

A Study on Impact of Organizational Climate on Employee Commitment With Reference To Amcor Flexibles India Pvt Ltd

A. Raju, Dr. S. Pougajendy

Abstract— The purpose of this study is to examine the relationship between components of the organization commitment and job satisfaction among employee at Amcor flexible.

The research design chosen is descriptive type. The sample size taken to conduct the research is 65 employees, for the study the sampling techniques are convenient sampling; structured questionnaire was used for primary data collection. Secondary data was collected from earlier research work various published journals, magazines and online articles statistical tools are used for data analysis. After analyzing the data certain pitfalls are highlighted in which management has to concentrate for improvement.

Index Terms— climate, sampling, descriptive

I. INTRODUCTION

Organizational climate is the shared perception of employees who work and live in the organization. It is the sum of individual perceptions regarding the organizational procedures, policies and practices. It represents the psychological environment of the organization consisting of individual opinions framed upon micro events that happen to them as well as to others around, over a period of time. It is the set of measurable properties of the work environment, perceived directly or indirectly by the members, influencing their work and satisfaction

Organizational weather is comprised of a mix of norms, values, expectations, policies and procedures that have an effect on work motivation, commitment and in the long run person or paintings unit overall performance.

II. REVIEW OF LITERATURE

Jegajothi (2015) had studied the connection between organizational climate and employee performance. The take a look at identified that there's advantageous dating between organizational weather and worker performance and the organizational weather which motivates and growth the employer effectiveness. The take a look at also observed that administrative center behavior, worker productiveness, paintings dedication, process level, activity fame, promoting, worker schooling and employee rewards etc have the wonderful courting with motivation and performance of

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A.Raju, MBA – II yr student, PRIST, Deemed to be University, Puducherry Campus

Dr.S.Pougajendy, Associate Professor, MBA, PRIST, Deemed to be University, Puducherry Campus

personnel. The study shows that the paintings commitment allows the employee to paintings on a ordinary foundation and accurate choice making.

Ghodsy Ahghar (2019) studied the influence of organizational weather of a school on the occupational pressure of the lecturers. The have a look at outcomes found out that (a) 40.02% of secondary college teachers experienced occupational strain at a mild or better degree, (b) the fee of occupational strain amongst teachers can be expected using the scores on the school organizational weather, this predictability is highest for the open weather and step by step decreases through the engaged and disengaged to the closed climate, (c) a number of the teachers operating in the disengaged and closed climate, the charge of occupational strain notably exceeds that recorded most of the instructors running within the open climate.

III. RESEARCH METHODOLOGY

3.1.1 INTRODUCTION

Research strategy is that the precise system or technique acclimated determine, pick out, method, and dissect records a couple of factor. all through an exam paper, the approach location permits the in step with person to fundamentally esteem an research's widespread legitimacy and duty.

3.1.2 TYPE OF RESEARCH:

Unmistakable research style is applied for the duration of this examination. An enlightening document is attempted in order to set up and painting the attributes of things of enthusiasm during a state of affairs. engaging investigation gives facts regarding the population or universe being taken into consideration. besides it's going to exclusively depict the "who, what, whilst, any location and the way. in this way enlightening exam is applied as soon as the objective is true and right as viable.

3.1.3 OBJECTIVES OF THE STUDY

- To identify the job satisfaction level of employee in an organization.
- To identify the impact of reward on motivation.

3.1.4 RESEARCH INSTRUMENT USED

A prepared survey has been applied as an device for this investigation. Prepared ballot is the one wherein there are clear, concrete and foreordained inquiries figuring out with the perspectives for which the analyst gathers data. identical survey has been utilized for every one of the Respondents.

3.2 QUESTIONNAIRE DESIGN

The structured questionnaire consists of open ended, multiple choice, close ended, dichotomous questions, etc.,

3.3 DATA COLLECTION

3.3.1 PRIMARY

Surveys become readied. Appropriate consideration becomes taken to define the inquiries in the sort of manner, that it's far efficiently comprehended by the Respondents. A large portion of the inquiries have been numerous selections. man or woman Interview was likewise directed. The prepared meeting approach becomes embraced. The meeting became led in English simply as in Tamil on a helpful date and time as decided via the Respondents.

3.3.2 SECONDARY DATA

Optionally available information is the data accumulated from readymade statistics. These are recycled data which has been as of now accumulated and positioned away in web sites and distributed as diaries, books, and writing.

3.4 PERIOD OF STUDY

The study was undertaken for a period of one month in June 2019.

3.5 SAMPLE SIZE

64 workers have been taken for the investigation.

3.6 SAMPLING METHODS

3.6.1 POPULATION

A populace may be characterized as inclusive of all people or matters with the attributes, one want to reflect on consideration on.

3.6.2 SAMPLE

As inspecting the complete populace is tedious and here and there non green, by means of and huge a piece of the population is remote from all of us else chosen for take a look at which is referred to as take a look at.

3.6.3 SAMPLING PROCEDURE

Lodging inspecting is probably a specific style of non-chance trying out system that relies upon learning association from populace people readily accessible to take a hobby in look at.

3.7 LIMITATIONS

- There might be inclination inside the amassed facts.
- Some representatives waver to discover the subtleties.
- The check length of the exam became restricted to 64.
- The data changed into amassed uniquely in Amcor personnel simplest.

IV. ANALYSIS AND INTERPRETATION

AIM: To find whether the significant relationship between gender and job opportunities.

HO: There is no significant relationship between gender and job opportunities.

H1: There is significant relationship between gender and job opportunities.

Factor	A	B	Total
A	15	12	27
B	36	1	37
Total	51	13	64

Observed	Expected	(O-E) ²	(O-E) ² /E
15	21.5	42.25	1.96
36	29.4	43.36	1.48
12	5.4	43.56	8.06
1	7.5	42.25	5.63
		Total	CV=17.13

CV=17.13

Degree of freedom = (r-1) (c-1)

= (2-1) (2-1)

= (1) (1)

= 1

TV=3.841

Calculated value < Table value

It is clear that the calculated value of x is less than the table value and so, the Null hypothesis is rejected.

There is significant relationship between gender and job opportunities.

ANOVA

AIM: To find whether the significant relationship between education and opportunities.

HO : There is no significant relationship between educations and opportunities.

H1 : There is significant relationship between education and opportunities.

Facto	Highly Satisfie	Satisfie	Neither Satisfie Dissatisfied	Dissatis	Hig Dissatis	Total
A	5	7	3	2	1	18
B	7	2	0	2	1	12
C	6	3	0	4	0	13
D	1	0	7	0	3	11
E	0	5	3	2	0	10
TOT	19	17	13	10	5	64

	X1	X2	X3	X4	X5	X12	X22	X3	X	X52
	5	7	3	2	1	25	49	9	4	1
	7	2	0	2	1	49	4	0	4	1
	6	3	0	4	0	36	9	0	16	0
	1	0	7	0	3	1	0	49	0	9
	0	5	3	2	0	0	25	9	4	0
	19	17	13	10	5	111	87	67	28	11

T t

$$T = \sum x_1 + \sum x_2 + \sum x_3 + \sum x_4 + \sum x_5$$

$$= 19 + 17 + 13 + 10 + 5$$

$$T = 64$$

N=no. of counts

$$N = 25$$

$$CF = T^2/N$$

$$CF = T^2/N$$

$$(64)^2/25 = 163.84$$

$$(16)^2/2 + (34)^2/2 + (1)^2/2 + (2)^2/2 + (0)^2/2 = 280.9$$

$$= 19^2/2 + 17^2/2 + 13^2/2 + 10^2/2 + 5^2/2 = 163.84$$

$$= 72.2 + 57.87 + 33.8 + 20 + 5 = 163.84 = 138.8 - 163.84$$

$$SSC = 24.96$$

$$SST = \sum x_1^2 + \sum x_2^2 + \sum x_3^2 + \sum x_4^2 + \sum x_5^2 - cf$$

$$= 111 + 87 + 64 + 28 + 11 - 163.84$$

$$= 304 - 163.84$$

$$SST = 140.16$$

$$SSE = SST - SSC$$

$$= 140.16 - 24.96$$

$$SSE = 115.2$$

variance	Ndj	Sum of	Mean of	F
Column r1	c-1 5-1=4	24.96	24.96/4 =6.24	6.24/5.76 =1.083
Error r2	n-c 25-5=20	115.2	115.2/20 =5.76	

$$CV = 1.083$$

$$TV = ndj (v1.v2)$$

$$= 5.19$$

Calculated value < Table value

Accept H1

There is significant relationship between education and opportunities.

V. FINDINGS

- There is significant relationship between gender and job opportunities.
- There is significant relationship between education and opportunities

CONCLUSION

A sound climate is a long-run proposition. Managers need to take an assets approach to climate, meaning that they take the long run view of climate as an organisational asset. Many think that organisational climate is an indirect determinant of behaviour in an interactive sense. The individual's perceptions of what are "out there" acts as a moderating or intervening variable between organisational stimuli and resultant behaviour.

In view of the above discussion, the findings and their implications should be taken into account in the design of human resource programs as well as in the making of policy. Due attention has to be paid to the value systems of the population as a whole, as well the differences in perceptions found between sub-populations.

The findings of the study also suggests that, similar studies may be taken up on several organisations in the same industry at a time to examine the variations in perceptions across organisations in an industry. There exists a gap between what an employee wants and has. This study has examined the perceptions of employees.

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