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Employees Perception on Organizational Climate Factors in Heavy Body Buildings Industry

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Abstract

Organizational climate is assessed by measuring individual employee's perceptions of their work environment. These individual observations serve as to aggregate the data describing how well the organization performs and how well it treats their employees. In other words, organizational climate represents how the employees feel about the environment in the organization. This paper aims to analyses the employee's perception towards organizational climate factors in the Heavy vehicles body buildings industry. Descriptive research technique is applied. Organizational climate factors such as autonomy, involvement and training are considered for this study. Questionnaire is prepared by the researcher for these factors. The primary data are collected through survey method by convenience sampling to select the employees. Sample of 456 respondents are taken. The sample respondents are working in the top companies of heavy vehicles body building in the Karur, District. The collected data are entered into the SPSS 16 version software package. Further, descriptive statistics is applied to know the employees perception towards organizational climate. It is found that autonomy, involvement, and training are the factors moderately perceived by the employees in the heavy vehicles body buildings industry.

Keywords: Organizational climate, Autonomy, Involvement and Training.

1. Introduction

Organizational Climate is defined as the set of uniqueness that explain an organization and that discriminate the organization from other organizations and influence the behaviour of people in the organization. Organizational climate that affects the behaviour of the employees it is identified that. In other words, organizational climate represents how the employees feel about the environment in the organization. For the development of an organization, it is necessary to make employee's feel good as employees are the key resources of an organization. In the changing scenario of world economy the companies need very smart, professional, innovative and positive team members, there only companies will promote a healthy work environment.

2. Review of literature

Mark A. Shadur, Rene Kienzle and John J. Rodwell (1999) enlightened the relationship between organizational climate and Involvement. Data were collected using a survey of 269 employees of an information technology company. They argued that employee's involvement is composed of three essential variables, namely, participation in decision making, teamwork, and communications. Regression analyses were carried out. Employee demographic data, employee affective attitudes (job satisfaction, commitment, and stress), and three dimensions of organizational climate (bureaucracy, innovation, and support) were entered into the regression analyses. It is found that supportive climates and commitment significantly predicted the employee involvement Glew et al., (1995) included the influence sharing, joint decision making, and the degree of employee involvement in decision making. Cotton (1996) Stated that employee participation, involvement, and empowerment are essentially the same processes and that managers. The important organizational climate to training needs and outcomes in long-term long care Efforts to improve dementia care through training occur in an organizational context that may enhance or inhibit improvement.

3. Statement of the Problem

Organizational climate plays critical role in organizations and influences employees’ perceptions, which impacts on their behaviors. Furthermore, 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. 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.

4. Objectives

To analyses the employees perception towards organizational climate factors in the heavy vehicles body building industry.

5. Research Methodology

Descriptive research is applied to study the employee’s perception towards organizational climate factors. The factors such as autonomy, involvement and training are considered for this study. Based on the literature review, the researcher developed the questionnaire for these factors. The questions are asked in the five point likert scale, where, 5 means strongly agree and 1 means strongly disagree. The employees who are working in the heavy vehicles body building industry at Karur district, they are taken as the population of the study. From the population, samples of 456 respondents are taken in this study. The sample respondents are taken based on the convenience sampling methods. Further, primary data were collected using questionnaire. The collected data are entered into SPSS 16 version. Descriptive statistics is applied to answer the research objective.

6. Results and Discussions

Table 1: Employees opinion toward Autonomy

Autonomy	Mean	Std. Deviation
Management let employee make their decision much of the time	3.54	1.501
Management trust employee to take work related decisions without getting permission first	3.49	1.560
Employee at the top tightly control the work of those below them	3.26	1.495
Employee at the top tightly control the work of those below them	2.88	1.551
It’s important to check things first with the boss before taking a decision	3.80	1.625

Source: Primary data computed

Table 1 shows the employees opinion towards autonomy in the body building industry. Here, autonomy is analysed with five statements in the five point likert scale. Further, mean and standard deviation are calculated each statement. The mean values are ranged from 3.80 to 2.88. The calculated standard deviation value lies between 1.62 to 1.49. From the mean value, it is observed that the employees are highly rated that it is important to check things first with their manager before taking decision (3.80) followed by, management allowed the employees to make their decision most of the time (3.54), management trusted

employees decision without permission (3.49), top level employees are taking the control over their employee (3.26) and management known the way and means of tightening the employees (2.88). From the standard deviation values, it is inferred that the employee’s perception towards autonomy about the industry is found to be at similar level.

Table 2: Employees opinion toward Management Involvement

Management involvement	Mean	Std. Deviation
Management involve employee when decisions are made that	3.39	1.509
Changes are made talking to the employee	3.66	1.679
Employee feel decisions are frequently made over their heads	2.92	1.534
Information is widely shared	3.45	1.534

Source: Primary data compute

Table 2 explains that the employees opinion towards management involvement in the body building industry. Here, involvement is analysed with four statements in the five point likert scale. Further, mean and standard deviation are calculated each statement. The mean values are ranged from 3.66 to 2.92. The calculated standard deviation values are varying between 1.67 to 1.53. From the mean value, it is noted that the employees are highly rated that the changes are need to the employees (3.66) followed by the information need to share all the employees (3.45), management involved when the employees made decisions (3.39) and employees are had freedom to frequently considered decision with their manager (2.92). From the standard deviations value, it is inferred that the employee’s opinion towards management involvement about the industry is found to be at similar level.

Table 3 Employee opinion toward Training

Training	Mean	Std. Deviation
Employees are properly trained when there is a new Machine or bit of equipment.	3.60	1.547
Machine or bit of equipment. Employees receive enough training when it comes to	3.52	1.552
Employees are strongly encouraged to develop their skills	3.73	1.672

Source: Primary data computed

Table 3 inferred that the employees opinion towards training in the heavy vehicles body building industry. Here, training is analysed with three statements in the five point liker scale. Further, mean and standard deviation are calculated each statement. The mean values are ranged from 3.73 to 3.52. The calculated standard deviation value lies between 1.67 to 1.54. From the mean value, it is observed that employees are highly rated that the employees are strongly encouraged to enhance their skills (3.73) followed by, employees are properly trained when they are going operate a new machine or equipment (3.60) and employees are well trained to operate new machine or equipment (3.52). From the standard deviations values, it is noted that the employee perception towards training about the industry is found to be at similar level.

7. Findings and Recommendations

It is found that the employees are having higher level of autonomy in the body building industry. Here, the body building industry employees felt that it is important to check the things first with their manager before taking decision. It is found that the employees are having higher level of involvement in the heavy vehicles body building industry. Here, the body building industry employees need changes and management needs to discuss with their employees. It is found that the employees have rated that enough training are provided in the heavy vehicles body building industry. Here, the body building industry employees are strongly encouraged to enhance their skills. It is recommended that the body build industry might be discuss with their employees, before made any decision. It is recommended that the body build industry might insight their employees to discuss their decision with their immediate supervisors. It is recommended that the body building industry to suggest their employees to attend more training programme and enhance their skills.

8. Conclusion

In this paper, it is analyzed the employees perception towards organizational climate factors such as autonomy, involvement, and training. For this purpose, employee's opinion were collected and analyzed with descriptive statistics. It is found that the employees are perceived good organizational climate in the term of autonomy, involvement, and training. However, there is need for improvement in the factors like autonomy, involvement, and training. Organizational climate is an important attribute of the heavy vehicles body building industry, which composed the employee's behavior, attitudes, feeling and it will make the success of the industry.

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