PREFACE

Trade and business today are not confined to the borders of the countries. Businesses have started operating across borders. The policies of liberalization and globalization have made business practices more complicated. On one hand these policies have opened door for foreign business to come and operate in India, thus helping in generation of employment to masses. But, on the other hand they have added to the already existing complications as the Indian organizations, in most of the cases, face shortage of funds. Conversely, foreign companies have more and easy access to funds, but they are tempted to come and operate in India as they find here abundance of labour, talent and resources. The major issue that is faced by the organizations operating in India is to cope up with the rapidly changing times as the climate is exposed to frequent changes. Again, when people belonging to different cultures have to work in union, the challenges are sure to become more complicated. India is in the transition face, where opening doors for international business has become inevitable. People belonging to different age, gender, social set-up, educational background, and above all, culture are bound to work under single shelf. When management belonging to different culture operates in India, they have to consider various abstract variables like morale, values, leadership styles, perception, beliefs and so on. The fact that Indians are too much sentimental for these abstract variables cannot be discarded by people coming across borders. Indian employees are on the way to develop professional attitude. It is a known fact that performance cannot be induced by training or monetary rewards alone. These factors have no significant influence in isolation. The management belonging to different countries urgently need to study the variables that constitute employees’ performance. The next step that needs to be initiated in this direction is to study the correlation of organizational climate and employees’ performance, so that areas requiring necessary corrections can be traced out, and corrective actions can be taken immediately. Thus, the overall organizational climate
along with personal climate and psychological climate needs a thorough study to help them find some way out. Keeping in mind all these things, the present study has been initiated. The study focuses very clearly on various variables constituting organizational climate and its corresponding effect on employees' performance. The first chapter gives a brief introduction of the electrical companies operating in India; the second chapter highlights various companies managed by Japanese management and American management respectively; the third chapter is devoted to literature review i.e. the work done so far on these lines has been briefed in this chapter; the fourth chapter suggests the steps and methods through which the study has been proceeded. Chapter number five and six give a glimpse of various variables that constitute organizational climate. Chapter seven and eight emphasize on employees' performance. Last but not the least, eighth chapter has been devoted for recommendations and suggestions. Of course, bibliography and appendices have not been overlooked.

Dated: 28th Dec., 2011.
Place: Shimla

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