

## **A STUDY ON ORGANIZATIONAL CLIMATE WITH SPECIAL REFERENCE TO THANGAVELU TEXTILES LTD PRIVATE LIMITED AT SALEM**

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**Abstract**—This article aim is to study the climate of the organisation and its impact on Thangavelu Textile industries at Salem. The employee performance is mostly depends upon the environment that prevailed in each organisation for instance positive encouragement and motivation at organisation leads to positive performance at organisation, negative climate leads to slow performance at organisation level. The satisfaction with organizational climate positively affects the performance and has negative relationship with turnover and deviant behaviour of the employees at work. This article intended to assess the organizational climate and its impact on employee's performance. This study also investigated the level of climate which influences the employee's performance. Positive or Negative climate prevailing in the organization are predicted and analysis are carried out. To achieve this defined objective questionnaire is prepared. The prepared questionnaire is used to get the direct responses from eighty employees. The responses given by the employees are analysed and interpreted using the different type of statistical tools like Correlation, Chi-square and Anova. Employees are the main asset of organizations for delivering services. A work environment should be created where employees feel appreciated for their efforts.

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### **INTRODUCTION**

Organizational climate is otherwise known as Corporate Climate “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 assumed to be a major force in influencing employee behaviour. Climate and culture are both important aspects of the overall context, environment or situation.

Organizational culture tends to be shared by all or most members of some social group; is something that older members usually try to pass on to younger members; shapes behavior and structures perceptions of the world. Cultures are often studied and understood at a national level, such as the American or French culture. Culture includes deeply held values, beliefs and assumptions, symbols, heroes, and rituals. Culture can be examined at an organizational level as well. Organizational climate, on the other hand, is often defined as the recurring patterns of behavior, attitudes and feelings that characterize life in the organization, while an organization culture tends to be deep and stable. Although culture and climate are related, the climate often proves easier to assess and change. At an individual level of analysis the concept is called individual psychological climate.

### **STATEMENT OF THE PROBLEM**

- Organizational climate influences on a great extent the performance of the employees because it has a major impact on motivation and job satisfaction of individual employees.
- Organizational climate determines the work environment in which the employee feels satisfied or dissatisfied. Since satisfaction determines or influences the efficiency of the employees, we can say that organizational climate is directly related to the efficiency and performance of the employees.
- The organizational climate can affect the human behavior in the organization through an impact on their performance, satisfaction and attitudes.
- Organizational climate of different companies in the same Industry may vary, based on the type and size of the company.

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- Hence to evaluate the prevailing organizational climate of different types of the Textiles firm, the researcher felt the need to undertake the present study

### **OBJECTIVES OF THE STUDY**

**Primary objectives:** The primary objective is a study on employee opinion in organizational climate with special reference to Thangavelu Textiles Limited at Salem.

#### **Secondary objectives:**

- To Study the work environment of the textile ltd at Salem
- To Study the Employer-Employees relationship in the Concern.
- To Study the monetary aspects prevailing in the organization.
- To suggest suitable measure for improving the Organizational Climate.
- To study express that whichever the conditions and change atmosphere.

### **SCOPE OF THE STUDY**

- It helps the management to know the workers satisfaction and dissatisfaction about the company. It helps the management to know the workers feelings about the rules and regulations of the Industries.
- It helps the management to prevent any other job seeking by the workers.
- This study helps the public to know the merits and demerits while stating the similar type of Industry.
- The scope of the study analysis with research design for primary sources in the interview scheduled.

### **LIMITATIONS OF THE STUDY**

- The study was conducted only with limited respondents.
- Some of the respondents don't give full attention because of their fear towards the higher authority.
- Excessive sounds from the several machines at work place act as a hindrance of study.
- The Parameters taken in the questionnaire might be insufficient to represent all the issues.
- The time is very short period.

### **REVIEW OF LITERATURE**

**Hunt and Richards (2022)** Organisational climate is the generally persisting characteristic in an organisation which recognizes it from different organisations: and (1) typifies members collective perceptions about their organisations as for such measurements as self-sufficiency, confide in, cohesiveness, innovation, acknowledgment, fairness and support; (b) collaboration among the members; (c) fills in as a reason for interpreting the circumstance; (d) reflects the culture for predominant standards, qualities and attitudes of the organisation;

**Lawthom (2023)** also indicated the shared perceptions of the basic components of people's specific organisation are viewed as the organisational climate. Hypothesizes that organisational climate is illustrative of organisational individuals' collective perceptions as well as emotions about the organisation. Refers the organisational climate as an affective event that the emotions where lead to information-processing behaviours of employees and interaction among themselves or with outsiders.

**Jianwei (2023)** agreed that the organisational climate in career development of the employees is important for the employee to perform better in work as providing necessary and related trainings are required. Good communication among the employees and upper management form a good organisational climate to boost up the satisfaction of employees in work emphasize the relationships between the employee and organisational such as the employee wellness, priority for minority people etc. have directly affected the perception of employee as well as their performance.

## **RESEARCH METHODOLOGY**

According to industrial research institute in research methodology, research always tries to search the given question systematically in our own way and find out all the answers till conclusion. If research does not work systematically on problem, there would be less possibility to find out the final result. For finding or exploring research questions, a researcher faces lot of problems that can be effectively resolved with using correct research methodology.

## **RESEARCH DESIGN**

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course action. The research has been defined as “A careful investigation or enquire especially through search for new facts in any branch of knowledge”. To give more additional to the old research new ones are conducted.

## **SAMPLING TECHNIQUES**

Disproportionate stratified random sampling techniques have been used in sampling due to the following reasons: It provides information about parts of the all the area of Salem.

## **SAMPLING SIZE**

A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 120 respondents are taken as the example for this investigation.

**DATA COLLECION:** The following techniques were adopted for data collection.

### **Primary data**

Primary data was collected through face to face interviews while filling up questionnaires. (120 respondents)

### **Secondary data**

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

## **SUGGESTIONS**

- The employees whose are working in the company, searching some other job due to work stress and at the same time the employees are just satisfied with the salary provided by the company. Hence, it is suggested that to rectify the problem by increasing employees. If the company clearly elucidates the problem. The employees are motivated in their work and automatically company watch, improve the
- Manufacture and increase the sales.
- Training is very important in any company, the company may train their employees it may increase the production of the company.
- The Company should encourage their employees by providing awards and rewards.
- Some of the employees are feeling insecurity in their job, so the company encourages the employees.

## **CONCLUSION**

- This study has been conducted to know the organizational climate in the textile, In the present trend, organizational climate is considered vital role for the successful performance of any organization which the Indian have stored practicing, A good organizational climate motives the employees to continue to work harder for the success to the organization.
- This study has been conducted in Thangavelu textiles ltd to find out the nature of existing climate in the organization.
- This study has helped me to have an insight information about the organization regular procedures and assisted me in gaining a practical knowledge about how important it is to have a good climate and how helps in individuals and organizational excellence.

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