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# A Study on Organizational Climate in Engineering College Reference to Erode

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**ABSTRACT:** The purpose of the study is to ascertain a relationship between employee work engagement and organisational atmosphere. The study's theory was strengthened by a survey of relevant literature. A descriptive correlational research design was employed in the study. Questionnaires were utilised to acquire the data. The whole faculty and staff of the colleges in the Ilocos area made up the study's population. The statistic was utilised to interpret the data because it was a quantitative study. It is clear from the findings that there is a strong relationship between organisational climate and work place.

**KEYWORDS :** Organizational climate, work engagement, clarity, recognition, and rewards, cognitive, affective, conative

## I. INTRODUCTION

Higher education is always undergoing significant transformation. The traditional techniques of instruction are becoming obsolete. Modern technology supports education in engineering institutions with a variety of teaching tools. The importance of Quality of Work Life (QWL) in today's organizations cannot be overstated. Every effective organization is driven by its workforce. No organization can achieve success just through the use of technology since in order to leverage technology, firms also need to have a strong workforce. The initial focus of Quality of Work Life was on how employment affected the general well-being and health of the workforce. But today, the emphasis has shifted.

## II. STATEMENT OF THE PROBLEM

Regarding satisfaction and overall performance at the institution, quality of work life is important. Also, the employees experienced stress and disappointment due to others' disdain and a lack of skill use. People feel alienated, which could be the outcome of inadequate socio technical system design. Increased absenteeism, stress, and eventually job unhappiness may result from poor quality of work life. Engineering colleges must therefore implement a plan to enhance faculty members' "Quality of Work Life" (QWL) in order to meet the needs of both the institution and the faculty.

## III. OBJECTIVES OF THE STUDY

- To research the racial and ethnic makeup of engineering college faculty.
- To evaluate the academic members' quality of work life at engineering colleges.
- To research how demographic factors affect the professors at engineering colleges' quality of work life.

## IV. SCOPE OF THE STUDY

This study focuses on the faculty members' quality of work life in engineering colleges in the Coimbatore District. The main elements affecting faculty members' quality of work life at engineering colleges are highlighted in the current study. After the investigation, it is anticipated that generalization of the findings would offer solutions. Only the quality of their work is examined by the researcher. There is room for future extension in studies in numerous aspects that are related to the Quality of Work Life of the faculty members because the study is limited to only a few factors based on the researcher's examination of the literature he or she has gathered.



## **V.LIMITATIONS OF THE STUDY**

- While the study was conducted for faculty members at an engineering college, the conclusions cannot be applied to faculty members at other institutions.
- Due to their involvement in their profession, the respondents spend their time filling out the questionnaire.

## **VI.REVIEW OF LITERATURE**

1. **Sinha (1977)** indicated that the facts of extreme poverty, high unemployment, and an absurdly large gap between the rich and the poor call into question the validity of the notion of the Quality of Work Life and noted that in India, a person is rarely valued for the work that they do. The criterion is how we relate to others, such as our family and friends.
2. **Sekaran (1981)** explored the significance of two attitudinal concepts—work involvement and job satisfaction—using a multi-variate cross-cultural methodology. 267 white collar employees from American banks and 307 from Indian banks made up this sample. He discovered that stress and job variety were the two major determinants of job satisfaction in both cultures. In the US, income was the third important predictor, whereas in India, communication was the third additional predictor.
3. **Lau (2000)** This study examined the relationship between performance and Quality of Work Life in order to give ad hoc analyses of two crucial links in the service profit chain. Based on a sample of QWL and S&P 2000 companies, this study assessed the growth and profitability performances. For the purposes of this study, there were still 29 QWL businesses. 208 service businesses from the S&P 2000 list made up the control group.

## **VII.RESEARCH METHODOLOGY**

The process used to collect information and data for the purpose of making business components of the study in a coherent and logical way, thereby, ensuring that we will effectively address the research problem. It constitutes the blue print for the collection, measurement and analysis of data.

### **7.1 RESEARCH DESIGN**

Descriptive research design is adopted for analyzing the Quality of Work Life. Descriptive study is a fact finding investigation with adequate interpretation. It focuses on particular aspects of dimensions of the problem studied. It is designed to get the descriptive information of more sophisticated studies.

### **7.2 TYPES OF RESEARCH**

The research type used in this study is Descriptive, which is used to describe characteristics of population phenomenon being studied.

### **7.3 SAMPLING TECHNIQUES**

Systematic Random Sampling Technique is adopted for selecting the sample of the study. A sample of 200 faculty members was selected in random using snow ball technique from each of the selected Engineering College.

## **VIII.DATA COLLECTION**

Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research question, test hypothesis and evaluate outcomes.

### **PRIMARY DATA**

The major source of the data used to carry out the analysis is primary data. In order to fulfill the objectives set out; a sample study was undertaken by the use of well-framed questionnaire. The primary data from 200 faculty members through a well framed structured questionnaire.

### **SECONDARY DATA**

The secondary data namely literature relating to the study were gathered from reputed national and international journals, newspapers, magazines, articles, research reports, Ebsco, Proquest and various other records. A number of standard text books were studied to obtain pertinent literature on Quality of Work Life.



**8.1 SAMPLING SIZE**

The total sample size was found to be 200 faculty members.

**IX. DATA ANALYSIS AND INTERPRETATION**

It is an process of manipulating and summarizing of data.

**TOOLS USED**

- ✓ Simple Percentage
- ✓ Descriptive statistics
- ✓ Chi-Square test
- ✓ Anova test
- ✓ Correlation test

**9.1 SIMPLE PERCENTAGE**

**INTERPERSONAL RELATIONSHIP WITH MANAGEMENT**

**TABLE - 01**

|                                    | Frequency | Percent |
|------------------------------------|-----------|---------|
| Valid Highly satisfied             | 24        | 12.0    |
| Satisfied                          | 51        | 25.5    |
| Neither satisfies nor dissatisfied | 82        | 41.0    |
| Dissatisfied                       | 17        | 8.5     |
| Highly dissatisfied                | 26        | 13.0    |
| Total                              | 200       | 100.0   |

Source: Primary Data

**INFERENCE:**

- ❖ From the above table, it is found that the respondents have more perceived interpersonal relationship with management majority is Neither satisfies nor dissatisfiedsatisfied with 41.0%

**9.2 DESCRIPTIVE STATISTICS**

**DEMOGRAPHIC PROFILE**

**TABLE - 02**

|                    | Mean  | Std. Deviation |
|--------------------|-------|----------------|
| AGE                | 2.310 | .9740          |
| GENDER             | 1.480 | .20009         |
| QUALIFICATION      | 2.325 | .9454          |
| EXPERIENCES        | 2.405 | .9356          |
| SALARY             | 2.200 | .8967          |
| Valid N (listwise) |       |                |

Source: Primary Data

**INFERENCE:**

- ❖ From the above table, it is found that the respondents have more perceived Age (M=2.310) when compared with other variables.
- ❖ From the above table, it is found that the respondents have more perceived Gender (M=1.480) when compared with other variables.
- ❖ From the above table, it is found that the respondents have more perceived Qualification (M=2.325) when compared with other variables.
- ❖ From the above table, it is found that the respondents have more perceived Experiences (M=2.405) when compared with other variables.
- ❖ From the above table, it is found that the respondents have more perceived Salary (M=2.200) when compared with other variables.



**9.3 CHI-SQUARE TEST**

**Comparing the Age with performance with the working environment.**

**NULL HYPOTHESIS(H<sub>0</sub>):**

There is no significant relationship between the age and performance with the working environment.

**ALTERNATIVE HYPOTHESIS(H<sub>1</sub>):**

There is significant relationship between the age and performance with the working environment.

**AGE\* 7 Performance with the working environment.**

**TABLE - 03**

| Chi-Square Tests             |                     |    |                                   |
|------------------------------|---------------------|----|-----------------------------------|
|                              | Value               | df | Asymptotic Significance (2-sided) |
| Pearson Chi-Square           | 29.259 <sup>a</sup> | 12 | .004                              |
| Likelihood Ratio             | 30.225              | 12 | .003                              |
| Linear-by-Linear Association | 1.152               | 1  | .283                              |
| N of Valid Cases             | 200                 |    |                                   |

Source: Primary Data

**INFERENCE:**

- ❖ From the above table there is significant relationship between the age and performance with the working environment so, Alternative Hypothesis is accepted.

**9.4 ANOVA TEST**

**Comparing the Age with Health and safety programs provided in your organization in the working environment.**

**NULL HYPOTHESIS(H<sub>0</sub>):**

There is no significant relationship between the Age with Health and safety programs provided in your organization in the working environment.

**ALTERNATIVE HYPOTHESIS(H<sub>1</sub>):**

There is significant relationship between the Age with Health and safety programs provided in your organization in the working environment.

**Age\*11 Health and safety programs provided in your organization in the working environment.**

**TABLE - 04**

| ANOVA                      |                |     |             |      |      |
|----------------------------|----------------|-----|-------------|------|------|
| HEALTH AND SAFETY PROGRAMS |                |     |             |      |      |
|                            | Sum of Squares | df  | Mean Square | F    | Sig. |
| Between Groups             | 1.291          | 3   | .430        | .304 | .822 |
| Within Groups              | 277.2004       | 196 | 1.416       |      |      |
| Total                      | 278.795        | 199 |             |      |      |

Source: Primary Data

**INFERENCE:**

- ❖ As the P value is greater than Sig. value (0.01 and 0.05) all the 5 Age with Health and safety programs provided in your organization in the working environment so, the Null Hypothesis is accepted.
- ❖ Hence, it is concluded that there is a statistically significant differences among the Age with Health and safety programs provided in your organization in the working environment.



**9.5 CORRELATION**

Comparing the Age and Salary.

**NULL HYPOTHESIS(H<sub>0</sub>):**

There is no significant relationship between the Age and Salary.

**ALTERNATIVE HYPOTHESIS(H<sub>1</sub>):**

There is significant relationship between the Age and Salary.

**TABLE - 05**

|               |                     | AGE   | SALARY |
|---------------|---------------------|-------|--------|
| <b>AGE</b>    | Pearson Correlation | 1     | -.033  |
|               | Sig. (2-tailed)     |       | .639   |
|               | N                   | 200   | 200    |
| <b>SALARY</b> | Pearson Correlation | -.033 | 1      |
|               | Sig. (2-tailed)     | .639  |        |
|               | N                   | 200   | 200    |

Source: Primary Data

**INFERENCE**

- ❖ The pearson correlation between Age and Salary is accepted because, the value is less than 1. So, Alternative Hypothesis is accepted.
- ❖ The pearson correlation between Salary and Age is accepted because, the value is less than 1. So, Alternative Hypothesis is accepted.

**FINDINGS**

- The respondents have more perceived Experiences (M=2.405) when compared with other variables.
- there is significant relationship between the age and performance with the working environment so, Alternative Hypothesis is accepted.
- The P value is lesser than Sig. value (0.01 and 0.05) all the 5 Age with Health and safety programs provided in your organization in the working environment so, the Null Hypothesis is accepted.
- The pearson correlation between Age and Salary is accepted because, the value is less than 1. So, Alternative Hypothesis is accepted.
- The pearson correlation between Salary and Age is accepted because, the value is less than 1. So, Alternative Hypothesis is accepted.

**X.SUGGESTIONS**

- Apart from pay and other benefits associated with job, the faculty members look for timely promotion and appreciation at the time of work competition. Promotion, rewards, recognition play powerful tools for faculty member motivation and performance improvement. The institution can implement benefits like promotion, encouraging best faculty of the year. Such rewards and recognition will build positive morale, cordial relationship between faculty member and superior.
- Maintaining Work Life balance is the greatest challenge for the faculty member as their personal lives have an effort on their work life. Hence they are striving hard to maintain the balance. The institutions have started realizing that work – life balance helps creativity of the faculty members. In order to strive a better balance a favorable HR policy such as flexible working hours, offer child care and referral services, can be implemented which will support the faculty members to balance their work and life.
- Effective communication is essential for the faculty members to carry out their responsibilities. Institution should follow free flow of communication between the management and the faculty members. By this distrust and suspicion may be avoided and the faculty members become responsible and matured when they discuss their demands with the management
- Salary hikes are the important factor for motivating the faculty members to show the better performance. Increases earnings enable the faculty members to improve their standard of living. The institution may take necessary steps to improve their salary scheme to satisfy the faculty members



- The research findings have given an understanding of faculty member's demographic profile, their Job Satisfaction, working conditions, stress at work, professional relationship and work – life balance. Based on the findings the following suggestions are offered as feasible to achieve the improvement of Quality of Work Life of faculty members in engineering colleges in Erode District.

### **XI.CONCLUSION**

Quality of Work Life of faculty members in engineering college is very important in the current scenario. Now- a – days faculty members are not looking for a job but they want the institution to provide them opportunities to improve the Quality of Work Life. The faculty members continuously look for opportunities for career development, institutions should adopt innovative methods to keep the faculty members happy and satisfied. The institutions have started slowly to think about the strategies for providing and maintaining the Quality of Work Life. Better Quality of Work Life leads better outcomes in achieving the institutional goals. Presence of Quality of Work life will make the institution the better place to work. The impact of Quality of Work Life of the faculty members in engineering colleges is highly notable and it influences not only the institutions but also the students who are the future building blocks of the nation.

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