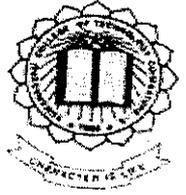


P-3358



**A STUDY ON ORGANIZATION CLIMATE AMONG  
EMPLOYEES OF ACE TEX, POLLACHI.**



**A SUMMER PROJECT REPORT (MBA703)**

*Submitted by*

**R.P.RAGHURAM**  
**Register No: 0920400039**

**Under the Guidance of**

**V. KAARTHIKHEYAN**

*in partial fulfillment for the award of the degree*

*of*

**MASTER OF BUSINESS ADMINISTRATION**

*in*

**Department of Management Studies**

**KUMARAGURU COLLEGE OF TECHNOLOGY**  
(An Autonomous Institution Affiliated to Anna University of Technology, Coimbatore)

**COIMBATORE - 641 049**

**October, 2010**



**KUMARAGURU COLLEGE OF TECHNOLOGY**  
COIMBATORE -641 049

Department of Management Studies

**A SUMMER PROJECT WORK (MBA703)**  
**OCTOBER 2010**

This is to certify that the project entitled

**A STUDY ON ORGANIZATION CLIMATE AMONG THE EMPLOYEES**  
**OF ACE TEX, POLLACHI**

is the bonafide record of project work done by

**R.P.RAGHURAM**

**Register No: 0920400039**

of Master of Business Administration during the year 2010 – 2011

*V. Karthikeyan*  
V. KARTHIKEYAN  
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21<sup>st</sup> October 2010

To

KCT Business School,  
Department of Management studies  
Kumaraguru college of technology,  
Coimbatore-641006

Dear Sir,

Sub: MBA Programme-Summer Internship-Reg

This is to certify that Mr.R.P.Raghuram (0920400039) of KCT Business School has undergone a project on "A STUDY ON ORGANIZATIONAL CLIMATE AMONG THE EMPLOYEES OF ACE TEX, POLLACHI" in our company from July 2010-August 2010

This letter is being issued as a Certificate of Recognition of his Project Completion.

With Regards,

Yours Sincerely,

  
Authorised Signatuory

Office : 19, Meenkarai Road, Zamin Uthukuli, Pollachi - 4, Coimbatore Dt.  
CST RC No. 662359 dt. 15.11.2000

A unit of 

## DECLARATION

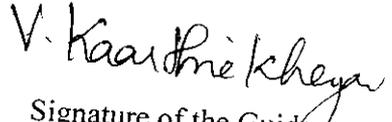
I affirm that the project work title "A STUDY ON ORGANIZATION CLIMATE AMONG EMPLOYEES OF ACE TEX, POLLACHI" being submitted in partial fulfillment for the award of Master of Business Administration is the original work carried out by me. It has not formed the part of any other project work submitted for award of any degree or diploma, either in this or any other University.

  
(Signature of the Candidate)

R.P.RAGHURAM

0920400039

I certify that the declaration made above by the candidate is true

  
Signature of the Guide

V. Kaarthiekheyan

Asst. professor

**V. KAARTHIKHEYAN, M.Com., MBA.**  
**ASSISTANT PROFESSOR**  
**KCF BUSINESS SCHOOL**  
**Kumaraguru College of Technology**  
**COIMBATORE 641 006**

## **ACKNOWLEDGEMENT**

I express my sincere gratitude to our beloved chairman **Arutchelvar Dr. N.Mahalingam and Management** for the prime guiding spirit of Kumaraguru College of Technology.

I wish to express deep sense of obligation to **Dr/Mr./Ms. V.R.Kaarthikheyam, Asst.professor** KCT Business School, for his intensive guidance throughout my project.

I am greatly indebted to thank **Mr.C.Ganeshmoorthy**, Project Co-ordinator / Class Advisor and all other faculty members of KCT Business School for their kind support.

I thank **Mr.R.Selva kumar , HR Manager, ACE TEX**, for his valuable guidance throughout my project.

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## ABSTRACT

Organizational climate is defined as the recurring patterns of behaviour, 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, climate often proves easier to assess and change. At an individual level of analysis the concept is called individual psychological climate. These individual perceptions are often aggregated or collected for analysis and understanding at the team or group level, or the divisional, functional, or overall organizational level. Hence "A STUDY ON ORGANIZATION CLIMATE AMONG EMPLOYEES OF ACE TEX, POLLACHI", was undertaken to analyse the organization climate in which the employees are working and examined the nature of relationship maintained between the employees and management. The study also highlights the employees attitude and opinion about overall facilities provided by the employees and relevant suggestions were submitted to the management.

# **INTRODUCTION**

## CHAPTER 1

### INTRODUCTION

#### 1.1 BACKGROUND OF THE STUDY:

Organizational 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 assumed to be a major force in influencing employee behavior.

Organizational climate is 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, climate often proves easier to assess and change. At an individual level of analysis the concept is called individual psychological climate. These individual perceptions are often aggregated or collected for analysis and understanding at the team or group level, or the divisional, functional, or overall organizational level.

Organizational climate surveying enables the impact of Human Resource (HR) strategies to be evaluated to create HR Return on Investment (HRROI) calculations. This data has been found to be highly effective in changing the perspective of people-based initiatives as being an “investment” rather than a “cost” and transforming HR into a “mission-critical strategic partner” from its perception of “personnel administration”.

The organizational climate will have an impact on the human resource's performance. As work performance is contextual in nature, it is estimated that behavior is reliant on the climate prevailing in the company.

As per Moran and Volkwein (1992), **Organizational Climate** is defined as "a relatively enduring characteristic of an organization which distinguishes it from other organization, hence, (a) embodies members' collective perceptions about their organization with respect to such dimensions as autonomy, trust, cohesiveness, support, recognition, innovation and fairness;

- (b) produced by member interaction;
- (c) serves as a basis for interpreting the situation;
- (d) reflects the prevalent norms and attitudes of the organization's culture; and
- (e) acts as a source of influence for shaping behavior."

The organizational climate facilitates the firm to identify the deficiencies in connection with different organizational factors, such as organizational structure, employee compensation system, communication level, physical atmosphere, organizational culture, etc. It is the apparent trait of a firm and its sub-systems as replicated in the mode in which an organization deals with its associates, team members and organizational problems. It is comparatively enduring excellence of the in-house atmosphere that is experienced by its employees which influences their performance and can be described in terms of the values of a specific set of behaviors in the firm.

**Motivational Analysis of Organizational-Climature (MAO-C)** is an instrument that assess motivational climate of an organization based on the six motives mentioned above. The profile includes six scores on six motives. The two highest scores are generally used to interpret the climate: the highest score shows the dominant climate and the next highest the secondary climate. The combination of these two motives, thus, characterizes the organizational climate. Generally, there are six different kinds of dominant climate characterized by different motives.

The six motives characterizing dominant organizational climates are listed in the table given below: -

Motives	Organizational Traits
Achievement	Industrial and business firms
Expert power	University departments, technical firms
Control	Government firms
Dependency	Traditional or one-man organizations
Extension	Community service organizations
Affiliation	Clubs

It is essential to recognize that large-scale organizational improvement does not occur in a vacuum or sterile environment. It occurs in human systems, organizations, which already have beliefs, assumptions, expectations, norms, and values, both idiosyncratic to individual members of those organizations and shared. As this article attempts to explore, these shared cultural traits and individual perceptions of climate can greatly affect, and be affected by, the school improvement process.

## 1.2 REVIEW OF LITRATURE:

**Moran and Volkwein(1992)** Organizational climate is a relative enduring characteristic of an organization which distinguishes it from other organization: (a) and embodies members collective perceptions about their organization with respect to such dimensions as autonomy, trust, cohesiveness, support, recognition, innovation and fairness: (b) is produced by members interaction; (c) serves as a basis for interpreting the situation; (d) reflects the prevalent norms, values and attitudes of the organizations culture; and (e) acts as a source of influence for shaping behavior

**Francesse (1993)** who examined the effect of climate in service responsiveness **Meudell and Gadd (1994)** who studied climate and culture in short life organizations; and **Vallen(1993)** who was concerned about organizational climate and service staff burnout. Organizational climate has much to offer in terms of its ability to explain the behavior of people in the workplace. **Ashforth (1985)** put forward the view that climate has the potential to facilitate a truly integrative science of organizational behavior.

**Schneider (1994)** The atmosphere that employees perceive is created in their organizations by practices, procedures and rewards« Employees observe what happens to them (and around them) and then draw conclusions about the organization's priorities. They then sit their own priorities accordingly

**Schneider, Brief and Guzzo (1996)** argue that μsustainable organizational change is most assured when both the climate what the organizations, members experience and the culture what the organizations members believe the organization values change.

**Hart, Griffin et al.'s (1996)** Organisational Climate model accounts for at least 16% single-day sick leave and 10% separation rates in one organisation. Other studies support the links between organizational climate and many other factors such as employee retention, job satisfaction, well-being, and readiness for creativity, innovation and change. Hunter, Bedell and Mumford have reviewed numerous approaches to climate assessment for creativity. They found that those climate studies that were based on well-developed, standardized instruments produced far higher effect sizes than did studies that were based on locally developed measures.

### 1.3 STATEMENT OF PROBLEM:

There is an acute scarcity of labor in the field of textile the organization which ultimately results to non conformance to meet the competition at the right time. Further possess the habit of switching from organization to organization to get maximum salary. Thus it has become the order of the day for the textile mills to provide suitable job climate to each and every employee. Hence the study entitled "A STUDY ON ORGANIZATION CLIMATE AMONG EMPLOYEES OF ACE TEX, POLLACHI" was undertaken.

### 1.4 COMPANY PROFILE:

Name and Address Of the company	: Ace tex Pvt Ltd Zamin Muthur (Po), Palaghat road, Pollachi – 642 005.
Established	: 1999
Manufacturing Activity	: Spinning of Yarn
Directors	: Mr.C.Rajendrakumar kannadia M.D Mr.C.Raghuv kannadia M.D Mr.Thangavel Mr.K.Ramakrishnan
Branch office	: Pollachi-uthukulzi
Marketing	: Within TamilNadu Coimbatore, erode, Tripur Outside TamilNadu Mumbai, Hydrabad.
Working Hours	: Under Triple shift

Insured capacity : 12048 spindles  
Annual production : 11 lakhs kgs of yarn  
Total sales : 10 Crores

Purchase of Raw material : Andhra Pradesh, Karnataka, Gujarat, Pondicherry  
and with in state of TamilNadu

Bankers : Indian Bank, Main Brach, Coimbatore.

Auditors : Mr.Gopinath,  
Chartered Accountant,  
Coimbatore.

Sales : 75% of finished stock through own depot at Pollachi,  
Coimbatore, Tripur and Mumbai, 25% of finished stock  
direct by mills.

### **1.2.1 DESCRIPTION OF VARIOUS FUNCTIONAL AREAS:**

#### **Finance Department:**

Finance is the life blood of business. Finance is that activities which is concerned with acquisition and conversion of capital funds in meeting the financial needs and over all objectives of business enterprises. The main function of this department is to provide finance to various departments. The finance department is controlled by the finance manager.

### **Purchase Department:**

Proper buying of material and merchandise are of great importance in any business. If the raw materials is not of requisite quality the cost of production would rise profit in decline quality of finished products may go down etc.

If raw materials are purchased in excess requirement there is an unnecessary tie-up of working capital with loan of interest incurring of storing and safe guarding expense the risk of obsolescence and decoration of raw material is more.

Hence Ace Rex Ltd takes careful steps in purchasing from the materials of right time adequate quantity and right quality.

### **Purchase Procedures:**

- Bill of materials.
- Vendor.
- Evaluation.
- Team of Engineers.
- Freeze the vendor.
- Risk enquiry.
- After evaluation.
- Purchase order.

### **Stores Department:**

The main function of stores department is to keep track of purchase and issues of various components used in manufacturing process. The storage division of the company receives the components division. The component received our started systematically on shelves racks and bins each of which as bin could to keep up tract of issues followed in the first in first out method.

### **Stores Procedure:**

- Sub component inwards.
- Waiting for inspection.
- Quality is checked.
- Material part no and bin card is issued
- Material issue note.
- Supply to assembly.

### **IT Department:**

Today businesses are continuously trying to increase productivity and efficiency, reduce cost of production. For this technology is used to expand the existing, market and creates new markets. This is developed to the development and use of hardware, software, firmware and procedures associated with this processing. General Manager Mr. R.A Sivaprakasam. heads this department.

### **Marketing Department:**

#### **Marketing Management communication system:**

Two kinds of communication system are followed.

- Communicating within the organization between various departments and other sources.
- Communicating with the field representatives in respective zones.

#### **Marketing Research activities:**

Surveying method is followed through representatives of respective zones to find out the reach of the product. Intermediaries, the purpose of this survey process quality check, warranty providence, regulation of services for defective product etc, are done while research activities are carried out.

### **Production Department:**

Orders are received from the marketing department. Since it is the marketing department that receives the orders for manufacturing the products from the management, soon after receiving the orders from their customers, and processing of the orders is done accordingly by the production department.

### **Production System:**

Batch type of production system is followed. Ordered products are monitored by purchase department and the raw materials required for that are received and processed so as to deliver the products at the required quantity on a required data.

## **1.4 OBJECTIVE OF THE STUDY:**

### **Primary Objective:**

- To study about the organizational climate prevailing at ACE Tex Pollachi.

### **Secondary Objective:**

- To identify employee attitude and opinion about overall facilities provided by the employees.
- To examine the nature of relationship maintained between the employees and management
- To provide suitable suggestions for the above.

## **1.6 SCOPE OF THE STUDY:**

The study on organisational climate in ACE TEX, Pollachi helps the organization to evaluate the company progress. It also shows various factors affecting the performance level of employees and their morale substantially. In this study we examine their satisfactory level towards various facilities provided to the workers in the organisation.

### **1.7 LIMITATIONS OF THE STUDY:**

1. The sample is restricted to 100 respondents only.
2. The researcher had a limited scope of interacting with the employees. Hence paucity of time was one among the limiting factors of the study.
3. The researcher was not able to elicit correct responses because of the complexity of the conceptual thrust of the topic.



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# RESEARCH METHODOLOGY

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## CHAPTER 2

### RESEARCH METHODOLOGY

Research in commonly refers to the search for knowledge. In fact Research is an art of scientific investigation for pertinent information in any branch of knowledge. The Research method refers to the steps taken by the Researcher to solve the Research problems. Research to be efficient as possible yielding maximum information. In other words its function is to provide for the collection of evidence with expenditure of efforts timing and money.

#### **Research design:**

A Research design is the specification of procedure for acquiring the needs and procedure for the needed information. It is the overall operational gather or framework of the project that stipulate what source and by what procedure the survey will be conducted. For the given study Descriptive Research Design was selected . A population of 100 apprentices from management position has been surveyed to know about their perceptions about the retention strategies. Response are collected, analyzed and descriptive data has been presented

#### **Survey details:**

The questionnaire entitled. Is the main instrument used to collect data. The main method of collecting information from the apprentices of the organization is by interviewing using questionnaire. Different parameters are taken for constructing the questionnaire.

#### **Sampling Details:**

##### **Sampling procedure:**

The sampling method using in the study is simple Random Sampling Method. It referred to each and every element of the population has equal and know probability of getting into the sample.

##### **Sampling design:**

The number of employees working in Ace Tex is 300. From the total population 100 employees were selected as sample.

**Data collection details:**

There are two methods of collection of data in conducting the studies

- Primary data collection method
- Secondary data collection method

**Primary data:**

The primary data was collected through specially designed questionnaire and interview schedule.

**Secondary data:**

The secondary data consist of the files and records of the factory, books and internet sources.

**Tools of the study:**

- Percentage analysis
- Chi-Square Test

# **DATA ANALYSIS AND INTERPRETATION**

## CHAPTER 3

### DATA ANALYSIS AND INTERPRETATION

This chapter deals with analysis and interpretation of data collected through questionnaire

#### 3.1 PERCENTAGE ANALYSIS

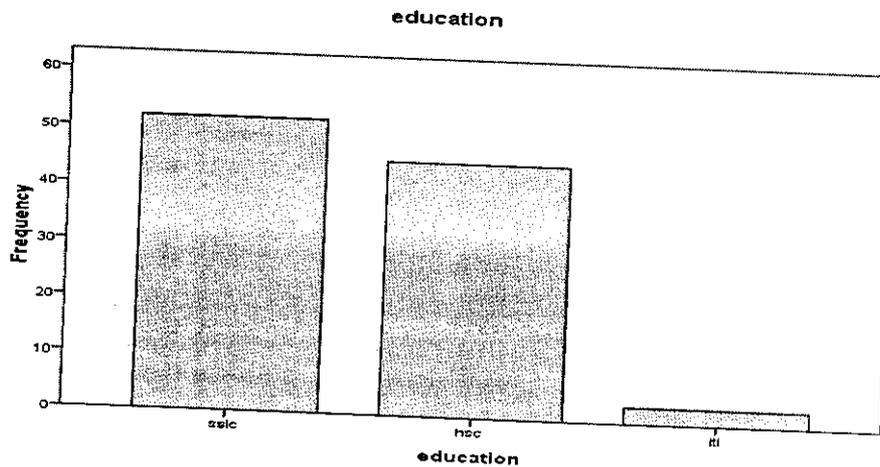
**Table 3.1 Education of the respondents**

The following table shows the distribution of the respondents with respect of their education

Education	No of respondents	Percentage
SSLC	52	52
HSC	45	45
ITI	3	3
Total	100	100

#### INFERENCE:

Regarding educational qualifications 52% of respondents completed SSLC, 45% completed HSC and 3% completed ITI.



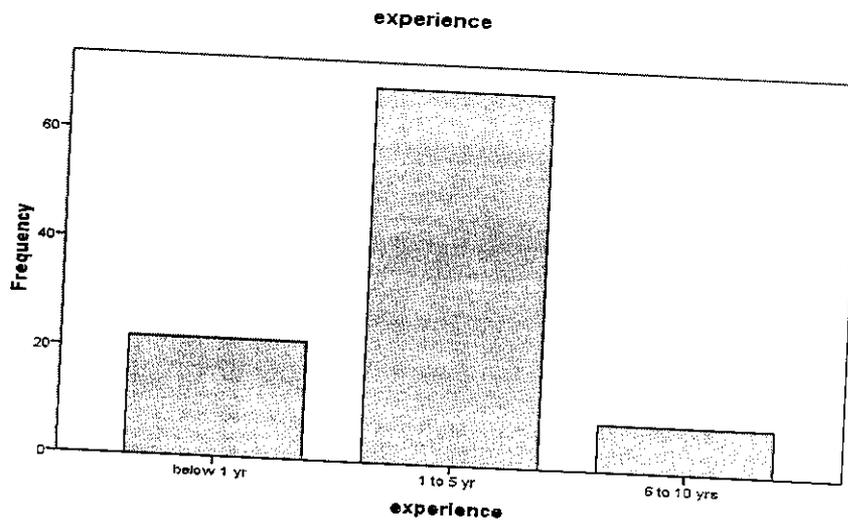
**TABLE 3.2 WORK EXPERIENCES OF THE RESPONDANTS:**

The following table shows the distribution of the respondents with respect of their experience.

Experience	No of respondents	Percentage
Below 1 yr	22	22
1 to 5 yrs	69	69
6 to 10 yrs	9	9
Total	100	100

**INFERENCE:**

The above table shows 69% of the respondents are experienced from 1 to 5 yrs, 22% experienced below 1 yr and 9% of respondents experienced from 6 to 10 yrs.



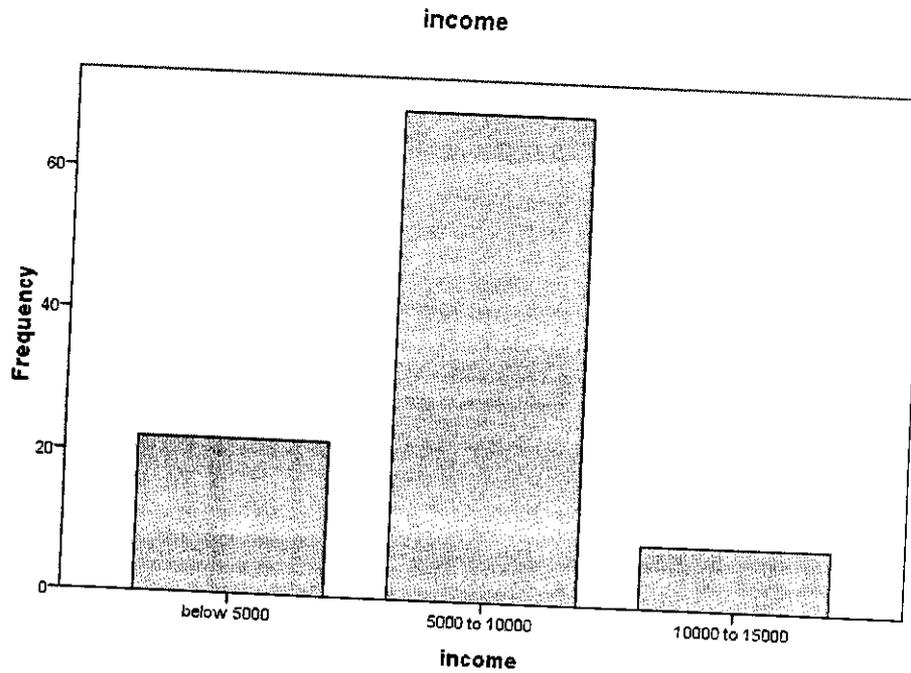
**TABLE 3.3 INCOMES OF THE RESPONDANTS:**

The following table shows the distribution of the respondents with respect of their income.

Income	No of respondents	Percentage
Below 5000	22	22
5000 to 10000	59	59
10000 to 15000	19	19
Total	100	100

**INFERENCE:**

The above table shows most 59% of the respondents are having income between 5000 to 10000, 22% of respondents having income below 5000 and 19% of employees are having income between 10,000 to 15,000.



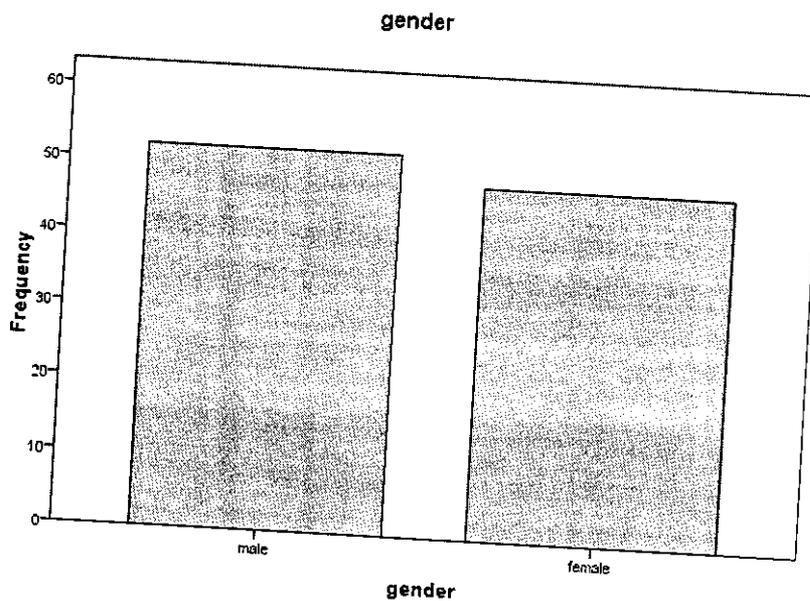
**TABLE 3.4 GENDER OF THE RESPONDANTS:**

The following table shows the distribution of the respondents with respect of their gender.

Gender	No of respondents	Percentage
Male	52	52
Female	48	48
Total	100	100

**INFERENCE:**

The above table shows most 52% of the respondents are male and 48% of employees are female.



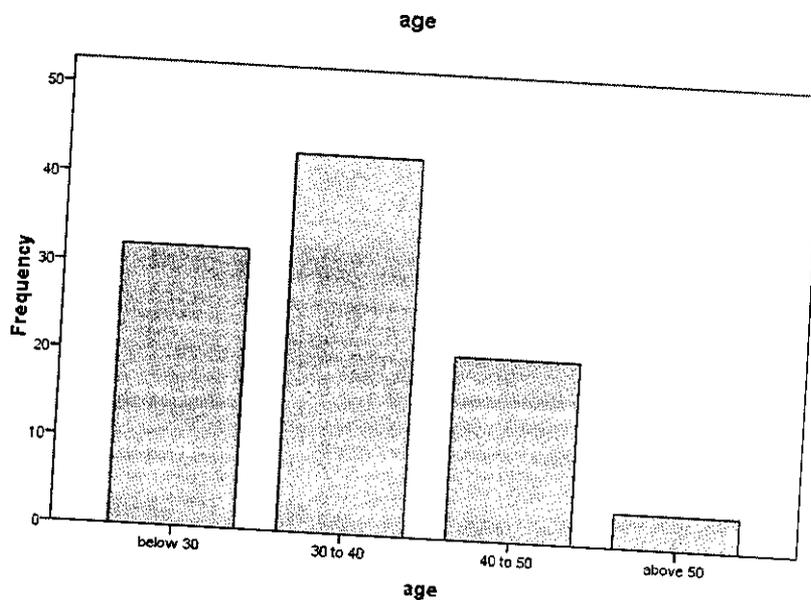
**TABLE 3.5 AGE OF THE RESPONDANTS:**

The following table shows the distribution of the respondents with respect of their age.

Age	No of respondents	Percentage
Below 30	32	32
30 to 40	43	43
40 to 50	21	21
Above 50	4	4
Total	100	100

**INFERENCE:**

The above table shows 43% of the respondents are between the age of 30 – 40, 32% of respondents are aged below 30, 21% of respondents are aged between 40 – 50 and 4% of respondents are aged above 50 yrs.



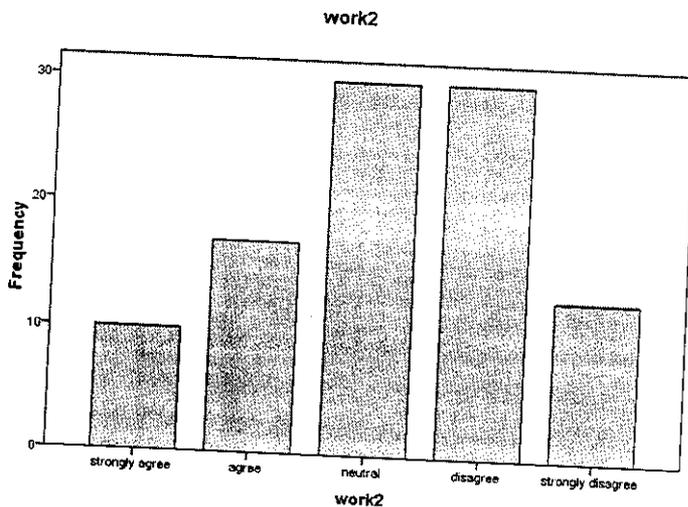
**TABLE 3.6 WORK ENVIRONMENTS OF THE RESPONDANTS:**

The following table shows the degree of acceptance of the respondents regarding their work environment.

Degree of acceptance	No of respondents	Percentage
Strongly agree	10	10
Agree	17	17
Neutral	30	30
Disagree	30	30
Strongly disagree	13	13
Total	100	100

**INFERENCE:**

The above table shows regarding work environment 30% of the respondents are disagreeing, 30% of respondents are neutral, 17% of respondents are agreeing, 13% of respondents are strongly disagreeing.



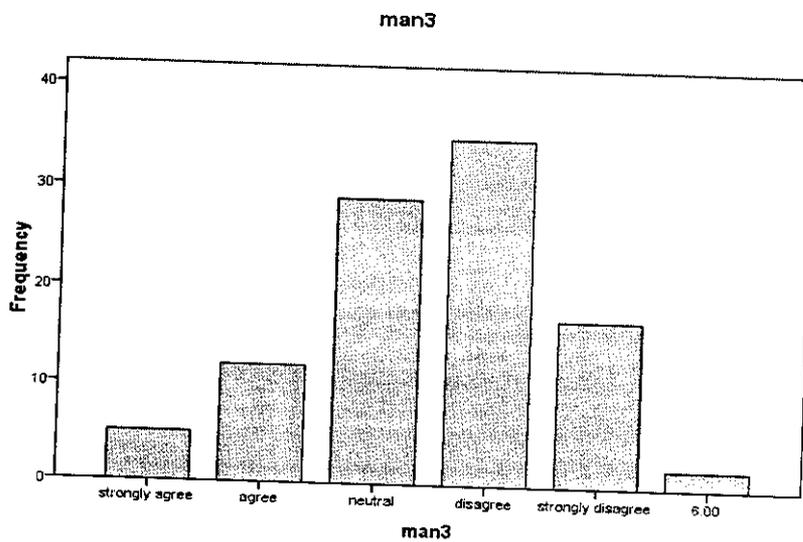
**TABLE 3.7 RESPONDENTS RELATION TOWARDS  
MANAGEMENT:**

The following table shows the degree of acceptance of the respondents regarding their relation towards management.

Degree of acceptance	No of respondents	Percentage
Strongly agree	8	8
Agree	19	19
Neutral	17	17
Disagree	31	31
Strongly disagree	25	25
Total	100	100

**INFERENCE:**

The above table shows regarding relation with management 31% of the respondents are disagreeing, 21% of the respondents are strongly disagreeing, 19% of respondents are agreeing and 17% of respondents are neutral.



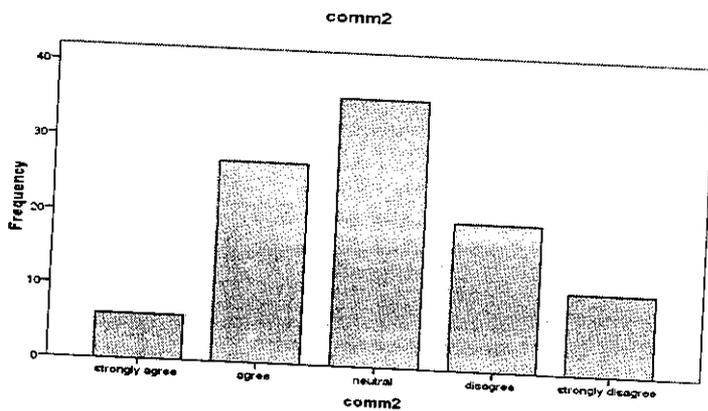
**TABLE 3. 8 COMMUNICATION SYSTEMS OF THE RESPONDANTS:**

The following table shows the degree of acceptance of the respondents regarding their communication system.

Degree of acceptance	No of respondents	Percentage
Strongly agree	6	6
Agree	27	27
Neutral	36	36
Disagree	20	20
Strongly disagree	11	11
Total	100	100

**INFERENCE:**

The above table shows regarding communication system 36% of the respondents are neutral, 27% of respondents are agreeing, 20% of respondents are disagreeing.



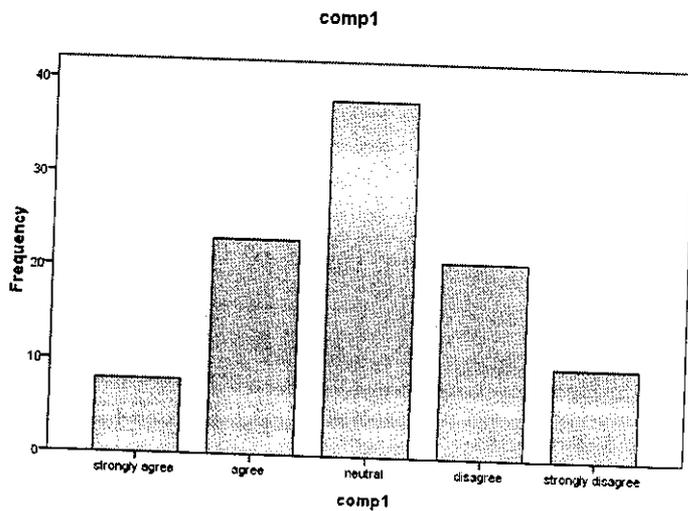
**TABLE 3.9 COMPENSATION PACKAGE OF THE RESPONDANTS:**

The following table shows the degree of acceptance of the respondents regarding their compensation package.

Degree of acceptance	No of respondents	Percentage
Strongly agree	8	8
Agree	23	23
Neutral	38	38
Disagree	21	21
Strongly disagree	10	10
Total	100	100

**INFERENCE:**

The above table shows regarding communication system 36% of the respondents are neutral, 21% of respondents are disagreeing and only 8% of employees are strongly agreeing.



### 3.2 CHI-SQUARE TEST:

**TABLE 3.10**  
**CHI-SQUARE TEST TO FIND THE ASSOCIATION BETWEEN THE**  
**EDUCATION QUALIFICATION AND OPINION ON ORGANIZATION**  
**CLIMATE**

S.NO	OPINION ON ORGANIZATION CLIMATE	EDUCATIONAL QUALIFICATION			
		CALCUATED VALUE	TABLE VALUE	DF	S/NS
1	Management demand is fair	24.16	5.991	2	S
2	Open discussion about job with management	29.01	7.815	3	S
3	Management guides and supports your decisions	4.45	5.991	2	NS
4	Forums and occasions to express your views	6.65	7.815	3	NS
5	Actions taken when the integrity is doubted	25.61	3.841	1	S
6	Individuals are recognized for good performance	1.873	3.841	1	NS
7	You like your work	9.484	5.991	2	S
8	Present work help in career	18.876	7.815	3	S

	growth				
9	Suggestion on work	12.669	7.815	3	S
10	Freedom to perform your job	8.347	5.991	2	S
11	Find yourself part of the team	17.58	5.991	2	S
12	Company updates with all important developments	5.669	7.815	3	NS
13	Supervisor sharing all important developments	4.788	7.815	3	NS
14	Supervisor communicates about your daily performance	2.007	3.841	1	NS
15	Good understanding about company's benefits plans and schemes	7.677	7.865	3	NS
16	Encouraged cooperation /collegiality	1.277	5.991	2	NS
17	Satisfied with salary received	9.007	7.815	3	S
18	Satisfied with welfare received	3.348	5.991	2	NS
19	Satisfied with annual increase in salary	25.548	7.815	3	S
20	Satisfied that my competency package matching my responsibilities	8.444	5.991	2	S
21	Drinking water facilities	12.965	3.841	1	S
22	Toilet facilities	1.488	5.991	2	NS
23	Lighting	21.556	3.841	1	S
24	Work area(space)	9.321	7.815	3	S

25	Maintenance of computers and other equipments	12.889	5.991	2	S
26	Cleanliness of workplace	13.455	7.815	3	S
27	Sports club	1.561	5.991	2	NS
28	Noise control	4.098	7.815	3	NS
29	Maintenance and storage of hazardous chemicals	22.676	3.841	1	S
30	Canteen facilities	1.123	5.991	2	NS

Source: Primary data      S- Significant    NS- Not Significant

**INFERENCE:**

There is a association between educational qualification and opinion on organization climate namely the Management demand is fair(calculated value 24.16 > table value 9.591), Open discussion about job with management (calculated value 29.01 > table value 8.845), Actions taken when the integrity is doubted(calculated value 25.61 > table value 3.841), You like your work(calculated value 9.484 > table value 5.991), Present work help in career growth (calculated value 18.876 > table value 7.815), Suggestion on work(calculated value 12.669 > table value 7.815), Freedom to perform your job(calculated value 8.347 > table value 5.991), Find yourself part of the team(calculated value 17.58 > table value 5.991), Satisfied with salary received (calculated value 9.007 > table value 6.715), Satisfied with annual increase in salary(calculated value 25.548 > table value 7.815), Satisfied that my competency package matching my responsibilities(calculated value 8.444 > table value 5.991), Drinking water facilities (calculated value 12.965 > table value 3.841), Lighting(calculated value 21.556 > table value 6.998), Work area(space) (calculated value 9.321 > table value 7.333), Maintenance of computers and other equipments (calculated value 12.889 > table value 5.239), Cleanliness of workplace (calculated value 13.455 > table value 7.298), Maintenance and storage of hazardous chemicals (calculated value 22.676 > table value 6.467) is concluded that overall opinion on job environment are statistically significant.

**TABLE 3.11****CHI-SQUARE TEST TO FIND THE ASSOCIATION BETWEEN THE WORK EXPERIENCE AND OPINION ON ORGANIZATION CLIMATE**

S.NO	OPINION ON ORGANIZATION CLIMATE	WORK EXPERIENCE			
		CALCUATED VALUE	TABLE VALUE	DF	S/NS
1	Management demand is fair	14.16	5.991	2	S
2	Open discussion about job with management	23.01	12.592	6	S
3	Management guides and supports your decisions	2.85	5.991	2	NS
4	Forums and occasions to express your views	7.25	9.488	4	NS
5	Actions taken when the integrity is doubted	15.61	9.488	4	S
6	Individuals are recognized for good performance	1.873	5.991	2	NS
7	You like your work	9.484	12.592	6	NS
8	Present work help in career growth	18.876	5.991	2	S
9	Suggestion on work	12.269	12.592	6	NS
10	Freedom to perform your job	2.347	5.991	2	NS

11	Find yourself part of the team	17.58	12.592	6	S
12	Company updates with all important developments	5.669	9.488	4	NS
13	Supervisor sharing all important developments	5.788	5.991	2	NS
14	Supervisor communicates about your daily performance	3.107	3.841	6	NS
15	Good understanding about company's benefits plans and schemes	7.773	9.488	4	NS
16	Encouraged cooperation /collegiality	4.277	5.991	2	NS
17	Satisfied with salary received	11.007	12.592	6	NS
18	Satisfied with welfare received	3.348	5.991	2	NS
19	Satisfied with annual increase in salary	15.548	7.815	3	S
20	Satisfied that my competency package matching my responsibilities	8.444	9.488	4	NS
21	Drinking water facilities	12.965	12.592	6	S
22	Toilet facilities	1.488	9.488	4	NS
23	Lighting	21.556	12.592	6	S
24	Work area(space)	9.321	9.488	4	NS
25	Maintenance of computers and other equipments	12.889	5.991	2	S
26	Cleanliness of workplace	3.455	9.488	4	NS
27	Sports club	1.561	3.841	1	NS

28	Noise control	4.098	5.991	2	NS
29	Maintenance and storage of hazardous chemicals	22.676	9.488	4	S
30	Canteen facilities	1.123	12.592	6	NS

Source: Primary data      S- Significant    NS- Not Significant

### INFERENCE:

There is a association between educational qualification and opinion on organization climate namely the Management demand is fair(calculated value 24.16 > table value 9.591), Open discussion about job with management (calculated value 29.01 > table value 8.845), Actions taken when the integrity is doubted(calculated value 25.61 > table value 3.841), Present work help in career growth (calculated value 18.876 > table value 7.815), Find yourself part of the team(calculated value 17.58 > table value 5.991),Satisfied with annual increase in salary(calculated value 25.548 > table value 7.815), Drinking water facilities (calculated value 12.965 > table value 3.841), Lighting(calculated value 21.556 > table value 6.998), Maintenance of computers and other equipments (calculated value 12.889 > table value 5.239), Maintenance and storage of hazardous chemicals (calculated value 22.676 > table value 6.467) is concluded that overall opinion on job environment are statistically significant.

**TABLE 3.12****CHI-SQUARE TEST TO FIND THE ASSOCIATION BETWEEN THE MONTHLY INCOME AND OPINION ON ORGANIZATION CLIMATE**

S.NO	OPINION ON ORGANIZATION CLIMATE	MONTHLY INCOME			
		CALCUATED VALUE	TABLE VALUE	DF	S/NS
1	Management demand is fair	22.16	5.991	2	S
2	Open discussion about job with management	19.01	7.815	3	S
3	Management guides and supports your decisions	4.45	5.991	2	NS
4	Forums and occasions to express your views	6.65	12.592	6	NS
5	Actions taken when the integrity is doubted	25.61	3.841	1	S
6	Individuals are recognized for good performance	1.873	9.488	4	NS
7	You like your work	9.484	5.991	2	S
8	Present work help in career growth	18.876	7.815	3	S
9	Suggestion on work	12.269	12.592	6	NS
10	Freedom to perform your job	8.347	5.991	2	S

11	Find yourself part of the team	17.58	9.488	4	S
12	Company updates with all important developments	5.669	7.815	3	NS
13	Supervisor sharing all important developments	4.788	12.592	6	NS
14	Supervisor communicates about your daily performance	2.007	3.841	1	NS
15	Good understanding about company's benefits plans and schemes	7.677	7.815	3	NS
16	Encouraged cooperation /collegiality	1.277	9.488	4	NS
17	Satisfied with salary received	9.007	7.815	3	S
18	Satisfied with welfare received	3.348	5.991	2	NS
19	Satisfied with annual increase in salary	25.548	7.815	3	S
20	Satisfied that my competency package matching my responsibilities	8.444	12.592	6	S
21	Drinking water facilities	12.965	3.841	1	S
22	Toilet facilities	1.488	5.991	2	NS
23	Lighting	21.556	3.841	1	S
24	Work area(space)	9.321	12.592	6	S
25	Maintenance of computers and other equipments	12.889	9.488	4	S
26	Cleanliness of workplace	13.455	5.991	2	S
27	Sports club	1.561	3.841	1	NS

28	Noise control	4.098	7.815	3	NS
29	Maintenance and storage of hazardous chemicals	22.676	9.488	4	S
30	Canteen facilities	1.123	5.825	1	NS

e: Primary data      S- Significant      NS- Not Significant

Source

### INFERENCE:

There is a association between monthly income and opinion on organization climate namely the Management demand is fair(calculated value 24.16 > table value 9.591), Open discussion about job with management (calculated value 29.01 > table value 8.845), Actions taken when the integrity is doubted(calculated value 25.61 > table value 3.841), You like your work(calculated value 9.484 > table value 5.991), Present work help in career growth (calculated value 18.876 > table value 7.815), Suggestion on work(calculated value 12.669 > table value 7.815), Freedom to perform your job(calculated value 8.347 > table value 5.991), Satisfied with salary received (calculated value 9.007 > table value 6.715), Satisfied with annual increase in salary(calculated value 25.548 > table value 7.815), Satisfied that my competency package matching my responsibilities(calculated value 8.444 > table value 5.991), Drinking water facilities (calculated value 12.965 > table value 3.841), Lighting(calculated value 21.556 > table value 6.998), Work area(space) (calculated value 9.321 > table value 7.333), Maintenance of computers and other equipments (calculated value 12.889 > table value 5.239), Cleanliness of workplace (calculated value 13.455 > table value 7.298), Maintenance and storage of hazardous chemicals (calculated value 22.676 > table value 6.467) is concluded that overall opinion on job environment are statistically significant.

**TABLE 3.13**

**CHI-SQUARE TEST TO FIND THE ASSOCIATION BETWEEN THE AGE AND OPINION ON ORGANIZATION CLIMATE**

S.NO	OPINION ON ORGANIZATION CLIMATE	AGE			
		CALCUATED VALUE	TABLE VALUE	DF	S/NS
1	Management demand is fair	22.16	5.991	2	S
2	Open discussion about job with management	9.01	9.488	4	NS
3	Management guides and supports your decisions	4.45	5.991	2	NS
4	Forums and occasions to express your views	6.65	7.815	3	NS
5	Actions taken when the integrity is doubted	25.61	9.488	4	S
6	Individuals are recognized for good performance	1.873	3.841	1	NS
7	You like your work	9.484	12.592	6	S
8	Present work help in career	18.876	7.815	3	S

	growth				
9	Suggestion on work	11.669	7.815	3	S
10	Freedom to perform your job	7.347	12.592	6	NS
11	Find yourself part of the team	17.58	5.991	2	S
12	Company updates with all important developments	5.669	7.815	3	NS
13	Supervisor sharing all important developments	4.788	5.815	3	NS
14	Supervisor communicates about your daily performance	2.007	3.841	1	NS
15	Good understanding about company's benefits plans and schemes	7.677	7.865	3	NS
16	Encouraged cooperation /collegiality	3.277	9.488	4	NS
17	Satisfied with salary received	9.007	7.815	3	S
18	Satisfied with welfare received	3.348	5.991	2	NS
19	Satisfied with annual increase in salary	25.548	9.488	4	S
20	Satisfied that my competency package matching my responsibilities	8.444	5.991	2	S
21	Drinking water facilities	12.965	12.592	6	S
22	Toilet facilities	1.488	3.841	1	NS
23	Lighting	21.556	6.998	4	S
24	Work area(space)	9.321	12.592	6	NS

25	Maintenance of computers and other equipments	12.889	5.991	2	S
26	Cleanliness of workplace	13.455	7.815	3	S
27	Sports club	1.561	7.815	3	NS
28	Noise control	4.098	3.841	1	NS
29	Maintenance and storage of hazardous chemicals	22.676	5.991	2	S
30	Canteen facilities	1.123	12.592	6	NS

Source: Primary data      S- Significant    NS- Not Significant

#### INFERENCE:

There is a association between age and opinion on organization climate namely the Management demand is fair(calculated value 24.16 > table value 9.591),Actions taken when the integrity is doubted(calculated value 25.61 > table value 3.841), You like your work(calculated value 9.484 > table value 5.991), Present work help in career growth (calculated value 18.876 > table value 7.815), Suggestion on work(calculated value 12.669 > table value 7.815), Find yourself part of the team(calculated value 17.58 > table value 5.991), Satisfied with salary received (calculated value 9.007 > table value 6.715), Satisfied with annual increase in salary(calculated value 25.548 > table value 7.815), Satisfied that my competency package matching my responsibilities(calculated value 8.444 > table value 5.991), Drinking water facilities (calculated value 12.965 > table value 3.841), Lighting(calculated value 21.556 > table value 6.998), Maintenance of computers and other equipments (calculated value 12.889 > table value 5.239), Cleanliness of workplace (calculated value 13.455 > table value 7.298), Maintenance and storage of hazardous chemicals (calculated value 22.676 > table value 6.467) is concluded that overall opinion on job environment are statistically significant.

**CONCLUSION**

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## CHAPTER 4

### CONCLUSION

#### 4.1 FINDINGS

1. 52% of the respondents are male so there are more male workers.
2. 52% of the respondents finished Sslc and 45% finished Hsc.
3. 69% of the respondents are experienced from 1 to 5 yrs.
4. Income level of employees 59% of the respondents are having income between 5000 to 10000.
5. Regarding work environment 30% of the employees are disagreeing and 30% of employees are neutral.
6. Considering communication system 36% of the employees are neutral and others are disagreeing.
7. Regarding relation with management 31% of the employees are disagreeing and others are neutral.
8. There is a significant association between educational qualification and Management demand is fair, Open discussion about job with management, Actions taken when the integrity is doubted, You like your work, Present work help in career growth, Suggestion on work, Freedom to perform your job, Satisfied with salary received, Satisfied with annual increase in salary, Satisfied that my competency package matching my responsibilities, Drinking water facilities, Lighting Work area(space), Maintenance of computers and other equipments
9. There is a significant association between Experience and Management demand is fair, Open discussion about job with management, You like your work, Present work help in career growth,

Satisfied that my competency package matching my responsibilities, Drinking water facilities, Lighting Work area(space), Maintenance of computers and other equipments

10. There is a significant association between Monthly income and Management demand is fair, Open discussion about job with management, Actions taken when the integrity is doubted, You like your work, Present work help in career growth, Suggestion on work, Freedom to perform your job, Satisfied with salary received, Satisfied with annual increase in salary, Satisfied that my competency package matching my responsibilities, Drinking water facilities, Lighting Work area(space), Maintenance of computers and other equipments.

11. There is a significant association between Age and Management demand is fair, Open discussion about job with management, Actions taken when the integrity is doubted, You like your work, Present work help in career growth, Satisfied with salary received, Satisfied with annual increase in salary, Satisfied that my competency package matching my responsibilities, Drinking water facilities, Lighting Work area(space), Maintenance of computers and other equipments

#### **4.2 SUGGESTION:**

The organization can concentrate on taking measure to increase the level of “neutral zone” to “highly satisfied zone”. Steps to be taken for increasing the relationship between the management and the employees. The organization should upgrade the facilities provided to the employees.

#### **4.3 CONCLUSION:**

This study is done on Organization climate and a survey is done among the employees of Ace tex. Thus the study clearly states that employees are neutral about organization climate and facilities provided to them and it also states that organization takes necessary steps to increase the welfare of the employees. Organization also provides useful and necessary facilities to employees to motivate them to attain their goals.

# **APPENDIX**

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## APPENDIX

### QUESTIONNAIRE:

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(Name of the Company)

Name:	Emp. No:
Designation:	Department:

Educational qualification : 1) SSLC 2) HSC 3) ITI 4) Diploma 5) Graduate

Work experience in ACE TEX :

1) Below 1 year 2) 1-5 years 3) 6-10 years 4) Above 10 years

Monthly income :

1) Below 5000 2) 5000-10000 3) 10000-15000 4) Above 15000

Gender :

1) Male 2) female

Age :

1) Below 30 2) 30-40 3)40-50 4) above 50

- **STRONGLY AGREE : 5**
- **AGREE : 4**
- **NEUTRAL : 3**
- **DISAGREE : 2**
- **STRONGLY DISAGREE : 1**

**1. MANAGEMENT:**

	5	4	3	2	1
1) Management is demanding but fair to you.					
2) Open discussion about job is possible with management.					
3) Management guides & supports your decision.					

**2. ORGANIZATION:**

	5	4	3	2	1
1) Has enough forums & occasions to express your view.					
2) Strict action is taken if the integrity is in doubt.					
3) Individuals are recognized for good performance.					

**3. WORK:**

	5	4	3	2	1
1) Do you like the work?					
2) Do you think that your present work will help you grow in your career?					
3) Do you give suggestions on work?					
4) Do you feel you have freedom to perform your job?					
5) Do you find yourself part of the team?					

**4. COMMUNICATION SYSTEMS:**

	5	4	3	2	1
<b>1) Company updates you with all important developments.</b>					
<b>2) My supervisor shares with you on all important corporate developments.</b>					
<b>3) My supervisor communicates regularly about your department's performance.</b>					
<b>4) You have a good understanding about the company's various benefit plans/schemes.</b>					

**5. COMPENSATION PACKAGE:**

	5	4	3	2	1
<b>1) I am satisfied with the salary I receive.</b>					
<b>2) I am satisfied with the welfare facilities extended by the company.</b>					

<b>3) I am satisfied with the annual increase I have received.</b>					
<b>4) I am satisfied that my compensation package matches my responsibilities.</b>					

**6. PHYSICAL WORKING CONDITION IN THE ORGANIZATION**

- **EXCEEDS EXPECTATION : 5**
- **MEETS EXPECTATION : 4**
- **MEETS STANDERD : 3**
- **DOES'N MEETS THE EXPECTATION : 2**
- **SUBSTANDING : 1**

Drinking water facilities

Toilet facilities

Lighting

Work area(space)

Maintenance of computers and other equipments

Cleanliness of workplace

Sports club

Noise control

Maintenance and storage of hazardous chemicals

Telephone facilities

Canteen facilities

**7. OVERALL OPINION:**

- **HIGHLY FAVOURABLE : 5**
- **FAVOURABLE : 4**
- **STATIC : 3**
- **UNFAVOURABLE : 2**
- **RISKY : 1**

Infrastructure : \_\_\_\_\_

Transportation : \_\_\_\_\_

Hostel facilities : \_\_\_\_\_

Medical aids : \_\_\_\_\_

Entertainment : \_\_\_\_\_

Work environment : \_\_\_\_\_

Superior – subordinate relation : \_\_\_\_\_

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