



A STUDY ON ORGANISATIONAL CLIMATE IN ATRIUM MEDICAL TECHNOLOGY

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Abstract

Organisational Climate plays a pivotal role in shaping various aspects of its human resource planning, including their work passion and organisational commitment. The objective of the study to understand the organizational climate, and to identify the attitude of workers towards the prevailing organizational climate. Considering the nature, extent and time consistent sample size of 100 have been chosen for this study. The present study aims at identifying the organization climate and perception of the workers views on their organization climate. Descriptive research design has been adapted for study and Random sampling method has been used in the research work. Multiple choice questions have been chosen to collect the responses from worker. The data collected has been analyzed through various statistical tools. Finally findings has been derived from this research has helped to provide few suggestions to improve the organisational climate and workers perceive that the organization climate is favourable for them.

Key words: *Organization Climate and Atrium Medical Technology*

Introduction

Organisational Climate refers to the prevailing atmosphere, culture, and values within an organization that significantly influences the behaviour and attitudes of its members. It encompasses factors such as leadership style, communication patterns, reward systems, work environment, and overall organisational culture. Work Passion, on the other hand, refers to the intense positive feelings and enthusiasm that employees' experience towards their work, leading to increased engagement, motivation, and productivity. Organisational Commitment relates to the extent to which employees identify with and are dedicated to their organization, manifested through loyalty, willingness to exert extra effort, and intention to remain with the company.

Statement of the problem

The research was conducting the study for find out the organisational climate in the study area in entitled of A study on organisational climate in atrium medical technology. The problem identifies the existing literature lacks a comprehensive understanding of how the organisational climate within the study area. Hence, this study analysis to find out how employees perceive the organisational climate in study area and what is their level of work passion and the organisational commitment.

Significance of the Study

The significant of the research is empirical and descriptive in nature. Scientific equipment is utilizing evidence on the collected data by means of data analysis. To measure the organisational climate, including leadership style, communication patterns, reward systems, work environment, organisational culture, and other relevant factors. This measurement assessed to determine their organisational climate provide practical

recommendations for organisational leaders to create a conducive climate that fosters greater job passion and organisational commitment among workers.

Research Methodology

The research has been carried out the proper methodology. This section demonstrates the measurement tool, data gathering methods, sampling method, research design, and data analytical methodologies

Objectives of the study

- To identify the Organization Climate in study area
- To measure the Organization Climate in study area
- To make suggestions to improve Organization Climate in study area

Hypothesis of the study

- There is no significant difference towards Organization Climate with respect to Age group

Sampling Technique and Sample Size

The study is based on the Primary data information has been collected from 100 respondents through questionnaire from study area. By adopting random sampling method, the researcher personally met the workers in study area

Procedure

Questionnaire was collected from study area. The respondents were staff members who were working in the company. The questionnaires were given to employees who come under the sample and oral instructions were given clearly. The filled in questionnaires were received back from their working spot and processed further.

Tools for Data Analysis

The statistical tools One way ANOVA are used for analyzing data.

Data Analysis and Interpretation**Table:1 One way ANOVA analysis shows mean difference towards Organization Climate based on Age group**

Variable	Age group	N	Mean	SD	F	p
Organization Climate	18-24 years	31	4.1051	0.62594	47.572	0.001
	25- 30 years	29	3.6296	0.58591		
	31-44 years	17	4.5061	0.80633		
	More than 45 years	23	3.1633	0.40475		
	Total	100	3.8167	0.77403		

Source: Primary data

The one-way ANOVA analysis is conducted for the sample of 100 workers, to validate the significant difference towards organisational climate with respect to age group. Independent variable age group is classified into four groups such as 18-24 years, 25- 30 years, 31-44 years and more than 45 years. Frequency distribution, mean, standard deviation, F ratio and p values are calculated and following hypotheses are framed.

Null hypothesis H_0 : There is no significant difference towards Organization Climate with respect to age group.

Organization Climate obtained F value is 47.572 with a corresponding significant level $p = 0.001$. Hence, it can be concluded that the opinion on the Organization Climate differ significantly among the different Age group. It is clearly found from the F test shows that there is significant difference towards Organization Climate with respect to Age group. 31-44 years and 18-24 years of Age group are highly rated towards Organization Climate when compared respective categories.

Conclusion

This research entitled “A Study on Conflict Management And Negotiation At Asahi India Glass Limited” has so far discussed analysis and interpretation.

Descriptive research design was adopted in this study. This study has random sampling technique to collect data from employees in study area. The sample size consisted of 100 workers. The organization Climate was dependent variable. Further these variables were taken to statistical analysis with respect to demographic profiles of the study area. Independent sample t test analysis was used for data analysis. The analysis found that there is significant difference towards Organization Climate with respect to age group of the workers in study area. The respondents are satisfied with the organizations climate. The management may take steps to improve the organizational climate. The strength of the organization depends effectiveness of the workers. There should be more efficient performance reviews and appraisal systems and also improve appraisals that are conducted which should be resulting in increased employee engagement.

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