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Organizational climate among personnel's of different categories from Banaras Hindu University

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Abstract

Objective: The aim of the study was to compare the Organizational climate among personnel's of different categories from Banaras Hindu University.

Methods: For the purpose of the study, 90 male personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's were selected randomly on the basis of simple random sampling & Purposively as a sample. The subjects were selected from BHU, Varanasi. The age level of the subjects was ranging from 20 to 65 years. For purpose of the study Organizational Climate Scale developed by Sanjyot Pethe, Sushama Chaudhari and Upinder Dhar was used. The data was analyzed by applying Descriptive statistics and Analysis of variance (ANOVA) to compare the Organizational climate among personnel's of different categories from Banaras Hindu University. The level of significance was set at 0.05.

Results: The results of the study revealed that the F- value 1.827 was found to be insignificant at $P > 0.05$ among personnel's of different categories from Banaras Hindu University.

Conclusion: It is concluded that there were insignificant difference found among personnel's of different categories from Banaras Hindu University.

Keywords: Organizational climate

Introduction

Organizations with different forms and functions may share bureaucratic activities and norms, but develop different and distinctive normative climates. Organizational climate is defined as a set of perceived attributes of an organization and its subsystems as reflected in the way an organization deals with its members, groups and issues. Defined organizational climate as a relatively enduring quality of the internal environment that is experienced by the members, influences their behavior and can be described in terms of values of a particular set of characteristics of the organ is action. Defined organizational climate as the set of characteristics that describes an organization and that (a) distinguishes one organization from other organization, (b) is relatively enduring over time, and (c) influences behavior of the people 'n the organization. Thus, the definitions of organizational climate range from the shared perception of "the way things are around here" "a moral concept reflecting the content and strength of the prevalent values, norms, attitudes, feelings and behavior of the members of a social system which can be operationally measured through the perceptions of system members or observational and other objective means.

Organizational climate is a combination of attributes considered over time, it is the perceived aspect of an organization's internal environment, but within the same organization there may be very different organizational climates. Carried out large comparative studies of organizational climate in educational settings. He was concerned with the relationship between personality and perceptions of the climate. Also worked on organizational climate in educational settings. He was concerned with the question 'What proportion of the population has to agree/disagree with a particular description of the climate to justify describing the climate in that way? He had set 66 percent as criteria lot others have argued that it should be much closer to 100 percent. In practice, most other researchers avoided the issue by using multi-item scales and taking the mean score to represent the organizational climate, it was obvious from the standard deviations that this cloaked wide variations in perceptions amongst members, of the organizations.

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This validity problem became even clear when studies showed mean scores differed by hierarchical level and by functions and departments. One possible response to this is to accept the existence of sub climates but unfortunately the aggregation problem also exists within the levels and departments, because there are still wide variations in perceptions.

Description of an organization's climate is subject to criticism for another reason, that is, it relies heavily on subjective judgment. Another conceptual slippage occurs in the context of climate measures. Early organizational climate researchers finessed this measurement issue by creating artificial groups of subjects and by manipulating the climate as an independent variable in their experiments. For example, in their classic study of the effects of various leadership styles on boys' group, created groups with democratic, authoritarian and laissez faire climates by varying the supervisory styles and boundaries 'set by the leaders. Still many measures of climate were developed in the 1960 and 1970 and changes in organizations continue to lead to the development of new dimensions (e.g., to do with attitudes\and values toward informational technology, customer service, quality etc.) but the following dimensions regularly appear as independent dimensions of climate and give an idea of its content as well as emphasize that it is multidimensional, some of these dimensions are interpersonal warmth and support, concern for conforming versus personal autonomy, concern for being progressive and innovative, rewarding versus punishing orientation, concern for results or achievement. Observed that organizational climate is created by the interactions of an organization's structure, systems, culture, leader behavior and psychological needs of employees. He identified twelve dimensions of organizational climate: orientation, interpersonal relations, supervision, problem management,

management of mistakes, conflict management, communication, decision making, trust, management of rewards, risk taking, and innovation and change.

Methodology

Subjects: For the purpose of the study, 90 male personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's were selected randomly on the basis of simple random sampling & Purposively as a sample. The subjects were selected from BHU, Varanasi. The age level of the subjects was ranging from 20 to 65 years. The subjects were evaluated for their Organizational climate during the relaxing period i.e., data were obtained during normal condition.

Tools: For purpose of the study Organizational Climate Scale developed by Sanjyot Pethe, Sushama Chaudhari and Upinder Dhar was used. The data was analyzed by applying Descriptive statistics and Analysis of Variance (ANOVA) to compare the Organizational climate among personnel's of different categories from Banaras Hindu University. The level of significance was set at 0.05.

Analysis of Data and Results of the study

The data was analyzed by applying Descriptive Statistics i.e. Mean, Standard Deviation etc. in order to compare the significant difference among personnel's of different categories from Banaras Hindu University. Further, Analysis of Variance (ANOVA) technique was used to determine significant difference among personnel's of different categories from Banaras Hindu University. The level of significance was set at 0.05 levels.

Table 1: Descriptive Statistics of Personnel's of Different Categories from BHU, Varanasi in relation to Organizational Climate

Personnel's from Teaching/at pat Teaching		Personnel's from Non-Teaching		Personnel's from Physical Education	
Mean	93.57	Mean	95.37	Mean	101.70
Standard Error	3.20	Standard Error	3.14	Standard Error	3.13
Standard Deviation	17.54	Standard Deviation	17.20	Standard Deviation	17.17
Sample Variance	307.84	Sample Variance	296.17	Sample Variance	295.04
Kurtosis	-.1.225	Kurtosis	-.213	Kurtosis	.119
Skewness	-.237	Skewness	-.033	Skewness	-.618
Range	54.00	Range	70.00	Range	64.00
Minimum	65.00	Minimum	61.00	Minimum	65.00
Maximum	119.00	Maximum	131.00	Maximum	129.00
Count	30	Count	30	Count	30

It is evident from table - 1 that mean and standard deviation scores of Personnel's of Different Categories from BHU Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's in

relation to Organizational Climate has been found 93.57, 95.37 & 101.70 and 17.54, 17.20 & 17.17 respectively and range of score was 54, 70 & 64 respectively where as standard error was found 3.20, 3.14 & 3.13 respectively.

Table 2: Analysis of Variance of Personnel's of Different Categories from BHU, Varanasi in relation to Organizational Climate

Source of Variation	Sum of Squares	df	Mean Square	F-Value
Between Groups	1095.022	2	547.511	1.827
Within Groups	26072.633	87	299.685	

*Significant at 0.05 level.

F = Ratio needed for significance at 0.05

Level of significance = df (2, 87) = 3.09

Table- 2 revealed that there was insignificant difference among Personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's in relation to Organizational Climate, as obtained F-ratio was 1.827, which was lower than the tabulated value of 3.09, required for F-ratio to be significant at 0.05 level with (2, 87) degree of freedom.

Since the one way analysis of variance was found insignificant in relation to Organizational Climate, the least

significant difference (LSD) test was not applied in order to find out the differences of the paired means among Personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's.

The graphical representation of means among Personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's in relation to Organizational Climate has been presented in figure No.1.

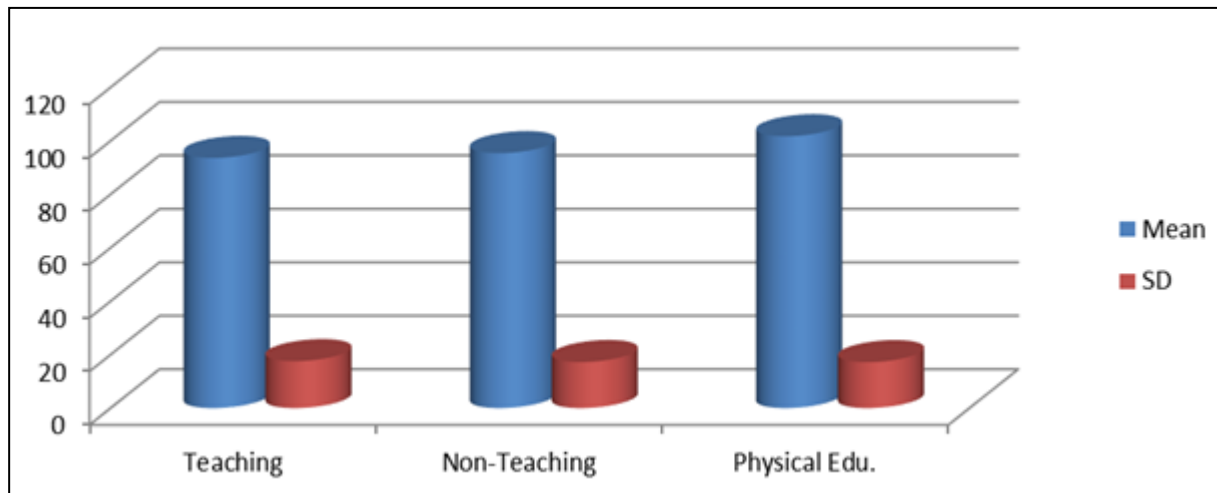


Fig 1: Graphical Representation of the Comparison of Mean Score of Personnel's of Different Categories from BHU, Varanasi in relation to Organizational Climate

Conclusion

From the findings of the study it was evident that the insignificant difference was found among personnel's of different categories from BHU, Varanasi in relation to Organizational Climate. The findings may be attributed to the fact that Organizational climate is defined as a set of perceived attributes of an organization and its subsystems as reflected in the way an organization deals with its members, groups and issues.

Organizational Climate among personnel's of different categories from BHU, Varanasi, the observed sequence of performance was found as Physical Education personnel's > Non-Teaching Personnel's > Teaching/at pat Teaching Personnel's in relation to Organizational Climate. The reason for this may be due to the similar, favorable, progressive & smooth climate/nature of Organization.

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