PREFACE

The vitality of human resource to a nation and to an industry depends upon the levels of its development. Organizations to be dynamic, growth – oriented and fast changing should develop their human resources. Organizations to be vibrant should possess motivated human resources. Due to major changes in the environment, organizations are faced with inconsistency between the environment and the organization. These discontinuities could be driven by government regulations, competitors, technology, or changes in economic and political conditions and also cause reactions of organizations. People are the real assets of an organization provided treated well they can take organizations to commendable heights. Organizational Climate though abstract in concept, is normally associated with job performance and job satisfaction and morale of the employee’s climate. It is a commonly experienced phenomenon and referred to by many expressions as atmosphere, surrounding milieu, environmental and culture etc. Organizations like fingerprints and snowflakes are always unique. Each of its own traditions, methods of action and culture, that in there totality comprises its climate for people.

Organizational Climate is a very significant factor to be considered in studying and analyzing the organization because it has profound influence on the feel outlook, well being and attitudes of organizational members and thus, on their total performance. It affects the behavior of the people in their ways as, defining the stimulus that confronts the individual, placing constraints upon the individual’s freedom of choice and providing source of reward and punishment. An organization consists of many individuals who are working in different functions and roles where they are engaged in the pursuit of some overall goals or a set of goals. Every organization is operated in terms of a set of policies and norms, which are sometimes clearly laid down while at other times are in the form of traditions and conventions. To plan, co-ordinate and control its various activities, an organization requires managers who, in their day-to-day interactions, reflect a variety of leadership styles and skills in dealing with their subordinates. The sum total of these and
many other such activities creates an internal environment within each organization, which accounts for its uniqueness and identify members of an organization who work within and are continuously influenced by this internal environment which is also called organizational culture or organizational climate. The management of an organization must satisfy various needs of the employees, through actions such as allocation of resources, rewards and punishment, pattern of communication, mode of decision making, style of leadership, and so on. An organization influences the feelings, attitudes and behaviors of its members. In the course of time, such actions by the management acquire an enduring quality and result in creating unique organizational culture (or) climate.

The present competitive environment faced by the corporate is that human capital has become a precious source for gaining competitive advantage over other firms. Firms are becoming increasingly dependable on their human resource capabilities. This is because much of the tacit, as well as coded, formal or documented, knowledge that a firm possesses centers on human resources. The ideas for innovation, quality and continuous improvement, as well as other critically important inputs needed to compute in the modern, highly competitive business world, come from people and not from machines. The extent to which people will provide suggestions for improvements—will depend, to a large extent on human resources on an ongoing basis has not always been realized so prominent. An organization became dynamic and growth oriented if their people are dynamic and proactive. Through proper selection of people and by nurturing their dynamism and other competencies an organization can make their people dynamic and proactive. To survive it is very essential for an organization to adopt the change in the environment and also continuously prepare their employees to meet the challenges; this will have a positive impact on the organization. Climate at the individual level is a summary perception of the organizations work environment that is descriptive rather than evaluative in nature and measuring the perceptions of knowledge workers about the prevailing nature of HRD is known as HRD Climate. The constant support of the organization through HRD practices increases the level of job involvement and accordingly affects the performance of the managers. An attempt is made in this study to enquire into the human resource dimensions of organizational climate with specific focus on Andhra Pradesh Southern Power Distribution Company Limited, Praksasm District.