A Study on Organizational Climate With Reference To East West Comined Industries

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Abstract- *The commitment of employees is affected by several factors, including factors related to the organizational climate. The aim of this study was to investigate the organizational climate at East West Combined Industries (EWCI). This study is aimed to analyse the impact of organizational climate on employee performance in this manufacturing firm.*

The study anticipates identifying key factors influencing employees behaviour, performance and organizational culture. The data is collected through primary sources. The primary data is collected through the structured questionnaire and interview with employees. Secondary data were collected from the company profile, magazines and so on.

Descriptive research studies are those studies which are connected with describing the characteristics of particular group. The sample size used 200 respondents. The total population are 350 above at East West Combined Industries (EWCI). The sampling techniques used in the study simple random sampling. The statistical tools applied for this survey was percentage analysis, Chi-square, Correlation. The data collected were presented in the form bar chart and tables.

I. INTRODUCTION

Organizational climate refers to the prevailing atmosphere or environment within an organization, shaped by its culture, values, norms, and practices. It reflects how employees perceived and experience their work environment including factors such as leadership style, communication patterns, teamwork, job satisfaction, and levels of trust and support.

A Positive organizational climate fosters employee engagement, productivity, and well –being, while a negative one can lead to disengagement, turnover and decreased performance. Understanding and managing organizational climate is crucial for creating a healthy and thriving workplace culture. It represents the overall "fell" or atmosphere within the organization and significantly influences employee behavior, motivation and performance.

1.2 NEED FOR THE STUDY

The purpose of this study is to improve the level of productivity in the organization. It helps to analyses and to identify the suitable organizational climate for improving the satisfaction level of the employees. It helps the organizations by providing a better work environment for its employees so that they are motivated and work efficiently.

1.3 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

To study on organizational climate with reference to East west Combined Industries.

SECONDARY OBJECTIVES:

- To analyse the employees attitude towards the organization environment.
- To identify the various factor affecting organizational climate.
- To know the level of satisfaction towards the organizations climate.
- To suggest measures to improve the organizational climate at manufacturing firms.

1.4 SCOPE OF THE STUDY

The study covers the employee's perception of various factors in the organizational climate like motivation, decision making, coordination, rules and regulation, goals and objectives, working procedure. The study covers to identify the relationship between the organizational climate and job satisfaction and also covers the relationship between organizational climate and organizational commitments.

1.5 LITERATURE REVIEW

Berberoglu (2024), stated that good organizational climate helps the organizationsin achieving higher level of commitment, which is essential to develop positive employees' attitude. His study was on health care professionals and the result of thestudy revealed that the organizational climate is having high positive co-relationwith the organizational commitment and employees' attitude.

Chneider et al. (2024), summarizes and expanded the work done by Benjamin Schneider, Mark G. Ehrhart and William H. Macey (2011) in which they provide the ideas and review of thehistory of organizational climate.

Daniela Carlucci & Giovanni Schiuma (2023), in their research paper discussed about how the health care workers perceive Organizational climate and its influence on their performance. The study was carried out through an action research (AR) project, which included the use of both qualitative and quantitative approaches. Key phases of the AR project were some focus groups and a survey. During the focus groups, several methods and approaches were adopted for getting opinions from people and animating discussion.

Glick (2023), mentioned that climate add value to organizational and individual behaviour. Gestalt psychology, Functionalism, the person-environment fit model, and Lewinian Field theory are four theories that can be utilized to understand organizational climate. Gestalt psychology is based on two assumptions: first, that people try to understand their surroundings, and second, that people try to establish order in their surroundings in order to successfully adapt their behaviour to the workplace.

1.6 RESEARCH METHODLOGY

MEANING OF RESEARCH

Research is a systematic and an organized method to find answers to question. A research is a framework or blueprint to conducting a research project. It details the procedures necessary for obtaining the information needed to structure or solve research problem. Research can be explained as the process of collecting data and information for the purpose of making decisions.

RESEARCH METHODLOGY

Research Methodology is the process used to collect information and data for the purpose of making decisions. The methodology may include publication research, interviews, surveys and other research techniques and could include both present and historical information. Research

Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge.

RESEARCH DESIGN

A research design is the arrangement of conditions for collection and analysis of data in manner that aims to combine relevance to the research purpose with economy by procedure, the research, design specifics the methods of data collection, sampling plan data analysis and interpretation.

The research has taken the descriptive research. Descriptive research means describing the state of nature of facts as it at present time.

TYPES OF RESEARCH DESIGN

- ✓ Exploratory research design
- ✓ Descriptive and diagnostic research design
- ✓ Experimental/Casual research design

The research design followed for the study is descriptive type of research. It is typically concerned with determining the frequency with which something occurs or how two variables vary together.

Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

SAMPLING

Sampling is a process used in statistical analysis in which a predetermined number of observation are taken from a larger population.

POPULATION

A research population is generally a large collection of individuals or objects that is the main focus of a scientific query. The total populations of the organization are 350.

SAMPLING SIZE

Number of the sampling units selected from the populations is called the size of the sample. Sample of 200 respondents were obtained from the population.

SAMPLING TECHNIQUES

- ✓ Probability Sampling
- ✓ Non-probability

The techniques adopted in the present study is probability sampling, which is also known as chance sampling. Under this sampling design, every item of the frame has an equal chance of inclusion in the sample. Under probability sampling, simple random sampling is used for this study.

SOURCES OF DATA COLLECTION

The data can be collected through two methods. They are:

- ✓ Primary Data
- ✓ Secondary Data

PRIMARY DATA

The Primary data was collected from the respondents by administering a structured questionnaire and also through observation, interviews, discussion with manager and the workers.

SECONDARY DATA

Secondary data are collected through the booklets, websites and company reports. Structured schedule was designed with the guidance of the organization for getting information from the workers. The respondents were met personally at the time of data collection. The schedule of interview was filled by the research himself in this survey method.

SIMPLE PERCENTAGE ANALYSIS

Percentage refers to a special kind of ratio. Percentage is used in making comparisons between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages.

Percentage = (No of respondents/Total no of respondents)*100

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE)

Statistical package for social science (SPSS) is mean for statistical analysis of data. It has got tools to obtain accurate result. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration and deployment. The following statistical tools were used in this study.

- ✓ Chi-square
- ✓ Correlation
- ✓ Anova
- ✓ Regression

CHI-SQUARE TEST

The chi-square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumption about population or when the researcher is unable to estimate the population's parameters. The main advantages of using non parametric test is that, the researcher can analyse qualitative data. It is used to determine whether the two variables are associated with each other or not. It helps in finding the association between two or more attributes. It

has been worked out as follows:

Where, O = Observed frequency
E = Expected frequency

The calculated value of chi-square is compared with the table value, for given degree of freedom at a specified level of significance (5% and 10%). If the calculated value of chi-square is more than the table value, then difference between the variables is considered to be significant or otherwise insignificant.

CORRELATION

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not tell about cause and effect relationship. The values of coefficient of correlation lie between +1 to -1. Where, r=+1, it means there is a perfect positive correlation between the variables. When r=1, it means there is a perfect negative correlation between the variables.
When r=0, it mead no relationship between the two variables.
Where, x=(X-X); y=(Y-Y)
r= the correlation coefficient
N= Number of pairs of observations

ANOVA

Analysis of variance (ANOVA) is a statistical test used to evaluate the difference between the means of more than two groups. This statistical analysis tool separates the total variability within a data set into two components: random and systematic factors.

REGRESSION

A Regression is a statistical technique that relates a dependent variable to one or more independent (explanatory) variables. A regression model is able to show whether changes observed in the dependent variable are associated with changes in one or more of the explanatory variables.

1.7 LIMITATION OF THE STUDY

✓ The attitude of the workers change from time to time.
✓ It is difficult to measure the attitude of the workers exactly.
✓ Paucity of time is another limiting factor.

II. DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

2.1 Table showing age of the respondents

S.NO	AGE	NO.OF. RESPONDENTS	PERCENTAGE
1	Below 25	37	18.5%
2	26 - 35 Years	51	25.5%
3	36 – 45 Years	59	29.5%
4	Above 45	53	26.5%
TOTAL		200	100%

INTERPRETATION:

From the above interpreted that 29.5% of the respondents are between age from 36 years – 45 years. 26.5% of the respondents are above 45 years. 25.5% of the respondents are between age from 26 years -35 years.

### 2.1(a) Chart showing Age of the respondents
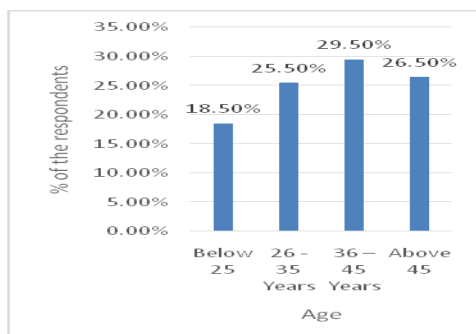
2.2 Table showing opinion about training facilitate employees to upgrade their skills and competencies

S.NO	OPINION	NO. OF. RESPONDENTS	PERCENTAGE
1	Strongly agree	42	21%
2	Agree	53	26.5%
3	Neutral	49	24.5%
4	Strongly disagree	25	12.5%
5	Disagree	31	15.5%
TOTAL		200	100%

INTERPRETATION

From the above interpreted that 26.5% of the respondents are agree with training facilitate employees to upgrade their skills and competencies. 24.5 % of the respondents are neutral with training facilitate employees to upgrade their skills and competencies. 21% of the respondents are strongly agree with training facilitate employees to upgrade their skills and competencies.

2.2(a) Chart showing opinion about training facilitate employees to upgrade their skills and competencies
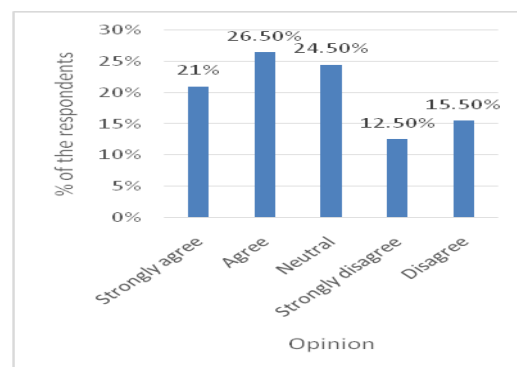
CHI-SQUARE ASSOCIATION BETWEEN AGE AND TRAINING FACILITATE EMPLOYEES TO UPGRADE THEIR SKILLS

NULL HYPOTHESIS (H0):

There is no association between age of the respondents and training facilitate employees to upgrade their skills and competencies of the respondents.

ALTERNATIVE HYPOTHESE (H1):

There is a association between age of the respondents and training facilitate employees to upgrade their skills and competencies of the respondents.

STATISTICAL TEST

Chi-square was used the above hypothesis

Age

	Observed N	Expected N	Residual
Below 25 years	62	49.3	12.8
26-35 years	27	49.3	-22.3
36-45 years	37	49.3	-12.3
Above 45 years	71	49.3	21.8
Total	200		

Training facilitate employees to upgrade their skills and competencies.

	Observed N	Expected N	Residual
strongly agree	60	40.0	20.0
Agree	50	40.0	10.0
Neutral	42	40.0	2.0
strongly disagree	29	40.0	-11.0
Disagree	19	40.0	-21.0
Total	200		

2.3 Test Statistics

	Age	Training facilitate employees to upgrade their skills and competencies.
Chi-Square	26.005[a]	26.650[b]
Df	3	4
Asymp. Sig.	0.001	0.00

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 49.3.

b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0.

INTERPRETATION

Here the significance was occurs and has a value 0.001 is less than 0.01. Hence H1 is accepted.

RESULT:

There is a significant difference between age of the respondents and training facilitate employees to upgrade their skills and competencies of the respondents.

ONE –WAY ANOVA SIGNIFICANT VARIANCE AMONG INTERPERSONAL COMMUNICATION AND SATISFACTION FROM MY CURRENT JOB RESPONSIBILITIES

NULL HYPOTHESIS (H0)

There is no significant variance among interpersonal communication and satisfaction from my current job responsibilities.

ALTERNATIVE HYPOTHESIS (H1)

There is significant variance among interpersonal communication and satisfaction from my current job responsibilities.

STATISTICALTEST
Anova was used the above hypothesis

ANOVA

Interpersonal communication and relationship contribute to organizational performance.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	270.947	4	67.737	2656.091	.000
Within Groups	4.973	195	.026		
Total	275.920	199			

Post Hoc Tests

Homogeneous Subsets

2.4Interpersonal communication and relationship contribute to organizational performance.					
Duncan[a,b]					
I gained satisfaction from my current job responsisbilites		Subset for alpha = 0.05			
	N	1	2	3	4
Disagree	33	1.00			
strongly disagree	37		1.97		
Neutral	30			3.00	
strongly agree	66				4.00
Agree	34				4.00
Sig.		1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 36.975.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

MEAN PLOTS

22. I gained satisfaction from my current job responsisbilites
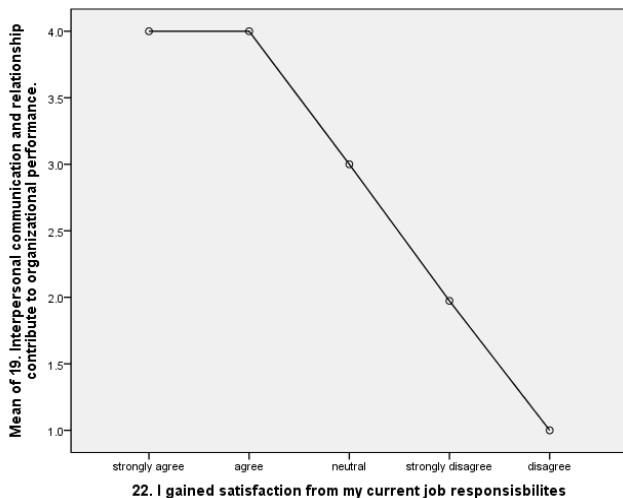
INTERPRETATION

Since the test value 0.00which is significant @ 0.05 level. Hence accept the alternative hypothesis (H1) and reject alternative hypothesis. There is a significant difference between interpersonal communication and satisfaction from my current job responsibilities.

Result

There is a significant difference between interpersonal communication and satisfaction from my current job responsibilities.

3.1 FINDINGS

- 29.5% of the respondents are between age from 36 years – 45 years.
- 26.5% of the respondents are agree with training facilitate employees to upgrade their skills and competencies.
- The significance was occurs and has a value 0.001 is less than 0.01. Hence H0 is accepted.
- The test value 0.00 which is significant @ 0.01 level. Hence accept the null hypothesis (H0) and reject alternative hypothesis. There is no significant difference between interpersonal communication and satisfaction from my current job responsibilities.

3.2 SUGGESTIONS

- The pay given to the employees working in the organization can 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.
- All the employees working in the organization can be provided proper healthy hygienic canteen facilities because food is the basic need for the employees.
- The organization can provide the employees with flexible time option such as work from home, by providing laptops so that they are comfortable to provide 24/7 technical support as and when required in their organization which leads to increase their job satisfaction as well as create a better organizational climate.
- . Now day's organizations are undergoing lot of technological changes. Hence the employees at all levels must be trained. The work in the new technologies. From the organization point of view they have to motivate the employees and give them a space to learn and try new techniques in their organization.

3.3 CONCLUSION

The organizational climate is an assert 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. The present study is aim at identifying the organization climate and perception of the employees views on their organization climate. From this study it is apparent that the employees are aware about their organization climate which is evident from the response of the respondents. The majority of the respondents have the positive attitude towards the prevailing organizational climate. The most respondents perceive that the organization climate is favorable for them. The overall assessment of the organization climate state that the most of respondents have a positive perception of the various dimensions of the organization. The most the employees perceived the organizational climate has positive influence on the organizational development.

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