ABSTRACT

The concept that management can ill afford to ignore is “Organisational Climate”. It is very important to be considered in studying and analyzing organisational climate because it has profound influence on the outlook, well being and attitudes of organisational members and thus on their total performance. The study data was gathered from employees working in Tamilnadu Cements Corporation Limited, Ariyalur, in an attempt to examine the perception of organisational climate. To select the sample from the respondents stratified proportionate random sampling technique was adopted. The objectives framed for the study are, to study the socio-economic characteristics of the employees, to find the existing Organisational Climate and Quality of Work Life perceived by the employees, to analyse various dimensions of Organisational Climate & Quality of Work Life and to suggest suitable measures to enhance Organizational Climate and Quality of Work Life of the employees. To assess the organisational climate a tool that was developed by Addrien Furnhum and Leonard D. Goodstein (1984) was used. To assess the quality of work life of employees a scale developed by Walton Richard, E. (1975), Marshall Saskin and Joseph, J. Lengermann (1977) was used. The major finding of the study are, regarding the experience of the respondents most of them have about 25 years of experience in the organisation, looking into educational qualification of the respondents most of them are having qualification higher secondary and below, nearly half proportion of the respondents experience moderate level of organisational climate, no significance was found between the department the respondents belong and organisational climate, experience of the respondents in the organisation also reveals that there is no significant association towards organisational climate, and it is also found to be that there is a significant correlation between organisational climate and quality of work life of the respondents. It is postulated that the climate depends on the situation and context. Theoretically relevant problem, as well as other studies in the field of organisational climate assessment was considered for the present study. The study concludes that the most innovative companies of the future will be those, which have created appropriate climate.