A STUDY ON EMPLOYEE EXPECTATION AND SATISFACTION TOWARDS ORGANIZATIONAL CLIMATE WITH SPECIAL REFERECE TO ATHIVINAYAKAR WIRES (P) LTD, COIMBATORE

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ABSTRACT
The present study intends to examine the organizational climate inside the Athivinayakar Wires (P) Ltd, Coimbatore. This study investigates the impact of organizational climate on counterproductive behaviors. The study further shows that organizational climate differs in each company and it affects the company’s performance. Organizational climate arises from the inter subjectivity of members as they interact within a context established by an organization's culture. A definition of organizational climate, informed by this approach, is presented. Finally, distinctions between organizational climate and organizational culture are examined. The idea of “organizational climate” appears to refer to an attribute, or set of attributes, of the work environment. The idea of a “perceived organizational climate” seems ambiguous; one cannot be sure whether it implies an attribute of the organization or of the perceiving individual. If it refers to the organization, then measures of perceived organizational climate should be evaluated in terms of the accuracy of the perceptions. If it refers to the individual, then perceived organizational climate may simply be a different name for job satisfaction or employee attitudes.

KEYWORDS: organizational culture, organizational climate.