

RELATIONSHIP BETWEEN ORGANISATION CLIMATE AND ORGANISATIONAL COMMITMENT

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ABSTRACT

The water pump manufacturing industries in Coimbatore has significant part in the development of economic growth in the country as well as the industry water pumps are known for its brand name and quality of the products. The water pump manufacturing industries recruit's good talented people required for the organisation and hence the employment opportunity is good in these sectors. In the recent years, employee turnover rate is more and this is due do disappointment in work. Hence it is very important that the industries should have a good organisation climate so that the employees can remain in the organisation. The primary purpose of this research is to know far organisation climate factors influence organisation climate in water pump manufacturing industries in Coimbatore region.

KEY WORDS

Employee Turnover, Psychological Contract, Geographical Climate, Work performance, Formal Value Systems

INTRODUCTION

Every organisation in this universe is unique like finger prints .Each one is different from others in its culture, traditions and methods of action and they will constitute climate for its people. Everyone at the time of entering the organisation ,make a psychological contract with the organisation and expect a supportive climate to help him in his economic ,social and psychological needs. A good well established organisation climate pulls the attention of talented people, who is responsible for the development of the organisation. The present research study was carried in Coimbatore region in water pumps manufacturing sectors. The researcher adopted the statistical technique Multiple Regression Analysis, and Pearson Correlation for the research study using SPSS 20

REVIEW OF LITERATURE

Fauziah Noordin (2010) .The five factors namely team work, job satisfaction,culture,leadership,Motivation was examined with all the three types of commitment .The outcome showed that the relationship is moderate and job satisfaction was less among the workers .Finally the author pointed out Continuance commitment doesn't have any relationship with that decision-making, teamwork and organizational design,

Waktola et.al (2014) the organisation climate is one of the critical factors which have an effect on the commitment. The association was inspected with factors such as team work, rewards, fairness, support autonomy, trust. The final outcome of the study stated that the factors such as team and support have the high level of influence on organisation commitment

Gheisari et.al (2014) the intention behind the study is to know the connection between citizenship behaviour, organisation commitment, job involvement and organisation climate The authors concluded that the relationship is significant based on the statistical test values.

Danish et.al (2015) from the research the authors says that the relationship exists among job satisfaction, organisation Commitment on organisational climate.

AIM OF THE RESEARCH

- The primary intention is to know employee perception towards the organisation climate with its associated factors.
- To study the relationship between organisational commitment and organisation climate.

RESEARCH METHODOLOGY

- **Primary Data** : Received from the respondents directly through questionnaire and personal consultation
- **Secondary Data**: Collected from organisation official websites, research articles from various online data base.
- **Statistical Tools and Technique**: SPSS 20 and Multiple Regression Analysis, and Pearson Correlation
- **Sample Population and sampling method** : 220 Employees working in water pumps production units in Coimbatore , the method Stratified Random Sampling

HYPOTHESIS

(H₁) : There is a association between organisation Climate and Commitment

DATA ANALYSIS & INTERPRETATION

CORRELATION

Table 1.1: Pearson Correlation -Relationship between Organisation Climate and Commitment

		Correlations				
		PWC	SS	RS	SB	AS
Organisational Commitment	Pearson Correlation	.241**	.222**	.462**	.422**	.247**
	Sig. (2-tailed)	.000	.001	.000	.000	.000

** . Correlation is significant at the 0.01 level (2-tailed).

The above table 1.1 shows The P – value .000 is less than .005 and hence relationship exists between these the factors

MULTIPLE REGRESSION ANALYSIS

Table 1.2: Regression Statistics – Commitment & Organisation Climate

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.515	.265	.248	.57224

Predictors: (Constant), RS, SS, SB, PWC, AS

INTERPRETATION

From the above table 1.1 it is understood that there is a variance of 27% (R- Square .265) between the variables such as independent and dependent. The standard error value .57224 reflects the variability of the coefficient.

TABLE 1.2.1 ANOVA

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.302	5	5.060	15.453	.000 ^b
	Residual	70.076	214	.327		
	Total	95.378	219			
a. Dependent : OC						
b. Predictors: (Constant), RS, SS, SB, PWC, AS						

Source: Computed

INTERPRETATION:

From the ANOVA table 1.2 shows the P – value .000 is less than .005, F value 15.453. Hence it is understood that the model is Fit for the study based on the statistical values

Table 1.2.2 : Standardized Coefficients Beta Values

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig. p-values
		B	Std. Error	Beta		
1	(Constant)	.56	0.477		1.173	0.24
	Physical working Conditions	-0.024	0.101	-0.02	-0.235	0.814
	Supervisors support	0.196	0.11	0.138	1.784	0.076
	Reward systems	0.575	0.142	0.364	4.045	.000
	Salary benefits	0.247	0.081	0.253	3.049	0.003
	Administration Support	-0.172	0.101	-0.143	-1.705	0.09
a. Dependent Variable: Organisational Commitment						

INTERPRETATION

The above table shows Standardized Coefficients Beta value .364 is higher for the variable **Reward Systems** and the significant P value is lesser than .005, shows that there a significant relationship

The Standardized Coefficients Beta value for **Salary Benefits is .253** and the significant P value is lesser than .005, shows that there a significant relationship.

The Standardized Coefficients Beta value for **Supervisors Support is .138** and the Significant P value is higher than .005 shows that there a insignificant relationship.

The Standardized Coefficients Beta value is negative for **Administration Support - .143** and **Physical Working Conditions -.020**, and the Significant P value for both the variables are higher than .005 shows that there a insignificant relationship.

FINDINGS OF THE STUDY

- The factor such as Reward Systems, salary benefits has a relationship with organisational commitment of employees. This signifies that the employees are happy with the rewards systems and salary System.
- The factors such as **administration Support, Physical Working Conditions** shows negative value but the relationship is Insignificant.
- The employees expressed dissatisfaction towards **Administration Support, Physical Working Conditions**. Hence the organisations should concentrate in this perspective.
- From the research study it is understood that there is a significant relationship between climate of the organisation and commitment.

CONCLUSION

Since the results, it is concluded that the water pump manufacturing's units concentrate on the employee's welfare .But the organisation has to improve in its Administration Support, Physical Working Conditions for the better growth in mere future. The researcher concludes that the overall organisational climate is found to be comparatively good and this good climate has a relationship with the employee's commitment towards work.

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