FINDINGS

Following are the main findings of research study:

1. **Regarding groupism in the organisation:**
   a. 56 per cent respondents have been found that **strongly agreed** that there is groupism amongst the employees of their organisation.
   b. 22 per cent respondents have **agreed** that there is groupism amongst the employees of their organisation.
   c. Total respondents who are found accepting the existence of groupism in the organisation are 78 per cent.
   d. Only 11.5 per cent of the total respondents have been found **strongly not agreed** and 5 per cent **not agreed**.
   e. 5.5 per cent of total respondents have been found neither accepting nor rejecting the existence of groupism amongst the employees of the organisation.

2. **Habit of gossiping:**
   a. 51 per cent respondents have **strongly agreed** that the employees of their organisation are in habit of gossiping.
   b. 27 per cent have **agreed** that the employees of their organisation are in habit of gossiping.
   c. 15 per cent out of them **strongly disagree** that the employees of their organisation are in habit of gossiping.

3. **Lack of cooperation, coordination and mutual trust amongst the employees of our organisation at workplace:**
   a. 36 per cent of respondents have **strongly disagreed**
   b. 27 per cent **disagreed**
   c. Only 17 per cent have been found **strongly agree** and 12 per cent **agree**.
   d. 8 per cent are **neither agree nor disagree**
Although, the respondents have strongly disagreed in their responses, yet it has been observed that the problem of noncooperation and distrust is existing amongst the employees.

4. About the Managers/ Supervisors/ H.O.Ds./ Directors of our organisation are biased with their subordinates:
   a. 51.5 per cent of respondents have strongly disagreed
   b. 13 per cent disagreed
   c. 8 per cent have been found neither agree nor disagree
   d. 15.5 per cent have been found strongly agree and 12 per cent agree.
   e. 64.5 of the total respondents have been found saying that there is adequate cooperation, coordination and mutual trust amongst the employees of their organisation at workplace.

5. Employees doing flattery are only benefited:
   a. 42 per cent respondents have strongly agreed.
   b. 26.5 per cent have agreed
   c. 8 per cent have been found neither agree nor disagree
   d. 16.5 per cent have been found strongly disagree and 7 per cent disagree.

6. Employees are usually anxious, feeling insecure and at workplace because of flattery, gossiping, backbiting, leg pulling and mutual distrust:
   a. 24.5 per cent respondents have strongly agreed
   b. 28 per cent have agreed
   c. 11 per cent have been found neither agree nor disagree
   d. 21.5 per cent out of them strongly disagree and 15 per cent disagreed

7. There is always shortage of resources in our organisation:
   a. 30 per cent respondents have strongly agreed and equal numbers of respondents have agreed that means total about 60 per cent respondents have accepted.
   b. 9 per cent have been found neither agree nor disagree
c. 19.5 per cent out of the total respondents have strongly disagreed and 12.5 per cent disagreed

8. The working conditions, work environment and organisational culture of our organisation are not good:
   a. 30 per cent respondents have strongly agreed
   b. 27 per cent of respondents have agreed that means total about 57 per cent respondents have accepted.
   c. 22 per cent out of the total respondents have strongly disagreed and 9 per cent disagreed
   d. 12 per cent of total respondents could not judge whether the working conditions and work environment is good or bad at their workplace.

9. Inter-personal relationship amongst the employees of our organisation at their workplace is not good:
   a. 37.5 per cent respondents have strongly agreed
   b. 23.5 per cent of respondents have agreed that means total about 61 per cent of total respondents have accepted.
   c. 18.5 per cent out of the total respondents have strongly disagreed and 13 per cent disagreed to this statement
   d. 7.5 per cent of total respondents could not judge Inter-personal relationship amongst the employees of their organisation at their workplace are good or bad.

10. Organisational Climate is constituted by the all the factors mentioned in above 9 points:
    a. 61.5 per cent respondents have strongly agreed.
    b. 20.5 per cent of respondents have agreed that means total about 82 per cent of total respondents have accepted
    c. 10 per cent out of the total respondents have strongly disagreed and 4 per cent disagreed.
    d. 4 per cent of total respondents could not judge Organisational Climate is constituted by the all the factors mentioned in above 9 points.
11. The factors mentioned in all the above 9 points are affecting adversely on our organisational climate:
   a. 50 per cent respondents have strongly agreed
   b. 12 per cent of respondents have agreed that means total about 62 per cent respondents have accepted.
   c. 12 per cent out of the total respondents have strongly disagreed and 10 per cent disagreed
   d. 12 per cent of total respondents could not judge whether the working conditions and work environment is good or bad at their workplace.

12. The employees of our organisation are insincere, disloyal and not performing the work assigned to them due to bad organisational climate:
   a. 67 per cent respondents have strongly agreed.
   b. 15 per cent of respondents have agreed that means total about 82 per cent of total respondents have accepted.
   c. 11.5 per cent have been found strongly disagree.

13. Performance and work output of employees of our organisation is usually poor due to the poor and bad organisational climate:
   a. 36.5 per cent respondents have strongly agreed.
   b. 31 per cent of respondents have agreed.
   c. Total about 67 per cent of total respondents have accepted.
   d. 23 per cent of total employees strongly disagree
   e. 3.5 per cent disagree and 6.5 per cent could not give clear reply.

14. The performance, work efficiency and output of the employees are always affected by the organisational climate in our organisation:
   a. 27 per cent respondents have strongly agreed.
b. 35 per cent of respondents have agreed that means total about 62 per cent of total respondents have accepted.

c. 18 per cent of total employees strongly disagree.

d. 12 per cent have been found disagree and 8 per cent could neither agree nor disagree.

15. In order to keep the performance of employees high and enhance their work efficiency and output, the organisational climate must be good:
   a. 36.5 per cent respondents have strongly agreed.
   b. 28.5 per cent of respondents have agreed that means total about 75 per cent of total respondents have accepted.
   c. 19.5 per cent of total employees strongly disagree
   d. About 8 per cent have been found disagree and in equal number neither agree nor disagree.

16. An uncongenial and ambiguous work environment spoils the organisational climate consequently the employees’ performance is affected adversely:
   a. 45 per cent respondents have strongly agreed.
   b. 25 per cent of respondents have agreed.
   c. About 70 per cent of total respondents have accepted.
   d. 20 per cent of total employees do not agree.

17. Frequent visits and availability of the top management at workplace helps in maintaining employees discipline and high performance of employees:

   a. 38.5 per cent respondents have strongly agreed, about 26.5 per cent of respondents have agreed that means total about 65 per cent of total respondents have accepted.
   b. about 15 per cent of total employees have neither agreed nor disagreed and about 10 per cent strongly disagreed and 10 per cent disagreed.
18. Employees’ abilities and demographical qualities are as per Business Needs of the organisation:
   a. 30 per cent respondents have strongly agreed to this statement employees’ abilities and demographical qualities are as per Business Needs of the organisation, and about 25 per cent of respondents have agreed that means total about 55 per cent of total respondents have accepted.
   b. about 12.5 per cent of total employees have neither agreed nor disagreed and about 21.5 per cent strongly disagreed and 11 per cent disagreed to this statement but there is higher number of respondents who are agreeing to this statement.

19. Demographical factors like age and genders gap between the employees affect adversely on employees climate as well as employees performance:
   a. 31 per cent respondents have strongly agreed, and about equal number of respondents have agreed that means total about 60 per cent of total respondents have accepted.
   b. 12.5 per cent of total employees have neither agreed nor disagreed and about 15 per cent strongly disagreed and 12 per cent disagreed

20. Demographical factors have no impact on organisational climate and performance of employees:
   a. 31.5 per cent respondents have strongly agreed, about 36 per cent of respondents have agreed that means total about 67 per cent of total respondents have accepted.
   b. 17 per cent of total employees have neither agreed nor disagreed and about 7 per cent strongly disagreed and 8 per cent disagreed to this statement.

FINDINGS RELATED TO ORGANISATIONAL CLIMATES OF PLASTIC INDUSTRY OF BHIWANI (HARYANA):

1. More than 70 per cent people have given importance to this opinion that free and frank conversation among employees irrespective of their positions and everyone respects the feelings of each other.
2. About 65 per cent people have opined that people do not run away from the problems rather they face them and find the solutions.

3. About 69 per cent respondents have accepted that they support each other during the time of trouble morally as well as physically.

4. Majority of the people accepts that there is difference between the practical behaviour and oral statement of the people working in plastic industry of Bhiwani City.

5. More than the half strength of the respondents has accepted that preventive measures are always taken.

6. Everybody is free to take his action in connection with his work.

7. Team spirit is available about 50 per cent of respondents have accepted this.

8. Although the majority of people working in plastic industry in Bhiwani has been found that they try to find the solution of the problems but at the same time equal number of people are found who do not do so.

9. More than 50 per cent people working in this industry are found that they share the necessary information with each other.

10. Problems are being solved by doing root cause analysis instead of superficial solutions.

11. Inter-personal relation amongst the employees are harmonious.

12. People working in this industry are found are smart and tactful.

13. Although most of the seniors encourage their subordinates yet there are such senior are also found who do not encourage juniors.

14. Close supervision of employees is being given importance as found at maximum time.

15. Maximum people are found that they offer help to their colleagues.

16. Open discussion and communication between the employees at levels has been found during the survey of the organisations of plastic industry at Bhiwani city of Haryana.