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The present study aimed at studying the relationship between organizational climate, organizational commitment and general health of employees. Organizational climate and its dimensions are the independent variables and organizational commitment and employees health are the dependent variables in our study.

Organizational climate has been described as a product of leadership practices, communication, practices and enduring and systematic characteristics of the working relationship among persons and division of any particular organization. Organizational commitment has been described as a state in which an employee identifies with a particular organization membership in the organization (Blau, 1987). Eleven dimensions of organizational climate performance standard, Communication flow, Reward system, Responsibility, Conflict Resolution, Organizational structure, Motivational level, decision making, Support System, Warmth and Identity Problem. Health has been described as a complete state of physical, mental and social well being and not merely the absence of disease or infirmity. Health is the extent to which an Individual or Group is able to realize aspirations to satisfy needs and to change or cope with the environment. Health is therefore seen as a resource for everyday life, not the objective of living. Health is positive concept emphasizing social and personal resources, as well as physical capacities (WHO, 1986).

Keeping the above mentioned variables in view, the following hypotheses were formulated:-

1. There would be positive relationship between organizational climate, organizational commitment and general health of employees.

2. There would be significant difference between the organizational climate, organizational commitment and general health of employees at different level.

3. There would be differential relationship between organizational climate, organizational commitment and general health of employees.

The study focused at three hierarchical levels, i.e. managerial, operators and helper of manufacturing organization. Multiple variables, i.e. global organizational climate, organizational commitment and general health were undertaken at each of these levels. A correlational design was used to fulfill the objectives of the study. A sample of 100 (20 managers, 40 operators, 40 helpers) Subjects was employed. Standardized tools, i.e. organizational climate Inventory by chattopadhay & Agarwal (1976), Organizational
commitment Questionnaire by Mowday, steers and Porter (1979) general health questionnaire by Golberg & Hiller (1979) were administered.

All these tests were individually self administered. The scoring was done manually.

The data was subjected to two type of analysis at both the levels i.e. managerial and labour separately as product moment correlation and multiple regression. The objectives of the present study were:

1. To study the significance of difference between the operational climate, Operational Commitment general health.

2. To study the relationship between organizational climate, organizational commitment and general health.

3. To study the role of organizational climate on organizational commitment & general health.

The obtained results reveal that there are significant differences in the perceived organizational climate at three different levels, i.e. managers, operator & helpers. Managers and helpers have been found to perceive organization climate as less conducive than operators. This low perception of harmony in organizational climate can be attributed to high work load and job pressure. On the other hand, operators at middle level of hierarchy don’t have that problem. Further, the significant positive relationship has been found between global organizational climate and its various dimensions, i.e., performance standard, Communication flow, Reward system, Responsibility, Conflict Resolution, Organizational structure, Motivational level, decision making, Support System, Warmth and Identity Problem. dimension organizational commitment and general health of employees in total. Motivation, Reward, support, warmth and performance standard have been found positively related in enhancing organizational commitment and general health of employees. At last, taking regression Analysis into consideration, motivation, reward system, responsibility, organizational structure, warmth and decision making have emerged as significant predictors in enhancing organizational commitment and in case of general health, support has emerged as a significant predictor.