

## **SOCIO ECONOMIC STATUS OF EMPLOYEES AND ORGANIZATIONAL CLIMATE IN ENGINEERING COLLEGES IN TAMIL NADU**

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### **ABSTRACT**

*Organizational climate determines behavior of the organization's members. Therefore, in order to efficiently manage human resources in an organization, it is crucial to know and understand the socio economic profile of the employees. Being used to describe organizational environment, organizational climate and socio-economic features of employees are one of the most important psychosocial constructs influencing successful organization functioning and development. The employees in the engineering colleges are selected for the present study by adopting random sampling technique through pre-tested, structured interview schedule through direct interview method. Totally 300 employees have been selected for the present study. The data and information collected from respondents pertains to the year 2018-19. The relationship between socio-economic features and organizational climate dimensions were studied by calculating Pearson correlation coefficient and the correlation coefficients show that sex was positively, significantly correlated with environment, teamwork, effectiveness, reward and recognition, competency and satisfaction level of the employees at five per cent level of significance. The engineering colleges should examine the current involvement of employees in major organizational goal setting; assure that a climate of involvement is felt, and communicate system-wide the management linkages for organizational direction setting and decision making.*

**KEYWORDS:** *Climate, Colleges, Correlation, Team work, Environment*

In a constantly changing educational environment, institutions must be quicker and more flexible than before and they must also be able to manage changes in students, staff, markets and competence. Organizing work and working hours to support employees' well-being requires management of time pressure, joint discussions on goals, support from members and socio economic status of the working community. If individual flexibility is possible during times when flexibility is required for productive reasons, there is also less stress. The connection between organizational climate and social well-being is evident also after controlling of other important aspects of work and organization. Organizational climate determines behavior of the organization's members. Therefore, in order to efficiently manage human resources in an organization, it is crucial to know and understand the socio economic profile of the employees. Being used to describe organizational environment, organizational climate and socio-economic features of employees are one of the most important psychosocial constructs influencing successful organization functioning and development. During recent years these constructs are attracting the interest for both – organizations as well as employees for the organizational effectiveness, improvement and optimal human resources use. In this context the present study was attempted to examine the socio-economic features of the employees, perceptions of employees on organizational climate dimensions and relationship between socio-economic features and organizational climate dimensions in engineering colleges in Tamil Nadu.

### **METHODOLOGY**

The employees in the engineering colleges are selected for the present study by adopting random sampling technique through pre-tested, structured interview schedule through direct interview method. Totally 300 employees have been selected for the present study. The data and information

collected from respondents pertains to the year 2018-19. In order to understand the socio-economic features of employees of engineering colleges, percentage analysis and correlation analysis are worked out.

### SEX

The frequency distribution of sex of the employees in engineering college was analyzed and the results are presented in Table1. The results showed that about 54 per cent were females while 46 per cent were males.

**Table-1. Frequency Distribution of Sex of Employees**

Sex	Frequency	Per Cent
Male	138	46.00
Female	162	54.00
<b>Total</b>	<b>300</b>	<b>100.00</b>

### AGE

The age distribution of employees was analyzed and the results are presented in Table 2. From the table, it is observed that majority of the employees belonged to the age group of 25-30 years (42.00 per cent) followed by 30-35 years (26.70 per cent). Only 10.70 per cent of the employees were more than 35 years.

**Table-2. Frequency Distribution of Age of Employees**

Age	Frequency	Per Cent
<25 Years	62	20.70
25-30 Years	126	42.00
30-35 Years	80	26.70
> 35 Years	32	10.70
<b>Total</b>	<b>300</b>	<b>100.00</b>

### EDUCATIONAL QUALIFICATION

The frequency distribution of educational qualifications of the employees of engineering colleges was analyzed and the results are presented in Table 3. It is clear that about 44.70 per cent of employees were M.E./M.Tech followed by B.E.(28.70 per cent) and M.Phil (13.30 per cent).The educational qualifications of the rest of the employees were ranging from Post Graduation in Arts (5.30 per cent) to ITI (1.30 per cent).

**Table-3. Frequency Distribution of Educational Qualifications of Employees**

Educational Qualifications	Frequency	Per Cent
B.E.	86	28.70
M.E./M.Tech	134	44.70
Under Graduation(Arts)	8	2.70
Post Graduation(Arts)	16	5.30
M.Phil	40	13.30
Diploma	12	4.00
ITI	4	1.30
<b>Total</b>	<b>300</b>	<b>100.00</b>

### DESIGNATION

The designation wise distribution of employees was analyzed and the results are presented in Table 4. It is apparent that majority of the employees were lecturer (78.00 per cent) followed by lab technicians (8.00 per cent). The rest of the designations of the employees were varying from senior lecturer (5.30 per cent) to librarian (0.70 per cent).

**Table-4. Frequency Distribution of Designation of Employees**

Designation	Frequency	Per Cent
Lecturer	234	78.00
Senior Lecturer	16	5.30
Assistant Professor	12	4.00
Professor	4	1.30
Lab Technicians	24	8.00
Librarian	2	0.70
Assistant Librarian	8	2.70
<b>Total</b>	<b>300</b>	<b>100.00</b>

### EXPERIENCE

The experience of employees was analyzed and the results are presented in Table 5. The results showed that about 79.03 per cent of the employees have the experience of less than five years followed by 5-8 years (10.70 per cent). Only 2.70 per cent of employees have the experience of more than 10 years.

**Table- 5. Frequency Distribution of Experience of Employees**

Experience	Frequency	Per Cent
< 5 Years	238	79.30
5-8 Years	32	10.70
8-10 Years	22	7.30
>10 Years	8	2.70
<b>Total</b>	<b>300</b>	<b>100.00</b>

### MONTHLY INCOME

The distribution of monthly income of the employees is presented in Table 6. From the table, it is evidenced that about 35.30 per cent of the employees belonged to the monthly income group of Rs. 10000-15000 followed by less than Rs. 10000(30.00 per cent). Only 11.30 per cent of employees belonged to the monthly income of more than Rs. 20000.

**Table-6. Frequency Distribution of Monthly Income of Employees**

Monthly Income(Rs.)	Frequency	Per Cent
<10000	90	30.00
10000-15000	106	35.30
15000-20000	70	23.30
>20000	34	11.30
<b>Total</b>	<b>300</b>	<b>100.00</b>

### Socio-Economic Features and Organizational Climate

The relationship between socio-economic features and organizational climate dimensions were studied by calculating Pearson correlation coefficient and the results are discussed as follows:

**Sex and Organizational Climate**

The relationship between age of the employees and organizational climate dimensions were analyzed and the results are presented in Table 7. The correlation coefficients showed that sex was positively, significantly correlated with environment, teamwork, effectiveness, reward and recognition, competency and satisfaction level of the employees at five per cent level of significance.

**Table-7 Relationship between Sex and Organizational Climate**

Organizational Climate Dimensions	Correlation Co-efficient
Environment	0.14*
Teamwork	0.10*
Effectiveness	0.09*
Involvement	0.13
Reward and Recognition	0.15*
Competency	0.13*
Commitment	0.13*
Satisfaction	0.09*

Note: \* Significant at five per cent level

**AGE AND ORGANIZATIONAL CLIMATE**

The relationship between age of the employees and organizational climate dimensions were analyzed and the results are presented in Table 8. The results indicated that age was negatively significantly associated with both environment and involvement at five per cent level. The results also showed that age was negatively associated with teamwork at one per cent level of significance.

**Table-8 Relationship between Sex and Organizational Climate**

Organizational Climate Dimensions	Correlation Co-efficient
Environment	-0.12*
Teamwork	-0.12**
Effectiveness	-0.13
Involvement	-0.01*
Reward and Recognition	-0.11
Competency	-0.04
Commitment	-0.11
Satisfaction	-0.04

Note: \* Significant at five per cent level

\*\* Significant at one per cent level

**Educational Qualifications and Organizational Climate**

The relationship between educational qualifications of the employees and organizational climate dimensions were analyzed and the results are presented in Table 9. It is apparent that educational qualification was negatively correlated with environment, effectiveness and reward and recognition at five per cent level. The results showed that educational qualifications of the employees were negatively associated with teamwork at one per cent level.

**Table-9 Relationship between Educational Qualifications and Organizational Climate**

Organizational Climate Dimensions	Correlation Co-efficient
Environment	-0.12*
Teamwork	-0.19**
Effectiveness	-0.15*
Involvement	-0.02

Reward and Recognition	-0.14*
Competency	-0.05
Commitment	-0.11
Satisfaction	-0.03

Note: \* Significant at five per cent level

\*\* Significant at one per cent level

### Designation and Organizational Climate

The relationship between designation of the employees and organizational climate dimensions were analyzed and the results are presented in Table 10. The showed that the designation was negatively associated with environment, effectiveness and team work at five per cent and one per cent level of significance respectively while designation was positively significantly correlated with satisfaction level of employees at five per cent level of significance.

**Table-10 Relationship between Designation and Organizational Climate**

Organizational Climate Dimensions	Correlation Co-efficient
Environment	-0.13*
Teamwork	-0.15**
Effectiveness	-0.14*
Involvement	-0.02
Reward and Recognition	-0.07
Competency	-0.05
Commitment	-0.07
Satisfaction	0.08*

Note: \* Significant at five per cent level

\*\* Significant at one per cent level

### Experience and Organizational Climate

The relationship between experience of the employees and organizational climate dimensions were analyzed and the results are presented in Table 11. It is inferred that the experience was negatively correlated with teamwork and involvement at five per cent level while experience was positively correlated with environment and satisfaction.

**Table-11 Relationship between Experience and Organizational Climate**

Organizational Climate Dimensions	Correlation Co-efficient
Environment	0.03*
Teamwork	-0.09*
Effectiveness	-0.08
Involvement	-0.06*
Reward and Recognition	-0.10
Competency	-0.05
Commitment	-0.01
Satisfaction	0.01*

Note: \* Significant at five per cent level

### Monthly Income and Organizational Climate

The relationship between monthly income of the employees and organizational climate dimensions were analyzed and the results are presented in Table 12. The results showed that the monthly income was positively, significantly associated with effectiveness, commitment and satisfaction at one per cent level of significance.

**Table-12 Relationship between Monthly Income and Organizational Climate**

Organizational Climate Dimensions	Correlation Co-efficient
Environment	0.06
Teamwork	0.01
Effectiveness	0.03**
Involvement	-0.13
Reward and Recognition	-0.07
Competency	-0.08
Commitment	0.08**
Satisfaction	0.03**

Note: \* Significant at five per cent level

\*\* Significant at one per cent level

### CONCLUSION

The relationship between socio-economic features and organizational climate dimensions were studied by calculating Pearson correlation coefficient and the correlation coefficients show that sex was positively, significantly correlated with environment, teamwork, effectiveness, reward and recognition, competency and satisfaction level of the employees at five per cent level of significance. The age was negatively significantly associated with both environment and involvement at five per cent level, while age is negatively associated with teamwork at one per cent level of significance. The educational qualification was negatively correlated with environment, effectiveness and reward and recognition at five per cent level while it was associated negatively with teamwork at one per cent level. The designation was negatively associated with environment, effectiveness and team work at five per cent and one per cent level of significance respectively. The experience was also negatively correlated with teamwork and involvement at five per cent level, while there was no correlation between the monthly income of employees and organizational climate dimensions. The engineering colleges should strive to clearly communicate organizational goals, values, challenges, threats, and achievements on a regular basis and seek to enhance the flow of information about and recognition for the progress that various work groups and the organization are making to meet organizational mission or goals. All employees must create communication climates in which employees in their work unit feel free to discuss their job issues and organizational concerns.

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