

# A Researchon Organizational Climate in M.R.Krishnamurthy Co-Operative Sugar Mill Limited Sethiathope, Cuddalore District

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**Abstract:**Organizational climate is the people-oriented climate. It is the climate that fixates on individuals who are working in the organization. An organizational climate refers to the conditions within an organization as viewed by its employee. The word climate conventionally describes the practices involved in communication, conflict, leadership and rewards. It denotes the prevalent postures, values, norms and feelings which the employees have over the organizations. Every organization has an internal and external climate which influences the practice and policies of the management and employees.

**Key words**Employee's Perception, Job Satisfaction, Organizational Behavior, Relationship with Higher Authority, and Working Environment.

## I. INTRODUCTION

Organizational climate is the core human atmosphere ring within the limits that an organization's workers are focused on. Weather directly or indirectly influences growing operation within an organization and is affected by virtually everything that occurs within the organization. Any organization's sustainability and growth is directly proportional to its favorable climate. The organization's workers need to be familiar with practices, procedures, rules, etc. This can only give employees a sense of belonging and further aid in organizational development. Environment of organization is of great importance for the use of human relations and services at all levels. Organizational environment affects morale, efficiency and job satisfaction

Organizational environment is characterized as the perception of the characteristics that define and distinguish an organization's members. The concept's emphasis was placed on the assumptions that a group of subjects held about their working environment. It has features that maintain a relationship with the work environment and, given changes due to critical situations, have certain longevity. It means that with fairly gradual change one can depend on a certain stability of the atmosphere of an organization; however, such stability can suffer significant disturbances.

## II. DEFINITION

There's a lot of corporate weather literature. The organizational environment is conceptually described in this study as "a holistic concept consisting of the subjective view

of the staff on institution, organization and management." Describing behavior patterns in an entity is an asset. Many companies have an open and harmonious organizational environment, while others have a tight and depressed organizational climate. Specific organizational environments may impact worker

## III. MEASURING ORGANIZATIONAL CLIMATE

Organizational weather assessments are attempting to analyze organizations in terms of dimensions that are thought to capture or explain climate experiences. Different definitions of organizational climate as described above indicate a general disagreement among researchers about what the climate construct actually constitutes. As a result, some researchers have tried to build their own dimensions that shape organizational environment, which will eventually produce many weather styles. Environment assessment seeks to distinguish both bad and good weather components. The areas of communication to be assessed are usually

- Organizational leadership/mission
- Organizational structure/system
- Organizational and you
- Management practices
- Working-co-workers/teams/supervisor
- Self-at work-your role, development, opportunities, motivation, commitment, stress
- Self-outside work-how work affects your life (good/bad)-vice-versa

## IV. GOOD AND BAD CLIMATE OF AN ORGANIZATION

'Good' climate has been linked to following desirable outcome such as;

- Job satisfactions
- Risk- taking
- Departure from the status quo
- Open communication
- Trust
- Operational freedom, and
- Employee development

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'Bad' climate has been linked to following desirable outcome such as;

- Turnover
- Stress
- Sickness
- Poor performance
- Error performance
- Error rate
- Wastage
- Accidents
- Sabotage
- Absenteeism
- Go-slow
- Bullying

### V. NEED FOR THE STUDY

Organizational environment acts as guidelines for coping with workers and has a major impact on individuals' morale and performance as well as on the overall working group. This regulates the actions of workers by determining which kinds of conduct are to be praised and what are to be punished. Therefore, an organization can control and motivate people to act in the way they want to behave in desired manners that suit to organization.

### VI. OBJECTIVE OF THE STUDY

1. To research the organizational structure of M.R.Krishnamurthy sugar mill limited, Sethiyathope-district of Cuddalore
2. To examine the factors that influences the organizational environment in small sugar mill M.R.Krishnamurthy.
3. To deliver M.R.Krishnamurthy Sugar Mill's remedial and promotional steps restricted to suitable organizational environment.

### VII. RESEARCH METHODOLOGY & RESULTS

This study is based on the form of survey which includes primary data. Research aims are accomplished through the compilation, evaluation and interpretation of primary data. Primary data was collected through a specifically well-designed 5-point scale questionnaire and distributed to M.R.Krishnamurthy co-operative sugar mill limited staff and employees.

### VIII. SOURCE OF DATA

The source of data for this research absolutely primary, collected directly from the respondent by serving the questionnaire to them personally.

### IX. PRIMARY DATA

The first-hand information was gathered from the M.R.Krishnamurthy cooperative sugar mill limited administrative and sugar production unit, Sethiyathope-Cuddalore district. The primary data was obtained from 125 participants, including administrative staff and employees processing sugar, as an integral part of the study.

### X. SAMPLE SIZE

In M.R.Krishnamurthy cooperative sugar mill Sethiyathope, Cuddalore district, respondents were selected using the proportionate stratified random sampling process. The sample size of 125 (administrative employees 25 and staff 100) has been taken from the total population of 600 classified employees based on their location.

**Table 1**  
**Working Environment**

S.NO	VARIABLES	SA	A	N	DA	SDA	TOTAL	MEAN
1	Centralization-decision making	10	29	63	14	9	125	3.1360
		8.0	23.2	50.4	11.2	7.2	100.0	
2	Centralization-authority hierarchy	9	27	67	15	7	125	3.1280
		7.2	21.6	53.6	12.0	5.6	100.0	
3	Formalization-rule control	12	31	70	9	3	125	3.3200
		9.6	24.8	56.0	7.2	2.4	100.0	
4	Integration-communication	11	33	70	8	3	125	3.3280
		8.8	26.4	56.0	6.4	2.4	100.0	
5	Integration-hierarchical levels	14	33	67	6	5	125	3.3600
		11.2	26.4	53.6	4.8	4.0	100.0	
6	Integration-horizontal integration	7	35	70	9	4	125	3.2560
		5.6	28.0	56.0	7.2	3.2	100.0	
7	Innovation environment	3	39	70	9	4	125	3.2240
		2.4	31.2	56.0	7.2	3.2	100.0	
8	Supervisory encouragement	8	42	64	7	4	125	3.3440
		6.4	33.6	51.2	5.6	3.2	100.0	
9	Challenging work	14	32	64	9	6	125	3.3120
		11.2	25.6	51.2	7.2	4.8	100.0	
10	Sufficient resource	16	28	65	11	5	125	3.3120
		12.8	22.4	52.0	8.8	4.0	100.0	
11	Team support	13	30	67	10	5	125	3.2880
		10.4	24.0	53.6	8.0	4.0	100.0	
12	Organizational encouragement	14	31	68	6	6	125	3.3280
		11.2	24.8	54.4	4.8	4.8	100.0	
13	Organizational impediments	12	33	66	6	8	125	3.2800
		9.6	26.4	52.8	4.8	6.4	100.0	
14	Work pressure	17	29	65	10	4	125	3.3600
		13.6	23.2	52.0	8.0	3.2	100.0	
15	Centralization-hierarchy of authority	17	27	67	8	6	125	3.3280
		13.6	21.6	53.6	6.4	4.8	100.0	

Source: Primary data 2019.

The highest level of 56.0 percent of the respondents neutral on innovation environment, Integration-communication, Integration horizontal integration.33.6 percent of the respondents agree with supervisory encouragement in the organization.13.6 percent of the respondents strongly agree with Centralization-hierarchy of authority, and work pressure in the organization. 12 percent of the respondents Disagree with centralization –authority hierarchy. And 7.2 percent of the respondents strongly disagree centralization-decision making in working environment. The mean score indicate the 3.36 of the respondents in integration-communication, and work pressure in the working environments.

**Table 2**  
**Factor influencing organizational climate**

S.No.	Variables	SA	A	N	DA	SDA	Total	MEAN
1.	Constant	17	23	17	51	17	125	2.7760
		13.6	18.4	13.6	40.8	13.6	100.0	
2.	Orientation	16	26	13	56	14	125	2.7920
		12.8	20.8	10.4	44.8	11.2	100.0	
3.	Interpersonal	7	19	15	62	22	125	2.4160
		5.6	15.2	12.0	49.6	17.6	100.0	
4.	Relation	6	22	16	61	20	125	2.4640
		4.8	17.6	12.8	48.8	16.0	100.0	
5.	Supervising	7	19	14	66	19	125	2.4320
		5.6	15.2	11.2	52.8	15.2	100.0	
6.	Managing	8	18	12	61	26	125	2.3680
		6.4	14.4	9.6	48.8	20.8	100.0	
7.	Communication	6	23	8	66	22	125	2.4000
		4.8	18.4	6.4	52.8	17.6	100.0	
8.	Decision making	10	17	12	57	29	125	2.3760
		8.0	13.6	9.6	45.6	23.2	100.0	
9.	Trust	11	13	13	61	27	125	2.3600
		8.8	10.4	10.4	48.8	21.6	100.0	
10.	Reward management	7	17	16	60	25	125	2.3680
		5.6	13.6	12.8	48.0	20.0	100.0	
11.	Leadership process	6	17	17	60	25	125	2.3520
		4.8	13.6	13.6	48	20.0	100.0	
12.	Quality	7	20	13	57	28	125	2.3680
		5.6	16.0	10.4	45.6	22.4	100.0	
13.	Mission	7	18	13	58	29	125	2.3280
		5.6	14.4	10.4	46.4	23.2	100.0	
14.	Training and development	10	21	7	58	29	125	2.4000
		8.0	16.8	5.6	46.4	23.2	100.0	
15.	Individual competencies	3	9	7	12	94	125	1.5200
		2.4	7.2	5.6	9.6	75.2	100.0	
16.	Practices	3	9	6	11	96	125	1.4960
		2.4	7.2	4.8	8.8	76.8	100.0	
17.	Nature of work	3	12	8	15	87	125	1.6320

Source: Primary data 2019

Out of 125 respondents, the highest level of 76.8 percent respondents strongly disagrees with the factor influencing organizational climate in practices. And 52.8 percent of the respondents disagree with supervising and communicative factors being practiced in the organization. In relation to factors, 20.8 percent of the respondents agree with influencing organizational climate in M.R.Krishnamurthy co-operative sugar mill limited and 13.6 percent of the respondents strongly agree with constant. In view of leadership, 13.6 percent of the respondents are neutral regarding constant and leadership process. The mean score value is 2.7920 in orientation of the factors influencing organizational climate.

**Table 3**  
**Organizational Climate Practice and Promotional Measure**

S.No.	Variables	SA	A	N	DA	SDA	Total	MEAN
1.	Strategic hr alignment	13	70	20	10	12	125	3.4960
		10.4	56.0	16.0	8.0	9.6	100.0	
2.	Line management development	11	79	19	11	5	125	3.6400
		8.8	63.2	15.2	8.8	4.0	100.0	
3.	Line manager training	10	85	15	11	4	125	3.6880
		8.0	68.0	12.0	8.8	3.2	100.0	
4.	Selection system	13	84	15	10	3	125	3.7520
		10.4	67.2	12.0	8.0	2.4	100.0	
5.	Performance appraisal system	12	81	17	11	4	125	3.6880
		9.6	64.8	13.6	8.8	3.2	100.0	
6.	Compensation system	18	80	9	14	4	125	3.7520
		14.4	64.0	7.2	11.2	3.2	100.0	
7.	Career planning system	20	78	11	12	4	125	3.7840
		16.0	62.4	8.8	9.6	3.2	100.0	

Source: Primary data 2019

Out of 125 Respondents majority of 85 (68%), of the respondents are satisfied with line manager Training with the promotion. The considerable 20(16.0%) of the respondents are either agree or disagree with the practice and promotional measure. The proportion of 14(11.2%) of the respondents disagree with compensation system and 12(9.6%), of the respondents strongly disagree with strategic of HR alignment with practice and promotional measure. And mean score value is 3.7840 regarding respondents

career planning system in the practice and promotional measure.

**Table 4**  
**Organizational Climate**

S.NO	VARIABLES	SA	A	N	DA	SDA	TOTAL	MEAN
1.	Freedom	97	14	11	1	2	125	4.6240
		77.6	11.2	8.8	.8	1.6	100.0	
2.	Idea support	94	13	13	4	1	125	4.5600
		75.2	10.4	10.4	3.2	.8	100.0	
3.	Playness & humor	100	13	4	5	3	125	4.6160
		80.0	10.4	3.2	4.0	2.4	100.0	
4.	Debate	94	16	6	6	3	125	4.5360
		75.2	12.8	4.8	4.8	2.4	100.0	
5.	Idea time	98	13	6	5	3	125	4.5840
		78.4	10.4	4.8	4.0	2.4	100.0	
6.	Risk taken	99	12	5	6	3	125	4.5840
		79.2	9.6	4.0	4.8	2.4	100.0	
7.	Conflict	94	18	4	6	3	125	4.5520
		75.2	14.4	3.2	4.8	2.4	100.0	
8.	Organizational performance	96	16	5	5	3	125	4.5760
		76.8	12.8	4.0	4.0	2.4	100.0	
9.	Pressure to produce	98	16	1	5	5	125	4.5760
		78.4	12.8	.8	4.0	4.0	100.0	

SOURCE: Primary data 2019

Out of 125 Respondents, majority of 100(80%) respondents agree with organizational climate in Playness&humour. An average of 18(14.4%) of the respondents conflict with the organizational climate and 13(10.4%) of the respondents are either agree or disagree with the organizational climate. Regarding the idea support 6 (4.8%), of the respondents disagrees with debate, conflict in organization and 5(4.0%) of the respondents strongly disagree with the pressure to produce. The mean score value is 4.240 of the respondents.

*Suggestions*

- The sugar mill M.R.Krishnamurthy should improve the hygienic condition of the canteen facilities and the quality of the food supplied to the workers.
- The concept of helping staff in the company could be updated to improve frequency services and production of sugar.
- This recommended improving the quality of health care facilities for staff and permanent pharmacy.
- Special security measure committee for sugar-producing sites is proposed.
- Higher salaries of the employee could be taken into consideration. The six-month seasonal jobs could also be updated throughout the year where, unlike present, the workers will be involved with the job throughout the year.
- Many employees are not satisfied with the current work environment. An organization's responsibility to create better working conditions and value-added services in the organization is therefore indispensable.
- All co-operative sugar mill workers from M.R.Krishnamurthy should provide contingent benefits. Therefore it is proposed that the equal benefits could be extended to their dependents as well. The organization's security measures should also be increased.



## XI. CONCLUSION

From the above study, the researcher has concluded that the organizational climate in M.R.Krishnamurthy co-operative sugar mill limited, Sethiyathope is up to the mark. Though the respondents are having good supportive feedback mechanism regarding the managerial process of sugar production and administration, sometime they find it difficult to enact it due to practical constraints. Both physical and psychological well being of the employees in respect of various facilities, working conditions and salary will increase the production and employees participation in the organization that will result good organizational climate

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