The behaviors of employees in the organization are influenced by so many factors, but the organizational climate happens to be among the most valued factors for organizational effectiveness and employees performance as well as their psychological well-being. That is why it is imperative for the management to pay due attention to it and try its best to realize the twin goals of organization viz. organizational efficiency and employees well-being. So making the organizational climate worth working pro-employee and humanistic is a must on the part of management, which it can not dare to ill afford. As a failure in this regard may lead to so many negative consequences which may be deserting for the organizations. The modern management is therefore, very much sensitive to the climate of its organizations to shape it as such which not only retains its present employees but also attracts the other employees towards it. Such an attempt will give rise to increased satisfaction, involvement, motivation, well-being and so on among employees.

It was in view of the above, the present study was designed and conducted. The perceived favourableness of the organizational climate was tapped as the idenent employee and group of dependent variables included employee motivation and subjective well-being. If the employees are well motivated and their well-being is high and they also perceive their climate favourable, this will be the ideal state for any organization. But what is the reality in the sector covered in the present study? It has not been properly explored. The present study is a step in this regard. The teachers in higher education were targetted to ascertain the effects of organizational climate on motivation and subjective well-being among them.

The present study is divided into seven chapters. The first chapter contains introduction to the concepts covered in the study, while the review of related literature is presented in second chapter. These chapters also throw light on the status of knowledge in the said area. The rationale of study is properly
described in the third chapter. The fourth chapter consists of research methodology including the details of sample and descriptions about the psychological tools used in this study. Thus the data obtained were analyzed using suitable statistical techniques and the results obtained are presented in chapter fifth. The results obtained in the present study are thoroughly discussed and interpreted in chapter six, in the light of related previous studies. Finally, summary and conclusion are presented in seventh chapter followed by references and appendices.

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I have done my best to make this work a good piece of work and it will be a matter of proud for me if this work proves to be instrumental in enhancing the motivation and well-being among the employees of the country in general and teachers in particular by applying the findings as the source to design the work climate to be motivating and well-being enhancing.

Dated ____________  

Kamini Singh