PERCEPTION OF ORGANISATIONAL CLIMATE - AN EMPIRICAL STUDY

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ABSTRACT

Organisations regarded as ‘superior’ long-term performers, in addition to having admirable economic outcomes, also have a healthy ‘intentional’ internal climate. However, organisational climate can be a powerful strategic ally to an organisation seeking a strategic advantage. It’s a process that is very difficult for another organisation to duplicate. Importantly, a climate survey must not be something ‘done to’ an organisation. The philosophical difference is huge, and will make a difference in how it is done - and the ‘feeling’ of the organisational members towards participating. The research on the concept of organization climate makes it clear for us to understand the effect of organizations on individual and his personality and also makes it easy for us to generalize the multi-sided dimensions of the organization members’ attitudes. According to Bilir the research of organization climate can be used as a means of diagnosis and fixing. The principal objective of the study was to study organisational climate. Within every organisation a climate exists. Within every team or workgroup a micro-climate exists – and factors such as leadership style, levels of trust, empowerment and bureaucracy all contribute. This study was conducted on a sample of 308 employees working in Tamilnadu Cements Corporation. The findings depict that nearly, half proportion of the respondents experience moderate level of organisational climate. It is revealed that there is no significant association between the experience of the respondents and organisational climate.

KEYWORDS: Organisational Climate, Perception.