

Organizational Climate Determinants with Reference to Chennai's IT Industries

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Abstract:

The organisational environment has a significant impact on employee behaviour and, as a result, on the organization's performance. Shared views or prevailing structure standards for performing work place activities are defined as organisational environment (reichers& amp, Schneider, 1990). This organisational environment decided whether a company would succeed or fail. Workplace climate, teamwork, managerial efficiency, dedication, competency, incentives, and recognition were all included in the research. A descriptive study was conducted among 150 IT Industries workers. The research demonstrates the plant's current organisational environment. It also indicates future directions for growth.

Keywords: Organizational climate, structure norms, seven dimensions, Teamwork, IT Industries.

Introduction:

The organisational environment has a significant impact on employee behaviour and, as a result, on the organization's performance. Organizational climate has both positive and negative effects. A favourable climate stimulates discretionary efforts, while a negative climate prevents them. Characteristics such as organisational structure, individual autonomy, incentives, and risk-taking, support, tolerance, and control factors have all affected the organisational environment (G.H.Litwin&R.Stringer).

The inner properties of an organisation are referred to as organisational atmosphere. The determination of the organization's character is influenced by a number of internal and external considerations. It is a perception of Organizational traits. (Photo courtesy of Joe Kelly.) It's a set of qualities that characterise a company.

- It is knowledgeable over a period of time.
- It has an impact on one organisation from another.
- It has an impact on people's behaviour in the organisation (Joe Kelly).

General attitudes, qualitative notions, distinct identity, lasting quality, and multi-dimensional construct all had an impact on the organisational environment. Communication, ideals, aspirations, norms, practises, laws, initiatives, and leadership all work together to create a positive organisational environment.

Measurements:

The seven dimensions of organisational environment were used to administer the research. These dimensions were used to create a structured questionnaire, which was then distributed to IT industry workers. 1. Work environment, 2.teamwork, 3.management effectiveness, 4.rewards and appreciation are the seven dimensions. 5. Involvement, 6.competence, 7.organizational obligation.

Statement of the Problem:

The study of organisational climate is crucial for comprehending employee perceptions. It aids in the removal of worry, staff encouragement, relationship strengthening, and atmosphere growth (P.C.Tirupathi 2008). As a result, research into organisational environment and its dimensions is critical in this situation.

The study's purpose:

1. The organisational environment and its dimensions can be applied to any company.
2. The organisational environment has an impact on employee achievement, resulting in an increase in employee motivation and work satisfaction.
3. It balances the effects of a required environment with employee outcomes.

Purpose of the study:

1. It is a process of improving overall quality.
2. It is possible to examine employee attitudes and opinions.
3. It aids in the creation of transitions that are wanted.
4. This survey will be used to investigate the effect of these seven dimensions.

Research objectives:

1. To assess the organization's current organisational environment.
2. To investigate the seven dimensions of organisational environment victimisation (work setting, team work, management effectiveness, recognition and rewards, competency, organisational commitment, involvement)
3. To investigate the various factors that affect organisational environment.
4. To examine employees' perceptions of the organisation

Limitations:

A sample size of 150 people was used in this analysis. Employees in the IT industry were surveyed using an organised questionnaire. The information provided by the respondents is solely responsible for the study's accuracy. The respondents were hesitant to fill out the form's exact details.

Research Methodology:

The descriptive research method was used. The sample size was chosen to be 150 and the convenience sampling method was used. A survey was used to gather primary data, which was distributed in hard copy. Secondary data was gathered from corporate documents and the company's website. Percentage analysis, Factor Analysis, Liner Multiple Regression Analysis, and One Way Analysis of Variance-Test were among the statistical approaches used.

Review of literature:

Organizational environment affected and improved employee dedication, employee participation, and work satisfaction (Mishra 1999). Through the approaches used by organisational members for organisational function, organisational climate has been linked to the working environment (yahyagil 2003). Organizational

climate refers to the long-term quality of the organization's entire environment, which can be felt by its members. Furthermore, organisational climate has a significant impact on member behaviour (Litwin 1968). The collective perception of organisational situations is referred to as organisational environment (Lin1999). Stringer (1968) identified the dimensions of structure, obligation, reward, risk, warmth, support, standard, confrontation, and identity. Structure, criteria, responsibility, acknowledgement, and support are six dimensions that shape the work environment, according to Stringer (2002).

The shared expectations of organisational policies, strategies, and processes are referred to as organisational environment (Reichers& Schneider, 1990). Organizational environment ensures employee competence, incentive, and growth (patel 2005). Organizational environment has a positive correlation with organisational efficacy and productivity (Jain, singhal& sing, 1997). It is critical to create a positive organisational environment in order to make the current system more effective and efficient (Athreya 1988). Friedlander and Greenberg (1971) found that employers who viewed their work environment as supportive performed better. The atmosphere of the workplace was linked to both achievement and satisfaction.

It is a set of qualities that distinguishes one organisation from another,

(a) Organisational climate distinguishes one organisation from another,

(b) Organisational climate is rare and comparatively long-lasting, and

(c) Organisational climate influences the behaviour of individuals in the organisation (Gilmer1964)

The organisational environment helps managers to try out new ideas for solving problems, increasing the organization's effectiveness and productivity. (Rao and Krishna, 1997) It's a method of studying the internal climate. Employee behaviour, which can be summarised as organisational traits, is influenced by the organisational environment. (2006, Pareek) The environment is influenced by employee perceptions of the company. 2005 (Srivastava).

Statistical Tools for Analysis

The main data is analysed using the statistical techniques listed below.

1. Factor Analysis.
2. Liner Multiple Regression Analysis.
3. One Way Analysis of Variance.
4. T-Test.

Analysis and Interpretation:

The researcher's initial goal was to identify the reasons that influence human capital management. As a result, 20 factors of organisational environment were subjected to factor analysis using the principle component approach, yielding the following results.

PERSONAL PROFILES OF THE RESPONDENTS

The results of the percentage analysis and descriptive statistics used to interpret the personal profiles of the respondents are tabulated in Table 1.

Table 1: Sample Characteristics (N = 150)

	N (%)	Mean (S.D)
Gender		
Male	77 (51.3)	*
Female	73 (48.7)	*
Marital Status		
Married	72 (49.0)	*
Unmarried	78 (51.0)	*
Educational Qualification		
Upto Graduation	59 (39.3)	*
Post-Graduation	30 (20.0)	*
Professionals	61 (40.7)	*
Level of Employment		
Lower Level	108 (72.0)	*
Middle Level	30 (20.0)	*
Higher Level	12 (08.0)	*
Monthly Income		
Less than Rs.20,000	29 (19.3)	*
Between Rs.20,000 – Rs.50,000	100 (66.7)	*
Between Rs.50,000- Rs. 1,00,000	14 (09.3)	*
Above Rs. 1,00,000	7 (04.7%)	*
Age (In Years)	*	31.020 (7.165)
Total Experience (In Years)	*	7.230 (1.221)

Experience in Current Organisation (In Years.)	*	3.310 (0.983)
Working Hours Per Day	*	8.110 (0.525)

*** Mean & S.D are applicable only for interval level measurements and since other sample characteristics are not applicable due to nominal level of measurement (Tay K. McNamara & et. al., 2017)**

Table 1 demonstrates that the average of the participants were male (51.3%), unmarried (51.0%), employed in lower level positions (72.0%), earning between Rs. 20,000 and Rs.50,000 per month (66.7%), and a sizable percentage of the respondents are practitioners (40.7 percent). The respondents' average age is 31.020 years, and their average cumulative experience is 7.230 years, according to descriptive data. Respondents have an average of 3.310 years of experience with their current employer and 8.11 hours of cumulative working time per day.

FACTORISATION ORGANISATIONAL CLIMATE [FE] VARIABLES

Five factors were subjected to factor analysis in order to determine the dominant latent dimensions. Tables 2 and 3 reflect the results of using the Principal Component Analysis Extraction Method and the Varimax Rotation Method with Kaiser Normalization.

Table 2: Descriptive Statistics, Communalities and MSA of OC Variables

Organisational Climate Variables	Mean (SD)	Communalities	MSA
Available resources are adequate to work efficiently	4.14 (0.87)	0.867	0.712
Work environment is not stressful	3.45 (1.04)	0.767	0.597
Maintenance of healthy relationship with co-workers	4.20 (0.84)	0.627	0.754
Team/Group Members are co-operative	3.90 (0.87)	0.828	0.468
Resources are freely flowed to all the department/Sections	4.05 (0.89)	0.655	0.690

KMO and Bartlett's Test for Factorisation of OC Variables

Kaiser-Meyer-Olkin Measure of Sampling Adequacy = 0.654

Bartlett's Test of Sphericity Chi-Square value = 176.665

Df =10 ; P – Value = <0.001

Table 2 shows that mean values are robust measures of OC variables when the standard deviation is low. Table 2 also shows that the communalities of OC variables range from 0.627 to 0.867, with MSA values ranging from 0.468 to 0.754. As a result, those OC variables are factorable. The KMO – MSA test and Bartlett's Test of Sphericity show that factor analysis can be a useful tool 5 OC variables.

Table 3: Dimensions of Organisational Climate [OC] Variables- Factor loading

Factors	Variables	Factor Loading	Eigen Value	Variance
Resource Factor (AF)	Available resources are adequate to work efficiently	0.829	2.075	41.496%
	Maintenance of healthy relationship with co-workers	0.788		
	Resources are freely flowed to all the department / Sections	0.786		
Culture Factor (CF)	Team/Group Members are co-operative	0.906	1.490	29.796%
	Work environment is not stressful	0.789		

Table 3 indicates that the most important factor accounts for 41.496 percent of the variance in the OC variables and includes OC variables of three types The available resources are sufficient for effective work, the maintenance of positive relationships with coworkers, and the development of new skills. Resources are widely distributed to all departments/sections in the order of importance of their relative correlation with it, and hence it is referred to as Resource Factor (AF).

The second most important factor, which explains 29.796 percent of the variance in the OC variables, is made up of In order of significance of their relative correlation with it, two OC factors of Team/Group Members are cooperative and Work environment is not stressful, and so it is labelled as Culture Factor (CF).

Thus, two independent factors were collected from five OC variables, Resource Factor (FF) and Culture Factor (CF) in order of dominance, with all factors together accounting for 71.293 percent of the variance.

INFLUENCE OF PERSONAL PROFILES OF THE RESPONDENTS ON TOTAL Organisational Climate [OC]

The importance of the impact of respondents' personal profiles on overall Organizational Climate was investigated using Multiple Regression Analysis, as shown in Table 4.

Table 4: Regression Results of Personal Profiles on Organisational Climate

Dependent Variable	Significant Predictors	F-Value	R	R ²	Adjusted R ²	β (t-Value)	Sig.
Feasibility of Employment		7.464	0.219	0.048	0.042		
	Educational Qualification					0.678 (2.732)	0.007***

Constant = 17.745 with t value of 22.924 at P Value of <0.001* - (Age, Gender, Marital Status, Monthly Income, Total Experience, Experience in Current Organisation, Working Hours Per Day, Level of Employment are Not significantly influencing the Total Feasibility of Employment)**

Notes: * Significant @ 1% level**

Table 4 shows that the OLS Model has a good fit for multiple regression analysis, and that the linear combination of educational qualification was substantially related to Organizational Climate ($F = 7.464$, $p < 0.001$) (Table 4). The multiple correlation coefficient is 0.219, showing that respondents' educational qualifications account for 4% of the variance in their Organizational Climate and that educational qualification has a substantial effect. Age, gender, marital status, total experience, annual payment, experience in current organisation, hours worked per day, and level of jobs have no major impact on respondents' organisational climate

The null hypothesis is accepted since the computed value of 15.23 is less than the table value (26.30 at 5% significance). As a result, there is no correlation between educational attainment and organisational interpersonal relationships.

FINDINGS:

- The majority of respondents are between the ages of 26 and 35.
- Seventy-one percent of respondents strongly agree that their organization's goal and objective are well-defined.
- 50% of respondents strongly agree that their teamwork is excellent.
- 41% of respondents strongly agree that their communication is open across the company.
- 41% of those polled strongly agree that they are urged to come up with new ideas.
- 51% of respondents strongly agree that their organisation is concerned about the advancement of its members.

- 55 percent of respondents say their work adds value to the organisation and that they are very satisfied with it.
- A monetary reward is expected by 96 percent of respondents.
- The current benefits provided by the organisation are highly rated by 51% of respondents.
- 50% of respondents said they were very happy with the tools and technologies they used to do their jobs.
- 86% of respondents said the department's morale was good.
- 80% of those surveyed were pleased with the training they received.

SUGGESTIONS

1. The training programme must be developed and organised in a few ways. 2. Management motivation and appreciation was noted, and it should be retained. 3. A small number of workers believe that management should focus on improving the working environment. 4. Pay and other benefits must be reviewed on a regular basis. 5. Team achievement should be praised and rewarded. 6. Employees have a high level of confidence in management, which should be maintained.``

CONCLUSION

Climate refers to an organization's climate, which is defined as a "relatively lasting quality of an organization's internal environment that affects employee behaviour." The organisational environment influenced employee commitment and service delivery. These seven dimensions determined the level of organisational environment in the IT industry. The executives and workers had a good working relationship. At the same time, employers expect management to review and refine the working environment on a regular basis. According to the findings, the current organisational environment was positive among the workers.

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