CHAPTER - 6

FINDINGS,

SUGGESTIONS &

CONCLUSION
FINDINGS

1. Majority of employees said that company acknowledges them for their contribution in achieving the company goals and objectives.
2. Majority of employees are of view that the management keeps their department informed about company’s current news.
3. 10% of the employees are not satisfied with the benefits offered by the organization.
4. More than half of the employees are of view that there is a difference between what employees say and do in the organization.
5. Only 20% of the employees are disagreeing that Employees have the liberty to take independent decision relating to their jobs.
6. Around 3/4th of the employees said that they do their work with team spirit in the organization.
7. 10% of employees said that some times senior encourages their subordinates to take initiative for their development.
8. Almost all the employees are agreeing that company provide good organizational climate for their potential growth.
9. 1/3rd of the employees say that sometimes subordinates confined in their seniors without fear they will misuse their trust.
10. Almost all the employees are of the opinion that organizational climate help in maintaining good harmonious relation. But few employees are neutral about it.
11. Almost all the employees agree that free and frank communication between various level help in solving problems.
12. 75% of employees are of the opinion that opens communication between various level help in maintaining good relation among employees.
13. 50% of the employees said that tactfulness, smartness and even a little manipulation to get things done is highly valued.
14. Only 10% of the employees have not expressed their views on the statement that free interaction among employees creates respect for each other’s feelings in their organization.
15. 75% of employees wanted that as per changing environment, organizational climate should be changed.
16. Almost all the employees are agree that in resolving interpersonal problems, deeper rather than surface analysis is done to arrive at long term solutions.
17. Few employees said that there is not a lot of emphasis on close supervision and directing employees on action.
18. As per analysis, it can be seen that Management has a good understanding of what goes on in every department.
19. Half of the employees said that management seeks the involvement of employees when making important decisions.
20. Almost all the employees are satisfied that their work area is safe, clean and well organized in the organization.
SUGGESTIONS

1. Although the employees who said that the company does not acknowledges them are less, but this number can be in hundreds or even more than that. So the company must look into the matter and try to cope with the employees who want more concern.

2. The company should check after some intervals that whether the employees are being properly informed about the company information or not.

3. Company should check those employees who are not satisfied with benefits provided by the company.

4. Company should check as to why there is difference between the employees saying and working in the organization.

5. Company should try to satisfy those employees who said that they donot have liberty to take decisions related to their jobs.

6. The company should try to encourage the team spirit among the employees for better work performance.

7. The company should check those seniors who do not encourage their subordinates to take initiative for their development.

8. The company should have to check the organizational climate for their potential growth of the employees timely.

9. The company should try to satisfy those 25% of employees who thinks that open communication between various levels do not help in maintaining good relation.

10. The company should promote for the arrangement of short term motivational sessions (guest/external lectures) to resolve the problem at their own level.

11. The company should do little change in the organizational climate as per requirement.

12. Senior executive of the company should convey the message that manipulation is not entertained in the organization.

13. Senior executive should make efforts to take team decisions so that the other does not feel neglected.
**Conclusion**

Although most of the employees do not face any kind of problem while working in the organization but some of the employees face attitude problem, which includes resistance to change by the immediate boss, interpersonal relations and lack of co-operation by the other employees.

In the last few years, the job market has undergone some fundamental changes in terms of technologies, sources of recruitment, competition in the market etc. In an already saturated job market, where the practices like poaching and raiding are gaining momentum. The opportunity exists in Dr. Reddy’s Lab. for improvement by enhancing satisfaction of middle level managers with organizational climate in respect of organizational structure, political climate, professional development opportunities and promotion. While the organizations have to be more sensitive in regard for personal concerns, open internal communication and evaluation process should be made fair enough to be used for improvement and should not be used for discipline purposes. The human resource policy makers, who want to enhance the satisfaction of middle level managers with organizational climate, have to create positive organizational climate that enhances job satisfaction, organizational performance, and organizational citizenship behavior. On the basis of the findings of this study, the Dr. Reddy’s Lab. has to redesign organizational structure to increase participation in decision making process, and professional development opportunities should be encouraged for more satisfaction of employees at workplace.

HR professionals are constantly facing new challenges in the most important factor of organisation for better working – organizational climate. They have to face and conquer various challenges to make the proper balance between organizational climate and employee satisfaction for the betterment of the organisation. It will help to increase the productivity of the organisation as well as the effectiveness and efficiency of the employees. HR should try to satisfy their all employees with the salary, bonus and other benefits provided by the organisation to feel them that they are very important for them. The HR department should try to improve their knowledge, skill and abilities so that they feel motivated and take themselves as a part of the organisation.