An Empirical Study on Organisational Climate of the Select Sugar Mills in Tamil Nadu

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Abstract: - The people-oriented climate is the organisational climate. It is the environment that focuses on the people who work for the business. The conditions within an organisation as seen by its employees are referred to as organisational environment. Communication, confrontation, leadership, and incentives are all practises that are often referred to as environment. It refers to the common attitudes, beliefs, norms, and feelings that workers have about their workplaces. Every company has an internal and external environment that affects management and employee practises and policies. The aim of this paper is to look at an empirical analysis on the organisational environment of a few sugar mills in Tamil Nadu. Primary data was obtained from the sugar industries for this study, and the respondents were permanent employees of the Sugar Manufacturing Companies in this district.

Key words: Employee's Perception, Organizational Behaviour and Working Environment.

Introduction

The central human environment ring within which an organization's employees are centred is referred to as organisational climate. Weather has a direct or indirect impact on growing operations within an organisation, and it is influenced by nearly all that happens there. The viability and growth of any company are directly proportional to its favourable environment. Workers in the company must be familiar with practises, procedures, and laws, among other things. This will not only give workers a sense of belonging, but it will also help the company grow. At all stages, the organization's environment is critical for the use of human relations and services. Morale, performance, and job satisfaction are all influenced by the work environment. The understanding of the attributes that identify and differentiate an organization's members is referred to as the organisational climate. The focus of the concept was on a community of subjects' beliefs about their working environment. It has features that maintain a friendship with the workplace and, in the event of changes due to sensitive circumstances, have some durability. It means that with relatively incremental change, one can expect a certain level of stability in an organization's atmosphere; however, such stability can be disrupted significantly. There is a great deal of corporate weather literature available. It is advantageous to be able to describe an entity's behaviour patterns. Others have a close and depressed organisational climate, while amniomancies have an open and harmonious organisational climate. Workplace environments may have an effect on employees. Organizational weather evaluations aim to examine businesses in terms of dimensions that are thought to capture or clarify climate experiences. As discussed above, different meanings of

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organisational climate suggest a general disagreement among researchers about what the climate construct actually entails. As a result, some researchers have attempted to construct their own dimensions that form organisational environments, resulting in a variety of weather patterns. The aim of environmental assessment is to differentiate between bad and good weather conditions. Typically, the fields of communication to be evaluated are: Mission/leadership of the organisation Organizational structure and system, as well as you Management techniques coworkers/teams/supervisors at work Self-at-work: your job, advancement, prospects, encouragement, dedication, and stress Self-outside of work: how work affects your life

Review of literature

Hunt, and Richards (2013), The organisational environment, according to West, Smith, Lu Feng, and Lawthom (2013), is described as people's shared views of the basic components of their particular organisation. Organizational environment, according to Gerber (2013), is a reflection of organisational individuals' mutual expectations and emotions about the organisation.

According to McMurray (2014), the organisational environment is an affective event in which employees' emotions contribute to information-processing activities and interactions within themselves and with outsiders. The word "environment" was coined by organisational theorists such as Douglas McGregor and Kurt Lewin, who used it to refer to the social and organisational climates separately. Employee sentiments and perceptions of the organization's policies, processes, and incentive frameworks determine the organization's environment. The atmosphere of an organisation can be defined in a variety of ways.

Litwin and Stringer's definitions (2015) which is the most widely accepted feature of organisational climate as an arrangement of quantifiable work environment properties that is viewed by the general public who lives and works in a particular situation and is expected to influence their behaviour and results. There have been a few studies that have looked into the theoretical relationship between environment and efficiency. The findings indicate that where employees' perspectives were optimistic, such as increased engagement in basic leadership, more influential data sharing, and management support, the company's viability increased.

Williams & Kangis, (2016), Based on the findings of previous empirical studies across a broad range of industries, it is clear that there is a real link between organisational environment and success. According to a review of studies looking into the relationship between organisational environment and employee efficiency, climates that exhibit the clear task clarity dimensions result in higher employee satisfaction and performance. According to Peek (2003), having a high degree of self-governance, providing resources for employees, maintaining relationships among employees, caring about and showing passion for employees, perceiving workers' accomplishments, and keeping them in high regard result in more satisfied employees.

Jones &James.(2016) In the report, one of the dimensions of organisational environment was role clarity, and it was found that there is a positive connection between clear vision and future tasks and the outcome of employee success. Nair described clarity as the feelings of the members of the organisation about the fact that employees should know exactly what is expected of them and their work. Without specific roles, there would be conflict in organisational priorities and objectives, as well as uncertainty in organisational structure and roles, which can result in poor management coordination and lack of interdepartmental cooperation.

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Need for The Study

The organisational climate serves as a guide for dealing with employees and has a significant effect on employee productivity and efficiency as well as the overall working community. This governs workers' behaviour by deciding which types of behaviour are to be celebrated and which are to be punished. As a result, an organisation can influence and inspire people to behave in the ways they want in ways that are beneficial to the organisation.

Objective of The Study

- ➢ To Investigate the organisational structure of a few Tamil Nadu sugar mills.
- ➢ To investigate the factors that affect the organisational climate in a small sugar mill in the research field.
- ➢ To examine Sugar Mill's corrective and promotional behaviour in the context of an appropriate organisational setting.

Methodology

This research is focused on a survey that includes primary data. Compilation, assessment, and analysis of primary data are used to achieve research goals. Primary data was gathered using a well-designed questionnaire that was distributed to a small group of sugar mill employees. The primary source of data for this study was obtained directly from the respondents by personally serving the questionnaire to them. Sugar mill limited administrative and sugar production unit, Tamil Nadu, provided first-hand details. As part of the analysis, primary data was collected from 125 participants, including administrative workers and sugar processing employees. The proportionate stratified random sampling method was used to pick respondents. The sample size of 125 was chosen from a total population classified employees based on their position (administrative employees 25 and workers 100).

Data discussion

Table 1

Demographic profile of the respondents

S.No.	Variables	Category	Respondents	Percentage	Total
1	Gender	Male	84	67.2	125
		Female	41	32.8	
2	Marital status	Married	96	76.8	125
		Unmarried	29	23.2	
3	Age group	20-30	40	32	125
		31-40	31	24.8	
		41-50	39	31.2	
		51-60	15	12	
4	Designation	Clerk	68	54.4	
		Office	35	28	

S.No.				
		Others	22	17.6	
5	Department	Time office Dept	42	33.6	125
		Manufacturing Dept.	36	28.8	
		Purchasing Dept.	24	19.2	
		Agricultural Dept.	13	10.4	
		Transport Dept.	10	8	
6	Work experience	01-05	42	33.6	125
		06-10	40	32.00	
		11-15	25	20.2	
		16-20	13	10.4	
		More than 21 Yrs	5	4.00	

Source: Primary data

According to the above table, the majority of the survey respondents are Married Males in the age range of 41-50 years, indicating that employee turnover in the selected companies is very low and that workers have worked for the same company for more than 20 years. The Agriculture Department employs the most people, followed by the Time Office Department. When it comes to their Designation, almost half of them are at the clerical stage. In total, there are just twelve policemen. These findings suggest that workers of these firms are likely to be very happy, as shown by the fact that they stay in the same company for longer periods of time.

Table 2

Working environmental of the Sugar mills

S.No.	Factors	SA	A	N	DA	SDA	TOTAL	MEAN
1	Encouragement	59	29	35	2	1	125	3.128
	Percentage	47.2	23.2	28	1.6	0.8	100	
2	Adequate resources	53	33	36	1	1	125	3.124
	Percentage	40.00	28.10	29	0.8	0.8	100	
3	Team work	54	34	25	1	1	125	3.568
	percentage	41.00	29.2	20.00	0.8	0.8	100	
4	Work tension	25	24	54	1	1	125	3.654
	Percentage	20	19.2	41.00	0.8	0.8	100	
5	Decision making	65	26	32	1	1	125	3.125
	Percentage	52.00	20.8	25.06	0.8	0.8	100	
6	Authority	54	40	28	2	1	125	3.254
	Percentage	41.00	32.00	23.00	1.6	0.8	100	
7	Integration	62	22	41	1	1	125	2.258
	Percentage	49.6	17.6	31.00	0.8	0.8	100	

8	Challenging work	58	40	25	1	1	125	3.254
	Percentage	46.4	32.00	20.00	0.8	0.8	100	

Source: Primary data

The highest percentage of respondents (56.0%) is neutral on innovation climate, connectivity, and horizontal integration. In the workplace, 33.6 percent of respondents believe that supervisory motivation is beneficial. Centralization-hierarchy of power, and job strain in the company was highly agreed upon by 13.6 percent of respondents. 12 percent of those polled disagree with the centralization of power. And 7.2 percent of respondents strongly disagree with the centralization of decision-making in the workplace. In terms of integration-communication and job pressure in the workplace, the mean score indicates the 3.36 of the respondents.

Table 2

Factors affecting organisation climate in sugar mills of the respondents

S.No.	Factors	SA	A	N	DA	SDA	TOTAL	MEAN
1	Dominate orientation	60	30	36	2	1	125	2.128
	Percentage	48.2	24	29	1.6	0.8	100	
2	Interpersonal relationship	54	34	37	1	1	125	2.258
	Percentage	41.00	29.10	30	0.8	0.8	100	
3	Conflict management	55	34	25	1	1	125	2.698
	percentage	43	35	20.00	0.8	0.8	100	
4	Individual autonomy	25	25	54	1	1	125	2.789
	Percentage	20	19.2	41.00	0.8	0.8	100	
5	Organisation control system	64	26	32	1	1	125	2.697
	Percentage	51.00	19.8	25.06	0.8	0.8	100	
6	Organisation structure	54	39	28	2	1	125	2.478
	Percentage	41.00	32.00	23.00	1.6	0.8	100	
7	Rewards	63	23	42	1	1	125	2.694
	Percentage	50.00	18.00	32.25	0.8	0.8	100	
8	Risk Taking	57	40	26	1	1	125	2.478
	Percentage	45.3	33.00	21.00	0.8	0.8	100	

Source: Primary data

The highest percentage of 76.8% strongly disagrees with the factor affecting organisational environment in practises, out of 125 respondents. In addition, 52.8 percent of respondents disagree with the organization's supervisory and communicative practises. In terms of variables, 20.8 percent of respondents agree that influencing organisational environment in sugar mills is small, and 13.6 percent strongly agree that it is constant. 13.6 percent of respondents are unconcerned about the continuous and leadership process when it

comes to leadership. In terms of the factors affecting organisational environment, the mean score value is 2.7920.

Result and discussion

Only recently has Sugar Industries' top management recognised the importance of employee Work Culture and Career Development in the company, as these factors have a significant impact on their job satisfaction and, as a result, their productivity. The majority of employees in the selected companies gave positive responses to almost all of the components of work culture, environment, and career growth opportunities in this study, indicating that their overall satisfaction level is very high. However, there are several big areas where better methods to boost these workers' work satisfaction levels may be implemented. There are the following areas: work nature, infrastructure, communication channels, and promotion policies. The findings show that the majority of workers regard their jobs as responsible but not demanding. Employees can become demotivated due to the monotony of their work. As a result, Work Rotation can be one of the strategies for making employment more interesting and inspiring, as workers would have more chances to learn new tasks and encounter new challenges. Furthermore, it shows that the majority of respondents are dissatisfied with current infrastructural facilities, implying that businesses should build better infrastructural facilities as a top priority, as employees are the most dissatisfied with this part. According to the survey, the majority of respondents believe that job allocation in these companies is fair, though there are some who disagree. As a result, the reasons for dissatisfied employees' feelings of discrimination in job assignment must be determined. In terms of knowledge flow, many workers believe they are deprived of complete information about job prospects and benefits, despite the fact that the majority of them support this aspect. This suggests that businesses should take more aggressive measures to strengthen their communication networks in order to ensure that information is distributed fairly to all employees. Finally, while the chosen businesses have achieved higher levels of employee satisfaction in general, there is still room for change in some of the main aspects of the work climate. Employee morale can be improved even further by managing employee complaints more effectively.

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