A STUDY ON EMPLOYEES PERCEIVED LEVEL OF ORGANISATIONAL CLIMATE OF CEMENT COMPANIES IN ARIYALUR DISTRICT

Dr. G. SUSILA
Assistant Professor, Department of Commerce,
Thanthai Hans Roever College, Perambalur

I. INTRODUCTION

Organizational Climate is about the perceptions of the climate and about absolute measures. The 'Climate' may be regarded in absolute terms and measured by instruments, but is 'felt' differently by individuals. The absolute climate may suit one person and not another. All organizational theoreticians and researchers unanimously agree that a social Climate is extremely important for the ultimate achievement of organizational goals. Organizational Climate though abstract in concept, is normally associated with job performance and job satisfaction and morale of the employee's climate. This chapter deals with general introduction of organizational climate. It covers evolution of organizational climate, Good climate Vs Bad climate, the conceptual development, distinction between culture and climate, dimensions of organisational climate, factors affecting organisational climate, impact of organisational climate, balancing organisational climate, some issues of organizational climate, impact and importance of organizational climate and conclusion.

Conceptualization of Organizational Climate

For over 50 years, a great deal of research has been conducted and published on organisational climate. Allen (2003), Al-Shammari (1992), Ashforth (1985), Cotton (2004), Glission and James (2002), Tustin (1993) and Woodman and King, (1978) concur that organisational climate is a meaningful concept with significant implications for understanding human behaviour in organisations. According to Haakonsson, Burton, Obel and Lauridsen (2008), organisational climate refers to affective an event that influences employees' emotions and consequent information-processing behaviours.

Statement of the Problem

- It was found that organizational climate is to be one of the key factors associated with the organization.
- The organizations to gain strength and success it is important to build a climate that facilitates and supports creativity.
- Thus, organization's climate is the frequent patterns of behavior, attitudes and feelings, which are displayed in the daily environment of the organization and the individuals of the organization experience and understand it.

I. OBJECTIVES

1. To find out the perceived level of organizational climate by the employees in cement companies.

Hypothesis

- There is a significant association between human relations of the respondents and their opinion about Overall Organizational Climate Measure (OCM).