

# A Study on Role of Organizational Climate on Employees Job Satisfaction

Dr. G. Balamurugan<sup>1</sup>, B. Santhiya<sup>2</sup>

<sup>1</sup>Assistant Professor, <sup>2</sup>Student,

<sup>1,2</sup>Department of Management Research,

<sup>1,2</sup>University College of Engineering (BIT Campus), Tiruchirappalli, Tamil Nadu, India

## ABSTRACT

The purpose of this paper to investigate the impact of organizational climate on employee satisfaction. The organizational climate is reflected in the organization's objective to develop its staff or employees by providing them good working environments and conditions and assisting and supporting them so they can achieve job satisfaction. Organizational climate is major motivating factor responsible for satisfaction and dissatisfaction of employees and affects the quantum of their turnover. The study determines relation between components of organizational climate with employee job satisfaction. A clear structure, coordination and good communication systems enhance the performance of the employees and increase job satisfaction among employees which results in positive organizational climate.

**KEYWORDS:** Organizational climate, Job satisfaction, Employees

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## INTRODUCTION

Organization climate is comprised of mixture of norms, values, expectations, policies and procedures that influence work motivation, commitment, individual and work unit performance. "Organizational climate" refers to the quality of working environment.

Organizational climate defines Properties of the business environment in a workplace observed by staff that strongly influences their actions and job performance. Organizational climate can be organized into four different categories: Climates that are people-oriented, rule-oriented, innovation-oriented and goal-oriented.

Job satisfaction is defined as the extent to which an employee feels self-motivated, content and satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance. Organizational climate is important of employee's job satisfaction and it is helps of employee personal satisfaction. Employee's satisfaction is one of the most important things for organization attains the goals.

## EMPLOYEE SATISFACTION:

Employee satisfaction needs to be treated with both short term and long term visions. In the short term, it is directly linked to attrition and easily attains goals. In the long term, it

is very critical position of the organization when an employee is not satisfied in work but continues to work with an organization due to other reasons. Job satisfaction is a very important part of an employee's lifecycle and motivation to remain loyal to and employed with an organization. Job satisfaction refers to a person's feeling of satisfaction on the job which acts as a motivation to work. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance. Job satisfaction increase productivity, profit and good think about organization. So it is helps of satisfy the employee personal needs and wants.

## FACTORS OF EMPLOYEE JOB SATISFACTION:

- Appreciation for your work
- Good relationships with colleagues
- Good work-life balance
- Job security
- Attractive fixed salary
- Learning and career development
- Company values

## SIX WAYS TO IMPROVE EMPLOYEE SATISFACTION:

### Be realistic with your expectations:

Often the cause of stress and anxiety is unrealistic expectations placed on employees. Work is increasingly taking away from personal life. It may be difficult to align the

company's goals with keeping workers happy. But honest and frank discussions around expectations will go a long way in this regard.

#### **Recognise good work:**

Realising and rewarding hard work is one of the easiest ways to improve employee happiness. Recognise the employees are very helpful of management and through this employees are encourage in working level.

#### **Focus on the long-term:**

Instead of looking at "quick wins" keep in mind the long-term strategic goals of the company and make sure all employees are on the same page. Working towards a common goal and mission can be an extremely good motivator.

#### **Communicate more than you should:**

Work on creating an open, honest communicative culture where your team is comfortable communicating their own thoughts and this starts with you sharing yours.

#### **Care about employee well-being:**

Take a two-pronged approach. Mental well-being is often overlooked but an essential part of job satisfaction. Creating a calm anxiety free work environment can help get the best out of your employees. Other one physical well-being like offering to subsidise gym memberships and promoting a fit healthy lifestyle by giving employees time for exercise.

#### **Offer opportunities for learning:**

Keep star talent on board by offering them opportunities to grow in the career and the company. This could include training, a challenging promotion or a learning budget that allows employees to pursue outside interests.

#### **FACTORS AFFECTING THE LEVEL OF JOB SATISFACTION ARE;**

- Working Environment.
- Fair policies and practice.
- Caring organization
- Pay
- Feel of belongings
- Responsibilities
- Respect from Co-workers.
- Nature of work

#### **RELATIONSHIP BETWEEN ORGANIZATIONAL CLIMATE AND JOB SATISFACTION:**

There has been huge amount of studies on the relationship between organizational climate and job satisfaction.

"According to Gray, a supportive work environment is related to employees' performance. He argues that a positive

environment and encourages them will result in motivated employees who enjoy their work.

"According to McGregor, Organizational characteristics such as its purpose, structure, the tasks to be performed, opportunities for promotion and the political nature of the work environment impacted on how people felt about their jobs".

"Rice has investigated the relationship between job satisfaction and organizational climate and asserted that people were the heart of any enterprise because their ideas, attitudes, and efforts were key causes of success. Findings pointed out that for maximize performance, people needed to be satisfied at work. This was best accomplished by understanding their ideas, capabilities, feelings, attitudes and goals an organizational supported them".

#### **ORGANIZATIONAL CLIMATE:**

##### **DEFINITION:**

Organizational climate (sometimes known as corporate climate) is the process of quantifying the "culture" of an organization. It is a set of properties of the work environment, perceived directly or indirectly by the employees. That is assuming a major force in influencing employee behaviour.

Organizational climate is defined as "the shared meaning organizational members attach to the events, policies, practices and procedures they experience and the behaviours they see being rewarded, supported, and expected".

##### **IMPORTANCE OF ORGANIZATIONAL CLIMATE:**

##### **INCREASED EMPLOYEE PERFORMANCE:**

Climate at the work place is an excellent predictor of performance of an organizational and employee, because positive environment results in motivated who enjoy working.

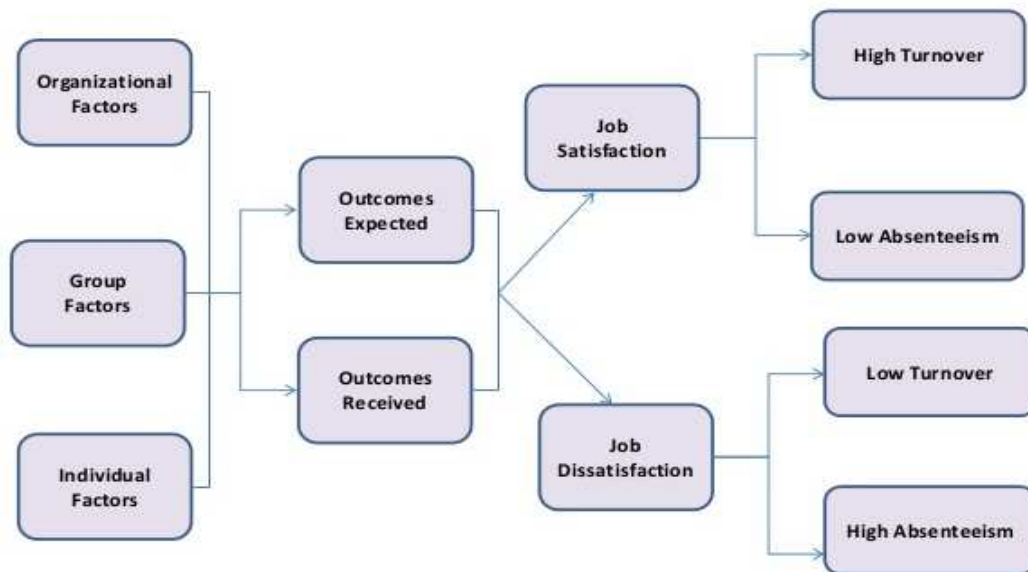
##### **DEVELOP STRONG RELATIONSHIP:**

Organizational climate supports manager to know the relationship stuck between the processes and practices of the firm and the needs of employees. By understanding how different practices and initiatives stimulate employees, managers will be able to understand what motivates employees to behave in a manner that leads to a positive climate and results in the organization's success.

##### **DETERMINANTS OF SUCCESS OR FAILURE:**

Organizational climate plays an important role in the success or failure of organization. As if organizational climate is good, employee will be willing to be in association with others. Then employees like to perform the job with pleasure and satisfaction. Therefore, organizational climate decides the success or failure of the organization.

## **MODEL OF JOB SATISFACTION**



### **RESULTS AND FINDING:**

- Role and responsibility
- Leadership and management
- Work environment
- Performance management
- Rewards and recognition
- Pay and benefits

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### **CONCLUSION:**

The purpose of the study to analysis role of organization climate on employee's job satisfaction. Because in this time employees job satisfaction is very important one .So this study brief analysis about the job satisfaction.