

“A Study on the Effect of Organisational Climate on Employees Performance in Dairy Industry in Coimbatore City, Tamilnadu”

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ABSTRACT: The present study intends to examine the organizational climate inside Dairy Industry in Coimbatore. The study further shows that organizational climate differs in each company and it affects the company's performance. Organizational climate arises from the intersubjectivity of members as they interact within a context established by an organization's culture.

A definition of organizational climate, informed by this approach, is presented. The idea of “organizational climate” appears to refer to an attribute, or set of attributes, of the work environment. The idea of a “perceived organizational climate” seems ambiguous; one cannot be sure whether it implies an attribute of the organization or of the perceiving individual. If it refers to the organization, then measures of perceived organizational climate should be evaluated in terms of the accuracy of the perceptions. If it refers to the individual, then perceived organizational climate may simply be a different name for job satisfaction or employee attitudes.

Key Words: Organization climate, Work environment, Employee attitudes, Job satisfaction

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I. INTRODUCTION

Organizational climate theory has been described as “one of the most important, but least understood concepts” (Hellriegel and Slocum, 1974, p. 255). In the 1930's, it was recommended that in order to better understand behavior, one must look at it as it was related to the environment in which the behavior took place. This suggestion seemed very logical to researchers and thus began the investigation into environmental research.

The notion of organizational climate has commonly been attributed to the Lewin, Lippitt, and White (1939). In their study of aggressive behavior in juvenile males, Lewin, et al. (1939) coined the term “social climate” to connote the 9 environment that was created in diverse treatment groups in their study. In this study, the researchers were largely interested in investigating leader behaviors across the experimental groups and identifying the influence that those leader behaviors had on the relational exchanges within that group, specifically focusing on the aggressive behavior of boys. During their study, Lewin, et al. (1939) found three methods of leader behavior – authoritarian, democratic, and laissez-faire.

The researchers assigned each leader behavior to a specific group where they then found that as the boys were moved from group to group, authoritarian behaviors created aggressive or apathetic social climates while democratic and laissez-faire leader behaviors attenuated aggressive social climates and created leaders who were more revered by the boys. This research provided the first empirical link between the behavior of a leader and the organizational climate.

Indian Dairy Industry

Dairy is place where handling of milk and milk products is done. The dairy technology refers to the application of scientific knowledge for practical purposes. Dairy technology has been defined as “that branch of dairy science, which deals with the processing of milk and the manufacture of milk products on an industrial scale”. In India, dairying has been practiced in rural cottage industry since the remote past. Semi commercial dairying started with the establishment of military dairy forms and cooperative milk units throughout the country towards the of 19th century.

During the earlier days, each household in those countries maintained its ‘family cow’ or secured milk from its neighbor who supplied those living close by. As the urban population increased fewer households kept cow for private use. Of milk production, problems of sanitation etc. restricted the practice, and gradually the family cow in the city where send back to the rural section.

The Indian dairy industry has made rapid progress since Independence. Large number of modern milk plants and products factories has been established. These organized dries have been successfully engaged in the routine commercial production of pasteurized bottled milk and varies western and Indian dairy products. With

the modern knowledge of protection of milk during transportation, became possible to locate dries where land was less expensive and crops could be grown more economically.

Scope Of Study

Organizational climate is the set of characteristics that describe an organization and that (a) differentiate one organization from other organizations; (b) are relatively enduring over time and (c) influence the behavior of the people in the organization. An organizational climate study enables a successful organization to operate more efficiently through the use of worker input and satisfaction ratings.

The study is required for the following purposes:

1. To analyze the perception of employee about the working environment.
2. To find out the characteristics of an organizational climate.

Objectives Of The Study

This research is related to the study of Organizational Climate on Employees Performance. The objectives set for the study are: To identify the factors of organizational climate that are responsible for better climate which lead to employee satisfaction

Research Methodology:

For any research the data collection was done by convenience sampling. Researchers used questionnaire and personal interview method for collecting data. The questions were framed keeping in mind the objectives of research. The questionnaire was given to the respondents and the data was collected by personal interview in the form of written responses of the questionnaire. The researcher has choose sample size of 100 respondents. the researchers used basic techniques for this studies like; one way ANOVA, Chi-square test and certain non parametric tests.

II. REVIEW OF LITERATURE

Kuldeep Kaur et al, (2017), studied the organizational climate exerts a significant influence on individual as well as organizational level outcomes. This paper examines the relationship between the organizational climate and organizational commitment and explores the factors that impact the level of organizational commitment at workplace. The major dimensions that impact the commitment levels are: welfare, supervisory support, pressure to produce, clarity of organizational goals, performance feedback, tradition, participation, integration, training, quality, effort, efficiency, innovation and flexibility.

Sanchez et al. (2011) conducted a study on a national school leadership in Chile. Surveys were administered during the year 2009 to school directors and teachers in 649 urban elementary schools across Chile's three education sectors i.e. municipal schools, government subsidized private schools and non-subsidized private schools. While nearly all principals reported high levels of satisfaction and individual efficacy in the overall performance of their jobs, a substantial number expressed low confidence in their capacity to improve the quality of teaching and learning especially in municipal schools. Using correlation and regression analysis, the study explored the relationships between survey measures of principals' efficacy and job satisfaction, professional education, years' experience and practices in order to identify those factors that contribute to principal confidence in their ability to improve their schools. The analysis considers differences in school context (sector, size) and student performance (national achievement test scores) that may be linked to varying expressions of principals' sense of efficacy.

III. ANALYSIS AND RESULT

One-Way ANOVA Test

There are seven factors influencing organizational climate for this study, i.e. Environment, Teamwork, Management, Involvement, Commitment, Competency and Reward & recognition.

Hypothesis

Null Hypothesis:

Ho: There is no significance difference between department of the respondents and factors influencing organizational climate of Dairy Industry employees in Coimbatore.

Alternative Hypothesis:

H1: There is an significance difference between department of the respondents and factors influencing organizational climate of dairy industry employees in Coimbatore.

ANOVA TABLE:

PARTICULARS	PRODUCTION		STORES		P & A		F V	SIG
	MEAN	SD	MEAN	SD	MEAN	SD		
Environment	3.26	.378	4.00	.00	4.77	.36	173.98	.00
Team work	3.50	.458	4.00	.00	4.70	.35	108.42	.00
Management Effectiveness	3.22	.170	3.96	.11	4.55	.45	107.45	.00
Involvement	3.02	.061	3.77	.30	4.45	.45	111.89	.00
Reward & recognition	2.68	.432	3.71	.23	4.56	.43	172.70	.00
Competency	2.76	.136	3.13	.22	4.35	.49	160.41	.00
Commitment	2.95	.078	3.77	.30	4.60	.45	155.06	.00

Interpretation:

From the above table it can be inferred that significant value of Environment is less than 0.05. So we reject null hypothesis. Therefore environment has influence on respondents department.

The significant value of teamwork is less than 0.05. So we reject null hypothesis. Therefore team work has influence on respondents department. The significant value of management effectiveness is less than 0.05. So we reject null hypothesis. Therefore management effectiveness has influence on respondents department. The significant value of involvement is less than 0.05. So we reject null hypothesis. Therefore involvement has influence on respondents department.

The significant value of Reward and recognition is less than 0.05. So we reject null hypothesis. Therefore reward and recognition has influence on respondents department. The significant value of competency is less than 0.05. So we reject null hypothesis. Therefore competency has influence on respondents department. The significant value of commitment is less than 0.05. So we reject null hypothesis. Therefore commitment has influence on respondents department.

CHI- SQUARE TEST

The following table showing the comparison of Reward & Recognition and involvement of Dairy production employees in Coimbatore with the help of CHI SQUARE analysis.

Hypothesis

H0: There is no association between reward & recognition and involvement of Dairy production employees in Coimbatore.

H1: There is an association between reward & recognition and involvement of Dairy production employees in Coimbatore.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	420.513 ^a	88	.000
Likelihood Ratio	281.408	88	.000
Linear-by-Linear Association	88.590	1	.000
NO. of Valid Cases	100		

Interpretation:

From the above table it can be inferred that significant value of reward & recognition and involvement of Dairy production employees is less than 0.05. So it can conclude that rejecting null hypothesis. Therefore reward & recognition has an association with involvement of Dairy production employees in Coimbatore.

IV. FINDINGS AND SUGGESTIONS

From this study Environment, team work, Management effectiveness, Competency, Commitment and Reward and recognition has influencing organizational climate of Dairy production employees in Coimbatore. and it found that reward & recognition has an association with involvement of Dairy production employees in Coimbatore.

In the organization most of employees are satisfied with their working conditions. But there are some employees also who are not satisfied with the working conditions of company. Management should try to convert unsatisfied employees in to satisfied employees. Because if employee is not satisfied, they are not able to give 100% to their work and the productivity of employee decrease. So management should try to satisfy employees because employees are the assets of the company not liabilities.

V. CONCLUSION

Organizational climate is the personality of an organization. The concept of organizational climate has gained wide acceptance as a way to understand human system. From this study, it can be stated that the working condition of Dairy employees performance is good. If the company keep up this trend and develop more advanced technologies to increase efficiency in production there is a scope for development in the years to come. and also they are satisfied with the other factors of organization.

By introducing new products and improving the technological up gradation, the organization can improve the working condition and they can satisfy the employees. For making the organizational climate more suitable, organization can improve new customer relationship and extra plans.

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