Conclusion and Summary

India is an agricultural country. Agriculture and its allied activities act as main source of livelihood for more than 80% population of rural India. It provides employment to approximately 52% of labour. Its contribution to Gross Domestic product (GDP) is between 14 to 15%. This growth in itself represents a remarkable achievement in the history of world agriculture. India has achieved significant growth in agriculture, milk, fish, oilseeds and fruits and vegetables owing to green, white, blue and yellow revolutions. All these revolutions have brought prosperity for the farmers. Many factors are responsible for these achievement viz conducive government policies, receptivity of the farmers and also establishment of higher agricultural education institutions. The new breed of skilled human resources were instrumental in generating new technologies, and in its assessment, refinement and finally its dissemination to the farming community through extension methods.

In order to sustain, diversify and realize the potential of agriculture sectors, it is necessary to develop skilled human resources. Agricultural human resource development is a continuous process undertaken by agricultural universities. Agricultural universities impart education in the various disciplines of agriculture viz Agriculture, Agricultural Engineering, Forestry, Horticulture, Veterinary and Animal Husbandry, Dairy Science, Food Technology, Fisheries Science, Agriculture Information Technology, Agri Business Management etc. It imparts education at the level of diploma, degree, masters and doctoral level. At present there are 53 state agricultural universities (SAUs), five deemed to be universities, one central agricultural university and four central universities with agricultural faculty. All these educational institutions get financial and technical support from Indian Council of Agricultural Research (ICAR), New Delhi.

In Gujarat, initial education and research in agriculture and allied sciences was taken care by Institute of Agriculture, Anand. Institute of Agriculture was established in 1937 under the guidance of Iron of India, Shri Vallabhbhai Patel. Few agriculture and veterinary and animal husbandry were started with certificate, diploma, graduate and post graduate courses were started under the affiliation of Bombay University and later Sardar Patel University. In 1972, New Agricultural University was started named as Gujarat Agricultural University headquarter at Sardarkrushinagar, Dantiwada. Four campuses were formed at Anand, Navsari, Junagadh and Dantiwada which look after all education, research and extension activities at nearby location with state of Gujarat. In 2004 implementation Gujarat
Agricultural University Act No 5 of 2004 leads to dissolution of Gujarat Agricultural University and formation of four new agricultural universities i.e. Anand Agricultural University, Navsari Agricultural University, Junagadh Agricultural University and Sardarkrushinagar Dantiwada Agricultural University. All the four University were selected for the study area.

Organizational climate defined as a psychological state strongly affected by organizational conditions, like systems, structure and managerial behavior. Organizational climate is perception of how things are in the organizational environment, which is composed of variety of elements or dimensions. Although climate has usually been used to describe organizations, the term can also use to describe people’s perceptions of groups, or job assignments in which they work. Organizational climate having different dimensions like orientation, interpersonal relationships, supervision, problem management, management of mistakes, conflict management, communication, decision making, trust, management of rewards, risk taking, innovation and change in system and process etc. were considered.

Organizational commitment is defined as the relative strength of an individual’s identification with and involvement in particular organization. It can be characterized by at least three factors such as a strong belief in and acceptance of the organizational goals and values, willingness to exert considerable effort on behalf of organization and a strong desire to maintain membership in the organization. For the study of organizational commitment various dimension likes organization structures, compensation, training and development, positional tenure, career mobility, level of autonomy, social involvement, participation etc were considered.

At present, rapidly changing world scenario organization as well as individual have to match with rapid speed, if one lose the quantum of speed, there growth and development will hinder. So everyone in the organization or university has to cope with it. Such study will helpful for to know the competency of individual as well as the organization as whole. Its outcomes help in building new guidelines for the scientist to do their job effectively and efficiently. It is helpful for the authority and policy maker to plan the future plan of action for the development of individual as well as university as whole. organization can able to take some wise decision in job design, individual autonomy, position structure, consideration, risk taking, growth and development, control over process, recognition etc.
5.1 **Objectives of the study**

- To study the organizational climate as perceived by scientists.
- To study the organizational commitment as perceived by scientists.
- To analyze the socio economic, psychological and job related variables of scientists.
- To know the problems encountered by scientists.

Organizational climate and organizational were taken as the dependent variables on socio psychological variables like, age, education, income, job satisfaction, job motivation, job stress, job involvement, job stress etc. The data of above were collected through questionnaire by personal interview. The collected data were analysed with help of statistical tools such as frequency, percentage, correlation with help SPSS software and Microsoft excel.

5.2 **Major finding of the study are as under**

- Organizational climate of scientist of all four university were medium favourable to favourable category was observed. AAU, SDAU and JAU organizational climate more towards the medium favourable, while NAU, it was more towards favourable category.
- Around 50.00 percent of Professor in all four university medium favourable to favourable category. Majority of Associate Professor and Assistant Professor were fall on medium category perception climate.
- 1.00 to 2.00 percent of scientists were fall in the category of very highly favourable organizational climate. 2.00 to 5.00 percent of scientists were felt in very low favourable organizational climate of their university.
- Organizational commitment of scientist all four university were medium favourable to favourable category was observed. AAU scientists were moving from medium to favourable organizational commitment perception, while NAU scientist perceived 50.00 percent around in the both category medium to favourable organizational commitment. More than 65.00 percent of population of SDAU and JAU were medium category of favourable organizational commitment.
- 6.00 percent of scientists of AAU felt that their organizational commitment was highly favourable category. 1.00 – 3.00 percent of Assistant Professors felt low category of organizational commitment.
Except SDAU, all other agricultural universities were showing the normal trend with majority of the Assistant Professor belong to age group of below 35 years, majority of Associate Professors belong to the medium category of age group between 35 to 49 years and most of the Professors belong to age group of 50 years and more.

In SDAU, 38.00 percent Assistant Professors were in the age between 35 to 49 years. In case of JAU, large proportions of Assistant Professors were in the middle age group. All Professors in the SDAU and JAU were in the age group of 50 year and above.

The majority of scientists possessed Doctorate or its equivalent as high educational qualification in all four agricultural universities of Gujarat. In the cadre of Professor, all respondents or scientists in four universities were holding the doctorate in their concerned subjects.

More than 60.00 percent of Assistant Professors and Associate Professors were falling under the category of low income group. In case of high income group has been dominated by the Professor cadre. Associate Professor lied in all three categories of income groups.

Job involvement of scientists run between medium to high category in all four university. More than 90.00 percent of scientist of all four universities comprises to lay perception category of medium to high level. 1.00 to 4.00 percent of Assistant Professor falls under the category of low job involvement. In case of very high level of job involvement shown in only 1.00 to 4.00 percent of scientists in all four universities.

Except JAU, Majority of scientists of AAU, NAU and SDAU were fall under the medium level of job involvement. In case JAU, majority of scientists were fall under high to very high category of job involvement.

Job satisfaction of scientists run between medium to high category in all four university. Nearly 90.00 percent of scientist of all four universities comprises to lay perception category of medium to high level. 1.00 to 3.00 percent of Assistant Professor falls under the category of low job satisfaction. In case of very high level of job satisfaction shown in only 2.00 to 10.00 percent of scientists in all four universities.

Majority of Associate Professors and Professors were falling under the category of high level of job satisfaction in all four universities. Around 60.00 percent of
Assistant Professors were falling under the category of medium level of job satisfaction.

- Attitude towards job of scientists is medium to high category in all four universities. 2.00 to 7.00 percent of scientists in all four universities seen low category of attitude to do job. More than half of the scientists of SDAU shown low to medium category of attitude to do job. Except SDAU, majority of scientists in AAU, NAU and JAU shown high level of positive attitude to do job.

- Majority of Assistant professors shown low to medium level of attitude towards job in all four agricultural universities. Majority of Associate Professors and Professors were shown medium to high level of attitude towards job they perceived.

- Job performance of scientists mainly falls in medium to high category in all four agricultural universities. Expect NAU, 2.00 to 5.00 percent of scientists in AAU, SDAU and JAU shown low level category of job performance.

- Majority of Assistant Professor fall under the category of medium level of job performance in all four agricultural universities. Expect NAU, Majority of Associate Professor were fall under the category of high category of job performance.

- Expect SDAU, Majority of Professor were fall under the category of high level of job performance. Again expect SDAU, 2.00 to 4.00 percent of scientists shown very high category level of job performance feeling in the AAU, NAU and JAU.

- Job motivation of scientists falls in the medium to high category in all four agricultural universities. Expect SDAU and JAU, 1.00 percent in AAU and 2.00 percent in NAU scientists show very low category of job motivation in respective university.

- Majority of Associate Professor and Professor were in high to very high category of job motivation in their respective university. Majority of Assistant Professor were in medium to high category of job motivation. 4.00 to 7.00 percent of scientist felt very high category of job motivation in their respective university.

- Job stress of scientists falls in medium to high category in all four agricultural universities. More than 50.00 percent of Professors felt very high job stress in their respective university. More than 50.00 percent of Associate Professors felt medium to high category of stress in their respective university. Expect AAU, more than 50.00 percent of Assistant Professor felt low to medium category of stress in their university.
Major sources of creating stress to scientists have identified as he/she had to work on my unnecessary job activities, he/she may receive conflicting requests from two or more people, he or she don’t have time to take an occasional break from the job, Work conditions on his/her job are below satisfactory, he or she may responsible for too many jobs. Least stress creator sources scientists have perceived that easy job, involved in helping others to solve their problems, less boring, least difficult etc.

Major problems faced by the scientist are indifferent attitude of administrators, inordinate delay in proper settlement of service matters, absence of cordial atmosphere, lack of laboratory facilities, dominance of casteism, nepotism, extending special privileges etc. Least problem stated by the scientists are non-availability of well-equipped class rooms, absence of mutual trust and respect of each other, absence of periodical checks and objective assessment of work etc.

There is highly significant correlation between organizational climate and organizational commitment, job involvement, Job satisfaction, Attitude towards Job, Job performance, Job motivation and stress level. But the strength of all association runs between low to medium.

Job involvement and job attitude reflects the highly significant contribution in organizational commitment with moderate strength of 32.3 percent and 37.4 percent in the university. The Job performance reflects the 40.9 percent of strength in the correlation which is again highly significant. This indicates that the high job performance induces for more commitment towards the organization in the university.

Correlation between organizational climate and organizational commitment both have negative relation with job stress.

5.3 Suggestions: -

Organizational climate of all four universities were more towards to medium favorable category. So, there will be scope for betterment of climate by efforts in improvement in organizational climate related parameters like organization structures, compensation, training and development, positional tenure, career mobility, level of autonomy, social involvement and participation. Here, there is scope for shifting from current medium favourable to high organizational climate in all four universities.
Organizational commitment of all four universities was more towards to medium favorable category. Here, efforts of scientists are made to make awareness about organizational goals by giving additional role and responsibilities of higher cadre. So, scientist can acquire skill and knowledge about their job.

Majority of scientists belong to medium to high category with respect to job involvement, job satisfaction, attitude towards job, job performance, job motivation and job stress. Except job stress, there are tremendous opportunities to improve in above variables towards high to very high category through training programmes, periodical review of job etc.

In job involvement, job satisfaction, attitude towards job, job performance, job motivation and job stress variables, scientists who work as Assistant Professor and its equivalent have low to medium category of level. Proper counselling from the superiors and keen interest in the issues resolution will lead to increase the potential in their job so as to get beneficial for department as well as to the university concerned.

To reduce job stress, scientists should be provided timely training to improve work efficiency in the day to day working procedures. Encouragement is also required to have balance between social life and professional life. Each scientist has to periodically do his SWOT analysis for proper working and goal achievement.

University has to take necessary action to reduce problem faced by the scientists like indifferent attitude of administrators, inordinate delay in proper settlement of service matters, absence of cordial atmosphere, lack of laboratory facilities, dominance of casteism, nepotism, extending special privileges etc. University should take care that the problems should not aggregate to the uncontrollable extent and try to settle as early as possible in long run.

5.4 Future research:-

- Non-technical personnel study on organizational perception may be done to know the overall climate in the university.
- Present study can also be replicated to other universities to know their present level as well as future actions appropriate from the perspective of human resource development.
- Further research may be carried out through identifying the contemporary parameters of organizational climate to have more understanding of issues in the educational organizations.