
An Study On Organizational Climate Of The Selected Sugar Mills In Tamil Nadu

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Abstract: The organisational atmosphere is the common experience of workers who work and live in the organisation. It is the sum of people's opinions about an organization's procedures, policies, and activities. It represents the psychological environment of the company, which is made up of individual perspectives framed over time on micro events that affect them and those around them. It is a set of measurable work environment characteristics that have an effect on the participants' job and happiness, either directly or indirectly. Employees' knowledge of organisations and their work is shaped and enhanced by organisational climate variables. With innovative individual motivation to exchange knowledge among group members, a cooperative environment unlocks the right to use among group members and offers more efficiency. In order to boost the country's economic situation, corporate management should strive to create a welcoming organisational atmosphere. The sugar industry plays a complementary role in generating foreign exchange. Apart from text tails, the sugar industry is the largest in the manufacturing sector, employing thousands of technicians and a shortage of trained and unskilled workers. Thousands of people are still involved in the sugar trade and the transportation of sugar cane. As a result, the study focuses primarily on the organisational climate of selected sugar mills in Tamil Nadu.

Keywords: Demographic Profile, working life and factors affecting organisation climate

INTRODUCTION

The study of organisational environment is a common topic in the field of industrial and organisational psychology (Kundu, 2007). Organizations are critical to a society's growth and well-being. Organizations, it could be said, play a significant role in our lives. As staff, teachers, employers, patients, and people, we are all active in organisations. Person evaluations of the world at work result in multidimensional variables. The sum of these variables is referred to as organisational environment. These assessments can cover broad aspects or determinants of organisational conduct, such as rules and regulations, physical facilities, structure, autonomy, incentive structure, tolerance and conflict, the need for creativity, encouragement, consideration, job stress, job satisfaction, leadership styles, and so on. "Organizational environment is a special collection of characteristics that distinguishes an organisation and sets it apart from other organisations," according to Hand and Gilmer. These traits persist for an extended period of time, affecting the behaviour of those who work in such an area. It is a thorough investigation into planning the organisational climate to compete and achieve its long-term goals in a stable market setting. Employee views of their company's economic environment or internal work environment are referred to as organisational climate. Any organization's success is dependent on its environment. It is important to maintain a positive organisational environment in order for employees to perform well. The key is to enhance employee abilities. The organisational environment varies from one organisation to the next, and often within the same organisation. The atmosphere of an organisation can be both optimistic and negative. Employee actions and, as a result, organisational efficiency is affected. Recognizing the significance of Growing interest is being shown in the impact of organisational environment on organisational success. Organizational environment is something that needs to be understood and applied. In reality, a number of studies have attempted to answer this question. In the perceptual context of temperature, calculate organisational climate. The most perplexing insight is the It's possible that what's cool for one person is too hot for another, and vice versa. appropriate for others Similarly, the 'climate' of an entity can be seen in absolute terms. Instruments may quantify it, but people experience it differently. The weather conditions may be ideal for a human and not another Climate is essential to comprehend and calculate because there are a variety of factors that influence is advantages for both the organisation and the people a 'good' climate, as well as

significant drawbacks of various kinds of bad weather, etc. Employee perceptions are shaped and improved by organisational environment influences in the direction of the company and their jobs A cooperative atmosphere allows people to put their skills to good use. Person incentive to share expertise inside the community from group members and inventive individuals Members produce more output, resulting in increased productivity. As a result, it is critical that the management of Corporations should aim to construct a pleasant working environment for their employees improve the country's economic situation.

REVIEW OF LITERATURE

Mohanty (2012) investigated the HRD environment in private insurance companies in Odisha and its effect on job efficiency. The study looked at the HRD atmosphere in five private insurance companies: Max New York Life Insurance Co. Ltd., Birla Sun Life Insurance Company Ltd., HDFC Standard Life Insurance Company Ltd., Tata AIG Life Insurance Company Ltd., and Bajaj Allianz Life Insurance Company Ltd. The HRD environment questionnaire (Rao and Abraham) and the North Carolina Rating Scale (for assessing job performance) were used in this analysis. According to the findings, the private insurance sector in Odisha has a good/average HRD environment and average job results. According to the findings, there is a substantial connection between HRD environment and job efficiency.

Lakshmanan (2014) investigated the organisational environment and employee efficiency in a number of Tamilnadu's public sector enterprises. Workers' attitudes, job characteristics, working conditions, personal policies, managerial structure and policies, performance–reward relationship, participative management, external factors, social values, and emerging technology research were all included in the study. The study's results show that the organisational environment has an impact on employees' successful performance because it is linked to motivation and work satisfaction.

Jegajothi (2015) looked into the connection between workplace environment and employee efficiency. According to the findings, there is a positive relationship between organisational environment and employee efficiency, as well as a positive relationship between organisational climate and organisational effectiveness. Employee morale and efficiency are positively correlated with workplace behaviour, worker productivity, work engagement, job level, job status, promotion, employee training, and employee incentives, according to the report. According to the research, job engagement makes employees work on a daily basis and make sound decisions.

Both the employer and the employee, according to Vijayabanu et al. (2017), expect a healthy organisational environment. Employee motivation is influenced by the organisational environment, which increases employee efficiency. The current study looked at the relationship between supervisory style, member conflict, member autonomy, transparency, member efficiency, organisation support, and job commitment and organisational environment variables. A hundred employees of a private sugar manufacturing company provided the data. The data was analysed using a structural equation model with Smart-PLS. Except for member efficiency, all five independent variables were found to positively predict employee job engagement. This model's R² value is 67.2 percent. The effect of six independent variables on job commitment is depicted in this graph. The limitations of the study as well as the scope of future studies have been addressed.

Stakeholder participation is one of the problems affecting IAC's progress, according to Sofia Sherman et al. (2018). To that end, we suggest a vision for exploiting organisational climate theory in software engineering research to effectively handle IAC. The preceding review lays the groundwork for our belief that organisational environment can be an important tool for resolving the issues posed. We recommend that organisational research partnership environment be measured.

Objectives of the study

- To analysis the Demographic profile of the respondents in sugar mill
- To find out Factors Influence of organizational climate on Employee Performance in sugar mills

METHODOLOGY

Employees from sugar mills in Tamilnadu make up the study's universe. Purposive sampling was used to pick a group of 190 workers from different departments as respondents. The primary data for this analysis was gathered using a questionnaire that included both open-ended and closed-ended questions. Secondary information was gathered from journals and websites. The opinions of respondents were categorised into 5-point scales ranging from "Highly Satisfied" to "Highly Dissatisfied" as well as "Strongly Agree to Strongly Disagree" to assess the quality of work life among employees and to examine the relationship between productivity and quality of work life. The aim of this survey was to assess employees' attitudes toward 23 main factors that influence their work life quality. A pilot study with 30 randomly chosen respondents was conducted before the main survey to ensure that the questionnaire instrument was reliable and valid. The respondents were asked to identify the most significant issues impacting overall work life efficiency. The Cronbach alpha reliability test was used, with a reasonably high performance (0.74). As a result, the questionnaire used to

measure the degree of satisfaction with the quality of work life of sugar mill employees was found to be accurate.

DATA DISCUSSION

Table 1: Demographic Profile of Respondents

Category	No. of Respondents	Percentage (%)
Age		
Below 25 years	12	6.7
26-35 years	28	14.3
36-45 years	71	36.9
46-55 years	47	24.3
Above 55 years	29	14.8
Educational Qualification		
School level	47	24.3
ITI	35	16.8
Diploma	26	15.2
Graduate	58	32.1
Post Graduate	23	12.6
Monthly income		
Below Rs.5000	13	7.3
Rs.5001-10000	71	37.8
Rs.10001-15000	68	36.3
Rs.15001-20000	26	14.2
Above Rs.20000	17	9.4
Marital Status		
Married	163	81
Unmarried	27	19

Source: Primary data

Table 1 shows that 11 (5.7 percent) of the 190 respondents were under the age of 25, 29 (15.3 percent) were between the ages of 25 and 35, 72 (37.9%) were between the ages of 36 and 45, 48 (25.3%) were between the ages of 46 and 50, and 30 (15.8%) were between the ages of 50 and 60. According to the table, 25.3 percent of the respondents had a high school diploma, 17.8 percent had an ITI, 14.2 percent had a diploma, 31.1 percent had a college degree, and 11.6 percent had a postgraduate degree. Just 6.3 percent of the respondents had a monthly income of less than Rs.5000, 36.8% had a monthly income of Rs.5001-10000, 35.3 percent had a monthly income of Rs.10001-15000, 13.2 percent had a monthly income of Rs.15001- 20000, and 8.4 percent had a monthly income of more than Rs.20000. Table 1 shows that 91 percent of the respondents were married, while the remaining 9 percent were single.

Table 2: Factors Influence of organizational climate on Employee Performance in sugar mills

S.No.	Factors	Un standardized Coefficients		Standardized Coefficients	t	P
		B	Std. Error	Beta		
	Constant	.840	.178		4.711	0.000
1	Orientation	.138	.030	.199	4.669	.000
2	Interpersonal Relation	.101	.047	.113	2.173	.030
3	Supervising	-.025	.063	-.024	-.402	.688
4	Managing Problem	0.190	0.083	0.240	2.281	.023

5	Managing Mistakes	-.026	.075	-.035	-.346	.729
6	Managing Conflict	.161	.052	.175	3.113	.002
7	Communication	.020	.037	.027	.537	.591
8	Decision Making	.076	.045	.097	1.701	.089
9	Trust	.068	.035	.087	1.938	.053
10	Reward Management	.166	.040	.184	4.174	.000
11	Risk Taking	.280	.031	.247	9.003	.000
12	Management of Change	.120	.036	.103	3.347	.001

Source: Primary data

The multiple regression analysis has been carried a sample of 423 and data considering employee performance as a dependent variable and the remaining independent variables to test below hypothesis. The above table shows that ($R^2 = .528$, $F = 44.364$, $P = 0.000$) hence the P value is significant at 1% level it is affirmed that there is an influence by the organizational climates factor over the employee performance. The table also exhibits among the 12 factors of organizational climate only five factors are not significant. The remaining seven factors of organizational climate are at 1% level of significance with the employee performance.

RESULTS AND DISCUSSION

Managerial job output should be enabled by the organisational environment. When the environment allows for managerial job success, subordinates can work with enthusiasm. The environment in which the company operates must allow for leadership transformation. It encourages workers to achieve high levels of success. Employment satisfaction ensures that the company gets the most out of its employees. As a result, the working environment must satisfy the workers. To ensure employee satisfaction, the company should revise and frame the organisational environment. Only when an organisation has a positive impact on the workplace environment and the employee-employer relationship can it be considered successful. It must be able to respond to stimuli from the surrounding world. The organisational climate is a collection of reasonably stable work atmosphere properties that employees experience as facilitators, stimulators, evaluators, and perception shapers, all of which enhance employee behaviour and efficiency. The aim of this study is to determine the organization's environment as well as the employees' perceptions of that climate. The results of this study show that workers in the sugar mill industry are conscious of their workplace environment, as shown by the respondents' responses. The vast majority of respondents are optimistic about the current organisational situation in the sugar mill industry. The majority of respondents believe that the work environment is beneficial to them. The majority of respondents have a favourable view of the different aspects of the organisation in the market, according to the overall assessment of the organisation environment. The majority of employees believe that the organisational environment has a positive impact on the company's growth. Instead of only stimulating people or teaching resources, the best way for an organisation to become more creative is to change the organisational environment.

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