CONCLUSIONS

To conclude, it can be convincingly said that the effect of organizational climate on the employee commitment level of the individuals has been proven based on this empirical work. This research work adds value to the existing literatures and tries to enforce the organizational climate - commitment linkage in Indian context with special reference to auto component manufacturing industry.

Organizational climate is an eminent variable that impact on many factors in an auto component manufacturing industry such as productivity, employee performance, employee morale and employee satisfaction. Based on these they are highly committed in the industry. Organizational climate is a contributing factor towards employee commitment. Organizational climate dimensions, namely goal, innovation were found to enhance affective commitment. Autonomy and interpersonal relationship were found to affect continuance commitment, Goal clarity, Rewards and involvement were found to affect normative commitment. Hence there forth, organizational climate is found to have significant impact on employee commitment. Organizations need to pay more attention to supervisory support, working environment, welfare, performance feedback, and leadership. In other words, healthy climate in the workplace promotes employees' commitment in an auto component manufacturing industry.

The auto component manufacturing industry should provide optimal working environment for the better performance of its employees in the form of good salary package, incentives and maintain better relationship between coworkers.
RECOMMENDATIONS FOR FUTURE STUDIES

Future studies may investigate the relationship of climate and commitment of more than 5 auto component manufacturing industries. This study may provide insight on the impact of the organizational climate in relation to employee commitment.

Qualitative studies are needed in all fields to explain or provide meaning to results. A qualitative study would give explanation to organizational climate and employee commitment to the organization. It would also provide insight on the consequences of employee commitment for all levels of employees. The goals of auto component manufacturing industry vary, a qualitative study will give indication of particular goals being met and the commitment level of the employees at all levels. To explore the impact of organizational climate factors such as autonomy, goal clarity, involvement, supervisory support, rewards, welfare, innovation, working environment, leadership, performance feedback, interpersonal relationship in relation to employee commitment to be considered.

A study examining the relationship between climate and commitment, found goal clarity, innovation, autonomy, interpersonal relationship, rewards and involvement as the predictors of organizational climate which influenced the employee commitment.

The Future Scholars can examine other organizational climatic factors such as supervisory support, welfare, performance feedback, leadership, working environment with the relationship of employee commitment in other auto component manufacturing industry across Chennai. Many researchers have done study in organizational climate and commitment in IT Industry and
Banking Sector leaving insufficient literature in auto component manufacturing industry which gives room for future scholars a wide scope of study in the auto component manufacturing industry.