from the way that organization deals with its members and its environment. For the individual members within the organization, climate takes the form of a set of attitudes and experiences which describe the organization in terms of both static characteristics (such as degree of autonomy) and behaviour outcome and outcome- outcome contingencies. (Campell, 2003).

2. Research Problem

Organizational climate is a relatively enduring quality of the internal environment that is experienced by its members, influences their behaviour and can be described in terms of the value of a particular set of characteristics of the organization. It may be possible to have as many climates as there are people in the organization when considered collectively, the actions of the individuals become more meaningful for viewing the total impact upon the climate and determining the stability of the work environment. The climate should be viewed from a total system perspective. While there may be differences in climates within departments these will be integrated to a certain extent to denote overall organizational climate.

3. Objective of the study

To investigate the employees perception toward organizational climate in heavy vehicles body building industry.

4. Hypothesis of the study

Ho: Employees perceptions towards organizational climate is not varied among the employees based on their demographic profile.

5. Research methodology

Organizational climate analysed with nine statements in the five point likert scale. Intention of the study is to know the employees perception towards organizational climate in heavy vehicles body building industry at Karur district. Hence, descriptive research technique is applied. The employees who are working in the heavy vehicles body building at Karur district are taken as the population of the study. From the population, samples of 456 respondents are taken in this study. The sample respondents are taken based on the convenience sampling method. Further, primary data were collected using questionnaire. The collected data are entered into SPSS 16 version. Descriptive statistics is applied to answer the research objective. One way ANNOVA test also executed to answer the hypothesis formatted in this research.

6. Data Analysis and Interpretation

Table 1 Employees opinion toward organization climate

| Organizational Climate | Mean | Std. Deviation |
|---|-------------|-----------------------|
| Our company goals are clear to me | 3.67 | 1.560 |
| Our company objective are clear to do | 3.64 | 1.521 |
| Structures have been established | 3.69 | 1.559 |
| Right skills sets perform their job function | 3.62 | 1.517 |
| Our company utilized my skill for current job | 3.87 | 1.663 |
| My work adds value to the company | 3.79 | 1.668 |
| Group norm across the company | 3.45 | 1.538 |
| Employees speak highly about this company | 3.28 | 1.570 |
| Company knows that relationship between the employees contribute to company performance | 3.59 | 1.569 |

Source: Primary data computed

Table 1 explains the employees perception towards organization climate in the heavy vehicles body building industry. Here, organizational climate is analysed with nine statements in the five point likert scale. Further, mean and standard deviation are calculated each statement. The mean values are ranged from 3.87 to 3.28. The calculated standard deviation value lies between 1.66 to 1.51. From the mean value, it is observed that the employees are highly rated that industry have to utilized employees skills with their job (3.87) followed by, employees additional work is added advantages (3.79), industry structured need to established (3.69), employees are very clear about their industry goals (3.67), employees very are clear about their industry objectives(3.64), right skills sets to perform their work (3.62), industry know the employees work contribution towards growth (3.59), group norms across the industry (3.45) and employees are sprit industry name outside (3.28). From the standard deviation values, it is inferred that the employee perception towards organizational climate about the industry is found to be at similar level.

Table 2 Organizational climate and demographic profile

| Demographic profile | | Organizational climate | | ANOVA Result | |
|---------------------|---------------------|------------------------|----------|--------------|---------|
| | | Mean | SD value | F-value | P-value |
| Age | Less than 30 years | 2.69 | 1.690 | 138.210 | 0.001* |
| | 31-40 years | 4.70 | 0.461 | | |
| | Above 40 years | 4.38 | 0.489 | | |
| Marital Status | Married | 3.09 | 1.738 | 116.474 | 0.001* |
| | Unmarried | 4.52 | 0.553 | | |
| Income levels | below Rs 12000 | 2.90 | 1.750 | 93.558 | 0.001* |
| | Rs12001 to Rs 15000 | 4.75 | 0.437 | | |
| | above Rs 15000 | 4.23 | 0.421 | | |
| Years of Experience | Bellow 10 years | 2.38 | 1.649 | 215.455 | 0.001* |
| | 10 to 15 years | 4.73 | 0.446 | | |
| | Above 15 years | 4.36 | 0.483 | | |
| Mode of transports | Company | 1.67 | 1.443 | 437.326 | 0.001* |
| | Own | 4.52 | 0.621 | | |
| | Others | 4.32 | 0.469 | | |

Source: Primary data computed

(* significant at One percent level)

In order to test the stated hypothesis, one way analysis of variance is applied. The result is showed in the table 2. Here, the demographic profile variables are classified in to age, marital status, income level, experience and mode of transport used. Here, the employees demographic profile variables are treated as independent variables and organizational climate is taken as dependent variable. Further ANOVA test is applied. The corresponding P-values of organizational climate are found to be 0.001, which are the significant at one percent level. Hence, the stated hypothesis is rejected. It is found that employees opinion towards organizational climate is varied based on their demographic profile.

In the case of age, 31 to 40 years age group employees have rated that the body building industry is having higher level of organizational climate (4.70) followed by above 40 years age group employees (4.38) and less than 30 years age group employees (2.69).

In the case of marital status, unmarried employees have rated that the body building industry is having higher level of organizational climate (4.52) and married employees (3.09).

In the case of income level, Rs.12001 to 15000 employees are rated that the body building industry is having higher level of organizational climate (4.75) followed by above Rs. 15000 employees (4.23) and less than Rs.12000 employees (2.90).

In the case of years of experience, 10 to 15 years employees have rated that the body building industry is having higher level of organizational climate (4.73) followed by above 15 years employees (4.36) and less than 10 years employees (2.38).

In the case of mode of transports , using company vehicles employees have rated that the body building industry is having higher level of organizational climate (4.52) followed by own vehicles employees (4.32) and other vehicles employees (1.67).

7. Finding and Recommendation

- 1) It is found that the employees are perceived better level of organizational climate in the heavy vehicles body building industry. Here, employees are felt that industries have to utilize their employee skills.
- 2) It is found that the employee's opinion towards organizational climate is significantly varied based on their demographic profile. Here, the less than 30 years age groups have perceived low level organizational climate than the other age groups.
- 3) For marital status unmarried employees have perceived the least level of organizational climate than the married employees.
- 4) In the case of income, bellow Rs.12000 income groups employees have noticed that the body building industry is having the least level of organizational climate.
- 5) Bellow 10 year's experienced employees have perceived the least level of organizational climate than the other experienced employees.
- 6) It is recommended that the body build industry have to explains goals and objective to their employees and utilize the employee skills to the right work.
- 7) Organizational climate is significantly varied among the employees based their age, marital status, monthly income and years of experience. The employees of young age groups, unmarried, low income groups, and minimum years of experienced groups are expecting good organizational climate in the body building industry. Hence, the body building industry should provide clear goal, clear objective, clear groups norms, value added work and provide the skill training to these groups.

8. Conclusion

To improving the organizational climate, the industry to remove unnecessary clutter. Employees want to feel that their work is valuable and they have some control in the final product. Empowerment leads to better execution because employees who are closest to the work product are able to address problems faster and have more ideas on how to improve efficiency. Organizational climate is enhanced when coworkers feel a connection or bond with their colleagues. Even, if each employee has a different job within the organization, there needs to be a unifying, core purpose in what they do that is tie back to the organization as a whole.

9. Reference

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