



AN INFLUENCE OF ORGANIZATIONAL CLIMATE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO ESWRARI ARTS & CRAFTS SIVAKASI

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ABSTRACT

The research was entitled as an Influence of Organizational Climate On Employee Productivity in Eswari Arts& Craft in Sivakasi. The research aims to examine the impact of organizational climate on employee fulfillment in the organization. Organizational climate has been measured on the basis of nine parameters that is role and responsibilities, objectives & goals, leadership and management work environment, performance management, career growth opportunities, work life balance rewards & recognition and pay and benefits. The study determines deals with relation between components of organizational climate with employee satisfaction. The result obtained highlights the positive relationship between organizational climates.

Key Words: Organizational Climate, leadership, Work environment, Performance management

CHAPTER ONE

INTRODUCTION

1.1 Introduction about the Study:

An organizational climate is an employee perception of the organization. Organizational climate increasing the productivity climate employee voice an assist to the making desire transaction smooth as on possible. It's also basis for quality improvement. By identifying area of infeciases an acting through performance barriers to identify employee of all level of organization gain and fresh a different perceptive. The organizational climate analyses for an identifying area of employee 's satisfaction &dissatisfaction to facilitate management to creation of greater work place harmony and therefore increased productivity. This is an overall feeling that conveyed by the physical layout the way of participants interacts on the way of

members of the organization conduct themselves with customers are other outsiders. Organizations 'that can create environments that employees see as benign and in which they can accomplish their maximum capacity are viewed as a key source of competitive advantage (Brown & Leigh, 1996). Organizational climate can accordingly be viewed as a key variable in effective organizations. Organizational climate can be viewed as an illustrative idea that mirrors the regular view and understanding of all individuals with respect to the different components of the organization, for example, structure, frameworks and practices (McMurray, 2003). Hence, organizational climate essentially basically alludes to the experience of employees in the organization.

1.2 OBJECTIVES

- To study the existing organization climate in Eswari Arts & crafts Sivakasi.
- To identify the factors are that influencing the organizational climate.
- To study the impact of organizational climate on employee productivity.
- To identify the satisfaction level towards organizational climate.

1.3 Research Methodology:

i. Descriptive Research design

Descriptive research includes surveys and fact findings enquiries of different kind. The major purpose of descriptive research is deceptive of the state of affairs exists and present. The main characteristics of the methods that researcher can control over the variables can only report can have happened or what is happening. Descriptive research is pre planning structure. A descriptive research design requires a clear specification of who, what, when, why, and why of the research.

ii. Sources of data

Data can be defined as the quantitative are qualitative values of variables. Data sources are broadly classified into two types.

- Primary data
- Secondary data

1.Primary data

Primary data can be explained as, information collected from sources such as personal interviews questionnaires surveys with a specific intention and on specific subject, and Observation and discussion by the researcher him or herself which information is then by that person. Here, primary data is collect through the structure questionnaire in order to collect the opinion from the respondents

2.Secondary Data

Secondary data is an information that is already available somewhere, it's be in journals, on the interest, in a company's records or, on a large scale in corporate or government achieves in secondary data allows for comparison.

iii. Population

- Population is the totality of the objects are individuals regarding inferences made in the sampling study.
- Total population size of the study is 300 employees working in the ESWARI Arts& crafts Ltd Sivakasi.

iv. Sampling Design

- Sampling design is a defined as plan are optimizing the samples from a given population.
- It refers to the technique or the procedure the researcher would adopt in selecting item for the sample.

v. Sampling Unit

The sampling units the minimum unit of an observation from the information on the operation variables. The sampling unit must be clearly defined as for constructing the sampling frame.

vi. Methods of data collection

In this study the structure questionnaire has been used for data collection questionnaire has been constructed in view of the objective of this study.

vii. Sample size

- Sample size selected for the study is 245 employees working in the ESWARI Arts craft Sivakasi.

viii. Statistical tools used for the analysis

- Percentage analysis
- Chi-square analysis.

CHAPTER TWO LITERATURE REVIEW:

Kadian W. Wanyama& S.N. Mutsotso , — This paper is based on a research project carried out on commercial banks in Kakamega central District, Kenya focusing on the influence of employee productivity on organisational performance as how employee satisfaction leads to customer satisfaction. The results from this study add to the individual is physically present at a job and also the degree to which he or she is –mentally presentl or efficiently functioning while present at a job. Companies must address employee’s satisfaction, health and moral in order to maintain high work productivity.

Komal Khalid Bhatti & Tahir Masood Qureshi, It is widely believed that the employee participation may affect employee’s job satisfaction; employee productivity, employee commitment and they all can create comparative advantage for the organization. The main intention of this study was to find out relationship among employee participation, job satisfaction, employee productivity and employee commitment. Increasing employee participation will have a positive effect on employee’s job satisfaction, employee commitment and employee productivity.

Alex Edmans. This paper analyzes the relationship between employee satisfaction and long-run stock returns. This paper finds that firms with high levels of employee satisfaction generate superior long-

horizon returns, even when controlling for industries, factor risk, or a broad set of observable characteristics. These findings imply that the market fails to incorporate intangible assets fully in to stock valuations—even if the existence of such assets is verified

Dr. R. Anitha Employee is a back bone of every organization, without employee no work can be done. So employee 's satisfaction is very important. The main aim of this study is to analyze the satisfaction level of paper mill employees. The organizations lack the relationship between workers and supervisors, working conditions, Canteen, rest room facilities, rewards, recognition and promotion policy, reward system of the employees and promotions must be given based on merit, educational qualification and experience, and if these factors are given little more care, the company can maintain high level of satisfaction, organizational commitment and involvement. This will in turn lead to effectiveness and efficiency in their work which leads to increased productivity.

Petri Bodkerman&PekkaIlmakunnas We examine the role of job satisfaction in the determination of establishment-level productivity. We have explored the role of job satisfaction in the determination of establishment-level productivity. The estimates based on the Olley-Pakes approach reveal that job satisfaction is statistically significant determinant of total factor productivity in the manufacturing sector. Furthermore, job satisfaction is not positively related to turnover per employee in a larger sample that covers also non- manufacturing establishments. The pattern prevails in all estimated models. This is an interesting observation, because some of the earlier studies have used turnover or sales per employee as the measure of establishment performance.

Daljeet Singh Wadhwa, Manoj Verghese&Dalvinder Singh WadhwaThis study focuses on impact of various factors on job satisfaction. It has been found out that all the three variables that are environmental, organizational and behavioral factors have a positive impact on job satisfaction. It means that if the employees are treated equally and fairly and they are properly supervised, their level of satisfaction can be increased towards their job. Organizational factors will thus contribute to job satisfaction. Hence from this research it can be concluded that organizational factors are the most important aspect for job satisfaction of the employees in a company. Volume 6 Num

Dr.SaminaNawad&Komal Bhatti, The aim of this research study is to build an understanding regarding the impact of employee compensation on their job satisfaction and employee's organizational commitment among Pakistani university teachers. Enhancing organizational commitment, eventually result in their higher employee commitment, enhancing retention and they will perform better. This study also aims to develop a course of action for university's administration to come up with practices which would enable them to attract and retain top level faculty at their institutions.

Sakthivel Rani, Kamalanabhan & Selvarani The aim of this research is to analyze the relationship between employee satisfaction and work/life balance. The study was conducted on a total of 210 respondents working in IT organization. This study makes a contribution to join two distinct research

streams, namely employee satisfaction, and work/life balance. Findings suggest that high correlation exists between work task and employee satisfaction with a mediator variable namely work-life balance.

CHAPTER THREE

3.1 FINDINGS

3.1.1 WEIGHTED AVERAGE ANALYSIS

Factors	HS	S	NS	D	HDS	Total	Avg	Rank
Compensation	90	476	153	46	34	799	3.26	3
Job satisfaction	760	220	66	20	6	1072	4.37	2
Promotional opportunities	40	92	105	18	170	425	1.73	4
Relationship with co-workers	725	336	12	14	5	1092	4.45	1

The table it is inferred that the most respondent's highly satisfied with relationship with co-worker's system, some of the employees are satisfied with their job, promotional opportunities have rank third (799), compensation has rank fourth (425).

3.1.2 CHI-SQUARE TEST:

Null Hypothesis

There is no significant difference between Educational qualification of the respondents and organizational rules and regulation.

Alternative Hypothesis

Particular	value	Degree of performance	Table value
Pearson chi-square	4.28	12	21.02

There is significant difference between Educational qualification of the respondents and organizational rules and regulation.

Educational qualification	Excellent	Very good	Good	Average	Poor	Total
Up to school level	2	14	38	12	8	74
Diploma	4	11	20	9	4	48
ITI	4	11	35	11	6	67
Degree	3	12	26	8	7	56
Total	25	48	119	40	25	245

From the table 3.3.2 that the calculated value more than table value therefore the alternate hypothesis is accepted in and concluded that there is a significant difference between educational qualification of the respondents and organization rules and regulation.

CHAPTER FOUR

4.1 CONCLUSION

The main purpose of the research is to investigate study of organizational climate in ESWARI Arts and Craft Ltd Sivakasi, Organizational try to attract to the qualified employees to advantage of them the at extreme level keep employing the working condition in which the work force to the critical role in industry. Because is thought that a working environment which appreciate employees is expected to the positively effects their performance levels, they will undertake additional role in organization process and innovative and creative way. Organizational climate can use the characteristics, perception, goals, and abilities of they are employees. Organizational climate is also used for identifying organizational clarity and relationship among the employer and employee.

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