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Organizational Climate and Employee Commitment in Commercial Banks of Haryana

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Abstract: Organizational climate decides the representative's discernment just as points of view of an association. The current investigation makes an endeavour to look at the organizational climate in banking Industries through the organizational climate dimensions which are more pervasive. The study was conducted the organizational climate as perceived by employees working in commercial banks in Haryana. The sample consisted of 100 employees out of 2000 employees from commercial banks in Haryana. Obtained data was analysed using means, S.D's and ANOVA. Findings of the study indicated that organizational climate is significantly motivated the employees of commercial banks. The examination uncovered that, the incorporated expert in the association rouses workers; organizational climate motivates employees and makes them feel part of the organization. Employees acquire sufficient preparing identified with their work and to satisfy proficient guidelines, Training and improvement upgrades the productivity and adequacy of the work being performed by representatives is altogether higher if there should arise an occurrence of commercial bank employees.

Keywords: Organizational Climate, Commercial banks, motivation, Employees.

I. INTRODUCTION

“Organizational climate is a significant part of association and the board. The expanding research in this field and the focused consultations regarding the matter added to its conceptualization and significance which assisted with building up a wide-going viewpoint of authoritative environment as a significant idea. Hierarchical environment is the common impression of representatives who work and stay alive in the association. It is the amount of individual discernments in regards to the authoritative methodology, approaches and practices .It is the arrangement of quantifiable properties of the workplace, seen straightforwardly or by implication by the individuals, affecting their work and fulfilment. Organizational Climate is about the perceptions of the climate and about complete measures. The ‘Climate’ might be respected in outright terms and estimated by instruments, yet is 'felt' diversely by people. The total environment may suit one individual and not another. Every single hierarchical theoretician and analysts all in all concur that a social Climate is critical for a definitive accomplishment of authoritative objectives. Organizational climate is involved a mix of standards, values, assumptions, approaches and methodology that impact work inspiration, responsibility and eventually individual or work unit execution.”

II. LITERATURE REVIEW

“Sinha and Guldenmund, (2015), pointed out, the atmosphere that characteristic a particular organization is the organizational climate of that firm. This climate comprises shared perceptions about organizational norms, beliefs, values, practices, and procedures. These can be observed at general or specific levels.”

“Rashmi Rai, (2014), founded that, the nine parameters on which organization climate has been measured are; Leadership and management work environment, Role and responsibility, Performance management, Career growth opportunities, Objectives and goals, Work life balance Rewards & recognition and Pay & benefit.”

“Gabriela Rusu, Silvia Avasilcai., (2014), studied that, organizational climate is closely correlated with employee’s motivation as this has a focal job in accomplishing superior exhibitions inside associations. It is the supervisors’ capacity and obligation to establish a steady authoritative environment to give a spurring climate in mechanical firms. The connections between hierarchical environment measurements and inspiration were broke down. The outcomes showed the impact of authoritative environment fair and square of representatives’ inspiration.”

“Rahimic, (2013), reported that, Organizational climate essentially impacts hierarchical and mental cycles of correspondence, critical thinking, learning, inspiration, proficiency, and profitability of an association, just as, advancement and occupation fulfilment.”

“Alharbi Mohammad Awadh and Alyahya, Mohammed Saad., (2013), discovered, a connection among culture and execution in improving the consequences of the association. Efficiency relies upon association culture and which thusly relies upon the work execution of the association. The way of life that helps in disguising joint relationship prompts compelling association measure. The standards and estimations of an association impact labor force the board. Compelling administration is conceivable in an association with solid social qualities. A positive improvement of association can be a chance where there is an ideal utilization of assets on a typical way. This aides in giving a serious edge. The adequacy and maintainability of an association is affected by the nature and force of association and culture.”

“Abdulkadir, (2012), pointed out, organizational climate is seen as the normal implications that representatives join to a specific work setting and how workplaces are psychologically assessed and addressed regarding their importance and importance for singular representatives in associations.”

“Asif, (2011), reported that, the Organizational Climate (OC) is a fundamental construct in work and organizational settings, as it provides an appropriate context for studying organizational behavior, allowing the exploration of individual and group behaviors.”

Statement of the Problem

“Organisational climate affects every activity in an organization directly or indirectly. The growth of an organization is directly related to the climate. One of the key factors that may influence on employees’ perception is organisational climate. Organisational climate helps to set the quality of the organization .The present study makes an attempt to examine the organizational climate prevailing in public and private sector banks through the organizational climate dimensions which are more widespread. It has been empirically proved in many Indian and Western organizations that employee centered climate and achievement oriented climate ultimately improve performance. In this context, it seems sensible to undertake an investigation into organizational climate. The valid conclusions based on such an investigation would result in developing suggestions for bringing about a work environment, motivational and training & development are essential for scaling new heights in employee productivity in banking sector. Further it encourages thinking among researchers on dimensions to be incorporated in a study of organizational climate.”

III. NEED FOR THE STUDY

“Banking participate an essential part in the well-organized use of national assets through loan, investing and transferring money all over the nation and even among countries. Role of banking is crucial in a developing country. Recently the Indian economy has witnessed the emergence of many banks in the private sector. There are several reasons behind the increasing number of commercialization of banks. The growth of such banks is not possible unless they witness some success in the

context of customer satisfaction or may it be the net assets held by these banks, efficiency of their management or the networks of commercial banks. The present study has undertaken to make a analysis of commercial banks influencing organizational variables on climate perception. As earlier studies reveals that climate varies from organization to organization. So, every organization has to be attentive towards their organizational climate. The present study has made an attempt to find is there any significant changes in organizational climate on perception of respondents.”

IV. OBJECTIVES

1. To analyse the view of employees towards their working environment with respect to organizational climate in commercial banks.
2. To analyse the view of employees towards motivation with respect to organizational climate in commercial banks.
3. To investigate perception level of representatives on training and development as for organizational climate in commercial banks.

V. HYPOTHESIS

- H0: There is no significant motivation in employees of commercial banks with respect to work environment.
- H1: There is a significant motivation in employees of commercial banks with respect to work environment.
- H0: There is no significant training and development of commercial banks employees.
- H3: There is a significant training and development of commercial banks employees.

VI. METHODOLOGY

Research Design

The spellbinding review research is viewed as appropriate for the current examination. The justification choosing the expressive strategy for research was that it helps in over-simplification to a more noteworthy degree than the test research plan.

Sources of Data

The investigation used both primary and secondary sources gathering information. The essential wellsprings of information assortments finished with the assistance of organization of organized survey and optional sources are diaries, books, and web sources.

Sample Size of the Study

This study was carried out among commercial bank employees. The sample selection was totally random without any bias. 100 employees are randomly selected from commercial banks as respondents of the structured questionnaire. Perception of the employees on organizational climate was collected through structured questionnaire on a five point Likert Scale as “Strongly disagree “to “strongly agree” and rating given as 1 to 5 respectively.

Tools adopted for Data Analysis

In this examination information investigation is performed with the assistance of Statistical Package for Social Sciences (SPSS 19 form). The investigation utilized both elucidating just as inferential insights to address the reactions. Hypothesis testing is done using, ANOVA for large samples. Balance ANOVA is used for analysis purpose, because the data collected are further sampled from Commercial Banks.

Reliability Test

To test the reliability of the data collected, Cronbach's Alpha test is used and its value is found to be 0.957 which is more than the standard norm (0.07). SPSS produces many different tables. The Reliability Statistics table provides the actual value for Cronbach's alpha, as shown in Table 1.

Table 1 : Reliability statistics

Cronbach's Alpha	Number of items
.957	10

Source: Primary data

Work Environment analysis

H0: There is no significant work environment for the employees of commercial banks. H1: There is a significant work environment for the employees of commercial banks.

Table 2: Showing Descriptive Statistics for Work Environment

		N	Mean	Std. Deviation
A good lighting system increases employee's productivity.	Commercial banks employee	32	4.2391	.88168
	Total	32	4.2391	.88168
Controlled noise and temperature in work place will make an employee to concentrate on their job	Commercial banks employee	35	4.2609	.93608
	Total	35	4.2609	.93608
Work area has a safe working environment.	Commercial banks employee	33	4.2500	.76496
	Total	33	4.2500	.76496
	Total	100	4.1333	.83277

Source: Primary data

Table 3: ANOVA for Work Environment

		Sum of Squares	df	Mean Square	F	Sig.
WE2	Between Groups	3.751	1	3.751	5.800	.017
	Within Groups	95.704	148	.647		
	Total	99.455	149			

Employee's productivity is increased by a good lighting system. The mean value is 4.2391 indicating that commercial banks employees have higher aspiration in this regard. With respect to, 'Controlled noise and temperature in the workplace will make an employee to concentrate on their job' shown a mean value of 4.2609. This highlights that their 'Work area has a safe working environment'. While examining the perception of the employees towards their work environment with respect to organizational climate. Null hypothesis stating significance the employees of commercial banks, with respect to work environment.

Motivational Factor

H0: There is no significant motivation in commercial bank employees.

H2: There is a significant motivation in commercial bank employees.

Table 4: Showing Descriptive Statistics for Motivation

	N	Mean	Std. Deviation
Employee's level of motivation is influenced by their co-employee's co-operation and support from superiors.	100	4.2414	.75650
The quality of working environment and working condition at the organization has an influence on motivation.	100	3.7500	.87235
Nature of job influences employee's level of motivation.	100	4.1034	.83118
Employees have a feeling of self-esteem on their job.	100	4.0217	.79805

The centralized authority in the organization motivates employee's efficiency.	100	4.0690	.85557
Organizational climate motivate employees and Makes them feel part of the organization.	100	4.2241	.99195
	100	4.2241	.99195

Source: Primary data

Table 5: ANOVA for Motivation

		Sum of Squares	df	Mean Square	F	Sig.
MOT	Between Groups	2.135	1	2.135	3.987	.048
	Within Groups	79.272	148	.536		
	Total	81.408	149			

Employee's level of motivation is influenced by their co-employee's co-operation and support from superiors in commercial bank employees with a mean value of 4.2414. The quality of working environment and working condition at the organization has significance influence on motivation in commercial banks showing a mean value of 3.9310.

A Perception Analysis of Banking Employees on Organizational Climate

Commercial bank employees are showed mean value of 4.1034 for 'Nature of job which influences employee's level of motivation'. Employees have a feeling of self-esteem on their job shows a higher mean of commercial bank employees which is 4.3793. The centralized authority in the organization motivates employees' having a mean of 4.0690, resulting towards commercial bank employees is motivated. With reference to organizational climate motivates employees and makes them feel part of the organization found to have a mean value of 4.2241 in commercial banks. Summary of ANOVA for motivation reveals that there is a significant level of commercial bank employee's. Hence the Null hypotheses stating that 'There is no significance of the employees of commercial banks with respect to Motivation' is rejected.

Training and Developmental Factors

H0: There is no significant Training and development for employees of commercial banks.

H3: There is a significant Training and development for employees of commercial banks.

Table 6: Showing Descriptive Statistics for Training and Development

	N	Mean	Std. Deviation
Employees acquainted new skills and knowledge through training.	100	4.1034	.94942
Employees gain adequate training related to their job and to meet professional standards	100	4.2759	.83336
Training and development enhances the efficiency and effectiveness of the work being performed by the employees.	100	4.3276	.68538
Training and development enhance the quality of services being performed by employees	100	4.3448	.96521
Progress in incorporating the latest technology into training and development schedules.	100	4.1552	.85433
Training needs identified are realistic, useful and based on the business strategy of the bank	100	4.2069	.78937

Table 7: ANOVA for Training and Development

		Sum of Squares	df	Mean Square	F	Sig.
TD	Between Groups	3.386	1	3.386	5.849	.017
	Within Groups	85.681	148	.579		
	Total	89.067	149			

Source: Primary data

Employees acquainted new skills and knowledge through training is show by commercial bank employees with a mean value of 4.1034. Employee's gain adequate training related to their job and to meet professional standards in commercial bank employees with a mean value of 4.2759. 4.3276 mean value is significantly higher in commercial banks for the statement. Training and development enhances the efficiency and effectiveness of the work being performed by the employees'. Training and development enhance the quality of services being performed by employees of commercial banks with a mean value of 4.3448. Progress in incorporating the latest technology into training and development schedules shows a higher mean in commercial bank employees which is 4.1552. For the statement 'Training needs identified are realistic, useful and based on the business strategy of the bank'. The mean value for commercial banks was 4.2069. As per the above Table no 7 it can be summarized that the Null hypotheses stating that There is no significant Training and development for the commercial bank employees is rejected.

VII. FINDINGS

"The main purpose of the study was to investigate that there is significant relation with work environment, motivation and training & development relating to organizational climate in the perception of the employees of commercial banks. The obtained data were analysed in the light of the objectives and hypothesis proposed in the study. For this purpose ANOVA was carried out so that a comparison can be done. The summary of the ANOVA of work environment, motivation and training and development with respect to organizational climate in commercial banks have a significant relation. Hence the null hypotheses with respect to work environment, motivation and training and development of employees of commercial banks is rejected."

VIII. CONCLUSION

Organizational climate is getting more significant than any other time in recent memory since associations need to guarantee that those people who add worth should remain in the association and keep emptying their endeavours into their work to profit the association. Analysts imagine that hierarchical environment is a backhanded determinant of conduct from a common perspective. The person's view of what are out there goes about as a directing or prevailing variable between hierarchical incitements and coming about conduct. Organizational climate is the key to business success since it impacts mentalities and conduct of worker's .environment affects workplace, inspiration and preparing and advancement of the representatives. On the off chance that the environment is good, there would be more prominent hierarchical adequacy and prompts sound climate.

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