

# ORGANISATIONAL CLIMATE IN TVS LOGISTICS PVT LTD, COIMBATORE.

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**Abstract:** Organizational climate is defined as the perception that the members of an organization have the characteristics that define and differentiate it. An emphasis of the concept has been placed on the perceptions shared by a group of subjects about their working environment. In this study, the dimensions of organizational climate examined were organizational design, communication, leadership, teamwork, decision-making, culture, job satisfaction, and motivation.

**Keyword:** Organizational climate, Culture, Performance, Teamwork.

## I. INTRODUCTION

Organizational climate is the shared perception of employees who work and live in the organization. It is the sum of individual perceptions regarding the organizational procedures, policies, and practices. It represents the psychological environment of the organization consisting of individual opinions framed upon micro events that happen to them as well as to others around, over a period of time. The Organizational Climate facilitates the firm to identify the deficiencies in connection with different factors.

Organizational design refers to the process of constructing and adjusting an organization structure to achieve its goals. Communication refers to the evoking of a shared or common meaning in another person. Leadership involves in influencing and directing people to achieve particular goals within the given time and place using the leadership capability and skills to make people working together. Teamwork is a process of working collaboratively with a group of people, in order to achieve a goal.

Organizational culture is described as a pattern of the basic assumption that are considered valid and that are taught to new members as the way to perceive, think, and feel in the organization. Job satisfaction is a self-reported positive emotional state resulting from the appraisal of one job or from job experiences. Motivation is referred to as an internal state or condition that activates behavior and gives direction and it develops desire or wants that energizes and directs goal-oriented behavior.

### 1.1 ABOUT ORGANISATION

TVS Logistics Services Ltd (TVS Logistics) one of the top supply chain management companies in India is a flagship company of the \$7 billion TVS Group. It is among the best 3rd party logistics companies in India and provides integrated supply chain solutions across the world directly and/or through joint ventures and subsidiaries.

The company established in 2004, Headquartered in India and with offices also in 12 other nations –TVS Logistics serves customers in over 50 countries through it is 15000 plus skilled workforce. TVS Logistics' services include contract logistics, warehousing, transportation, freight forwarding, packaging design and solutions, in-plant and aftermarket solutions, material handling, material management, free trade warehousing, infrastructure solutions and technology logistics. TVS Logistics works with multiple industries including automotive, defense, electronics, discrete component manufacturing, engineering, FMCG, retail, FMCG, utilities, energy, and chemicals. TVS Logistics is one of the largest integrated logistics service providers and a top 3PL company in India.

## II. OBJECTIVES OF THE STUDY

1. To assess the existing culture of the organization and to find its impact on employees' behavior.
2. To find out the over al performance in TVS Logistics Pvt Ltd

### 2.1 NEED OF THE STUDY

Organizational Climate is one of the important topics in Human Resource management. Organizational Climate directly influences the employee's job satisfaction and commitment towards the job.

## 2.2 RESEARCH METHODOLOGY

The study was based on a primary survey of 50 respondents in TVS Logistics Services Ltd Coimbatore, using a structured questionnaire. Collected data were analyzed with reference to Simple data analysis and Descriptive Statistics techniques were using SPSS 20.0.

## III. ANALYSIS AND INTERPRETATION

**Table 3.1: Percentage Analysis**

		Frequency	Percent
Age	18 - 26	24	48.0
	27 - 35	14	28.0
	36 - 40	5	10.0
	41 & Above	7	14.0
Gender	Male	47	94.0
	Female	3	6.0
Marital Status	Unmarried	29	58.0
	Married	21	42.0
Experience	0 - 1	22	44.0
	2 - 3	20	40.0
	4 - 5	4	8.0
	Above 5 years	4	8.0

**Table3.2: Individual Means - Organizational Design**

	N	Mini	Maxi	Mean	S.D
Believing of career growth in company	50	1.00	5.00	2.14	1.20
The company provides training opportunities for everyone	50	1.00	5.00	2.02	1.17
Organizational environmental facilitate the relationship between employees	50	1.00	5.00	1.98	1.15
Our work important to reach company goal	50	1.00	5.00	2.40	1.20
Know the objectives of this company	50	1.00	5.00	3.00	1.12
Valid N (list wise)	50				

Employees in TVS Logistics are aware of the organizational design of the company. From the above (Table3. 2) it is inferred that high rating is given for Believing of career growth in company (3.000) followed by Our work important to reach company goal (2.400) and Know the objectives of this company (2.140) while low mean rating is found in the case of the Organizational environmental facilitate the relationship between employees (1.980).

**Table 3.3: Individual Means - Communication and Decision Making**

	N	Mini	Maxi	Mean	S.D
Receive the information that needed for job	50	1.00	4.00	1.90	0.91
Employees involved in decision making	50	1.00	5.00	3.40	1.29
Valid N (list wise)	50				

Communication and Decision-Making elements (Table 3.3) it is incidental that elevated rating is given to receive the information that needed for the job (3.40) and Employees involved in decision making (1.90).

**Table 3.4: Individual Means – Leadership**

	N	Mini	Maxi	Mean	S.D
Getting classification and guidance from superiors to work	50	1.00	5.00	2.12	1.19

Superiors help to learn and train in job	50	1.00	5.00	2.14	1.23
Valid N (list wise)	50				

The employees moderately agree that the leadership (Table 3.4) in the company. It is incidental that elevated rating is given for Superiors help to learn and train in the job (2.1400) and Getting classification and guidance from superiors to work (2.1200).

**Table 3.5: Individual Means - Team Work**

	N	Mini	Maxi	Mean	S.D
Learning new things in job	50	1.00	5.00	2.72	1.23
Trust your co-workers	50	1.00	5.00	2.52	1.22
Employee has a good relationship with each other	50	1.00	5.00	2.20	1.11
Valid N (list wise)	50				

Teamwork among the employees in TVS Logistics is (Table 3.5) at a moderate level. That elevated rating is given for learning new things in the job (2.720) followed by Trust your co-workers (2.520) and Employee has a good relationship with each other (2.200).

**Table 3.6: Individual Means – Culture**

	N	Mini	Maxi	Mean	S.D
Our work important to reach company goal	50	1.00	5.00	2.40	1.20
Believe that company provide job security	50	1.00	5.00	2.14	1.26
Valid N (list wise)	50				

From the above (Table 3.6) it is accompanying that Employees have a good balance between work and personal life. (2.400) and Believe that company provides job security (2.140).

**Table 3.7: Individual Means - Job Satisfaction**

	N	Mini	Maxi	Mean	S.D
Happy in work	50	1.00	5.00	2.54	1.15
Working time sufficient to fulfill duties responsibilities	50	1.00	5.00	2.40	1.39
Valid N (list wise)	50				

From the above (Table 3.7) Job Satisfaction of the Employee inferred that Happy in work (2.540) and working time sufficient to fulfill duties responsibilities (2.400).

**Table 3.8: Individual Means – Motivation**

	N	Mini	Maxi	Mean	S.D
Motivates to work for this company	50	1.00	5.00	2.48	1.05
Encouraged to improve work process	50	1.00	5.00	2.26	1.07
Valid N (list wise)	50				

Table 3.8 shows that the level of motivation in TVS Logistics is at a moderate level. It is elevated rating is given for Motivates to work for this company (2.48) followed by Encouraged to improve work process (2.26).

#### IV CONCLUSION

Thus the organization should do all they possibly can to help create positive employee perceptions since those positive perceptions are the heart of the organization's climate and employee commitment. The practitioners should get support from the top management and be prepared to get them to act on the information obtained from the organizational climate survey. This study should be seen as a key step in the formulation of a transformation action guide for the TVS Logistics Put Ltd., to indicate problematic areas in working life at the company.

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