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## **A STUDY ON ORGANIZATIONAL CLIMATE WITH SPECIAL REFERENCES TO SNP DAIRY MILK COMPANY AT MADURAI**

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### **Abstract**

*The idea of “organizational climate” appears to refer to an attributes, of the work environment. The idea of a “perceived organization climate” seems ambiguous; one can not be sure whether it implies an attribute of the organization or of the perceiving individual. If it refers to the organization, that measures of perceived organization climate should be evaluated in terms of the accuracy of the perceptions Organizational climate may simply be a different name for job satisfaction or employee attitudes.*

**Keywords:** *Organization climate, Perception, Job satisfaction, Employee attitudes.*

### **1. INTRODUCTION**

An organization has its own climate or internal environment or “personality” organizational climate is a general concept and difficult to define precisely. It can be likened to our description of the weather and the way in which the climate of a geographical region results from the combination of environmental forces. Some of these forces are better understood than others. Applied to organizations, climate can be said to relate to the prevailing atmosphere surrounding the organizations, to the level of morale and to the strength of feeling of belonging, care and good will among members.

### **MEANING**

Organizational climate further more provides a useful platform for understanding such characteristics of organization as stability creatively and innovation communication effectiveness.

### **DEFINITION**

**Litwin and stringer** (1968) “organizational climate as a set or measurable properties of the work environment that is directly or indirectly perceived by the people who live and work in a particular environment and is assumed to influence their motivation and behaviour”.

**OBJECTIVES**

The objectives of this study were.

- To study the socio-demographic characteristics of the respondents.
- To analysis the various dimension of organizational climate.

**RESEARCH METHODOLOGY**

The research realized more primary and secondary data and respondents were selected of random sampling techniques so as to give representation to different classes of people. To collect the information from the respondents, interview schedule was used. It additional to the supporting materials used books, and internet were also preferred.

**LIMITATIONS OF THE STUDY**

- Time was a big constraint
- The duration for the study was limited, so comprehensive and eleboate study was not undertaken.
- The hesitation of the respondents in providing information regarding monthly income etc., made the researcher to feel I convenient.
- The limited to human resource management only. No reference is made about productivity, cost of production, financial management etc.

**DISTRIBUTION OF RESPONDENTS BY THEIR AGE**

S.NO	NO.OF RESPONDENTS	PRECENT AGE (%)
Upto 30 years	15	18.75
31-40 years	35	43.75
41-50 years	25	31.25
50 years above	5	06.25
<b>Total</b>	<b>80</b>	<b>100.00</b>

*Sources: Primary Data*

From the above table shows that the age group of the respondents. A sizable proportion of the respondents 18.75% are in the age group of up to 30 years and 43.75 are in the age group of the 31 to 40 years and 31.25% are in the age group of the 41 to 50 years and remaining 6.25% of the respondents are in the age of above 50.

**DISTRIBUTION OF RESPONDENTS BY THEIR GENDER**

S.N O	GEND ER	NO.OF RESPOND ENTS	PERCENT AGE
1	Male	55	68.75
2	Female	25	31.25
	Total	80	100.00

*Source: Primary Data*

**INFERENCE:**

From the above table it is found that 68.75%of the respondents are male and 31.25% of the respondents are female.

**DISTRIBUTION OF RESPONDENTS BY THEIR MARITAL STATUS**

S.N O	MART IAL STAT US	NO.OF RESPOND ENTS	PERCEN TAGE
1	Married	48	60.00
2	Unmarr ied	32	40.00
	Total	80	100.00

*Source: Primary Data*

**INFERENCE:**

From the above table shares that 60% of the respondents are married and 40% of the respondents are unmarried.

**DISTRIBUTION OF RESPONDENTS BY THEIR SATISFATION IN WORK**

S. N O	SATISFA CTION OF WORK	NO.OF RESPON DENTS	PERCEN TAGE
1	Fully satisfied	42	52.50
2	Satisfied	26	32.50
3	Not satisfied	12	15.00
	<b>Total</b>	<b>80</b>	<b>100.00</b>

*Sources: Primary Data*

**INFERENCE:**

From the above table share that 52.5% of the respondents fully satisfied in

work, 32.5% of the respondents satisfied in work and 15% of the respondents not satisfied in work.

### FINDINGS

- Majority of the respondents belong to the age group of 31 to 40 years (43.75%).
- Majority of the respondents are male (68.75%).
- Majority of the respondents are married (60%).
- Majority of the respondents are fully satisfied in their work (52.5%).

### SUGGESTIONS

- The company has to increase the age training programmers for their employees based on the latest job techniques.
- It is suggested that the company have to arrange periodic meetings regularly for the welfare of employees.
- Encouragement of team work may result in high productivity.

### CONCLUSION

Organizational climate depends upon various factors such as organizational policies organizational development, training and development, grievance handling, job satisfaction, welfare measures etc. From this research I conclusion that the climate within the organization is maintained well. The research clearly shows that the workers are highly satisfied with the organizational aspects and help to motivated them to work in the organization for more years. Through this the productivity and good will among customers id enhanced.

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