

Perception of faculty members regarding various dimensions of Organizational Climate of Central Universities of Assam

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Abstract

This study has been carried out to compare the perception of the faculty members regarding various dimensions of Organizational Climate in the Central Universities of Assam. An Organizational Climate Questionnaire has been prepared with 16 dimensions of Organizational Climate and the responses were collected with Likert scale. The Samples for the study consisted of 126 faculty members of different grades of the faculty members of Tezpur University and Assam University. Result of the study reveals that significant mean difference exists regarding the dimensions of Trust / Openness , Risk Taking, Technology and Interpersonal skills between the faculty members of Tezpur University and Assam University. Further, no significant mean difference was observed regarding the dimensions of: Challenge / Involvement, Freedom, Idea / Time, Playfulness / Humour, Conflict, Idea support, Debate, Communication , Rewards, Clarity and Team Spirit between the faculty members of Tezpur University and Assam University.

Keywords: Idea support, Conflict, Organisational Climate, Risk Taking.

INTRODUCTION

Every organisation work for specific objectives with different resources, the most important of which is the human resource employed in the Organizations. Irrespective of the size or type of Organizations, the Organizational Climate has an effect on the Organisations in general and the human resources in particular. In general terms, the Organizational Climate represents the atmosphere of the Organizations. This atmosphere influences the people working inside the Organizations and also attracts the attention of the other people who are interested in the Organizations. The outcome/results produced by any Organization be it product or service thus depends on the Climate. Organizations across the globe are trying to continuously improve the Climate of the Organizations so as to improve the product or service they offer. Some people also use the term

Organizational Environment to denote Organizational Climate. The Organizational climate of Higher Educational Institutions , specially the Universities is very important and pertinent matter of study as the Universities are the Institutions which shape the human resource of different countries . Being the Institutions of higher learning, the Universities have been facing challenges from the internal as well as the external environment. The perception of the faculty members who are the backbone of the Universities towards Organizational climate thus plays a key role. Different Universities are characterized by different organizational climate. This differentiates the one University from the other.

REVIEW OF LITERATURE

Organisational climate, as a concept was formally discussed by Lewin, Lippit and White (1939) in their experimental research. The said research was on social climate and though the research mentioned about organizational climate but it was silent on the conceptual framework and measuring Organizational Climate. Different social scientists have put forwarded different definitions of Organizational Climate in the last few decades. Because of the different definitions by different social scientists, the concept of Organizational climate has evolved to be a very interesting area of research. Lewin (1951), Forehand and Glimmer (1964), Taiguri (1968), Friedlander and Margulies (1969), Litwin and Stringer (1966) were the social scientists who had given different classical definitions of Organizational Climate.

In a study carried out by Boro Moneswari (2021) regarding Organisational Climate among the faculty members of Bodoland University, the researcher found moderate level of relationship between Organisational Climate and Job Satisfaction. The study conducted by Martinez & Valenzo (2020) indicated towards existence of relationship of organizational climate with the variables taken up for study i.e. motivation, leadership, communication and organizational structure. Misra (2019) conducted a study by taking six dimensions, of Organizational Climate viz.- Openness, Favouritism, Humane, Task orientation, Apathy, and Control to compare the institutional climate. The study tried to measure the perception of the teachers teaching at different grade levels. Results of the said study stated that increase in grade level of students taught by teachers results in decrease of their perception of apathy, task orientation, and openness. The results also stated that the perception of humane climate and control is not influenced.

A study was conducted by Okoli, (2018) to know regarding the existence of relationship between organizational climate and job satisfaction. The study was conducted among academic staff in selected private universities in Southeast, Nigeria. It was found that positive correlation existed among academic staff between organizational climate and job satisfaction. Also, existence of significant relation between organizational climate

dimensions and job satisfaction dimensions were evident in the study.

A study was conducted by Goswami & Choudhury (2017) with an objective to study the Institutional climate of a few B. Ed Colleges. The study was conducted in Kamrup, Assam, India and the samples were collected from Non Govt. B.Ed colleges. It was found that the climate of the Institutions were totally significant and differs across different institutions. The result of the study stated that the Organizational Climate or Institutional climate of the Non Govt. B.Ed colleges were good and positive.

Research Gap

After reviewing different literatures on Organizational Climate, it has been found that no study has been carried out regarding Organizational Climate of Central Universities of Assam. For this reason the researcher has studied the perception of the faculty members of the Central Universities of Assam regarding the identified dimensions of Organizational Climate.

Objective of study

The study has been carried out with an objective to examine the University wise perception of the faculty members of the Central Universities regarding various dimensions of Organizational Climate.

In the study, we take the following Null Hypothesis.

Null Hypothesis (H₀) : There is no significant Mean difference of various dimensions of Organizational Climate among the faculty members of Tezpur University and Assam University

Methodology and Tools used for the Study

Data has been collected with the help of an Organized questionnaire and perception of the faculty members towards Organizational Climate was collected with the help of Stratified Random Sampling method. Likert scale was used to measure the responses of the questions put forwarded among the respondents.

There were 66 statements in the Questionnaire which covered 16 dimensions of Organizational Climate which are : Challenge / Involvement,

Freedom, Trust / Openness , Idea Time, Playfulness / Humor , Conflict , Idea Support , Debate , Risk Taking , Communication , Rewards , Technology, Clarity , Team Spirit, Interpersonal Relationship, Orientation. Microsoft Excel and Statistical Package for Social Sciences (SPSS Version 25) have been used for data analysis.

Population

The population of the study consists of all the Faculty members of the Tezpur University and Assam University respectively. The Total Faculty strength of the Tezpur University is 265 which includes 162 Assistant Professors, 36 Associate Professors and 67 Professors and the total Faculty strength of Assam University is 350 which includes 221 Assistant Professors, 41 Associate Professors and 88 Professors. So, the total Population for the study is 615.

Sampling

The Sampling frame of the current research are the Faculty members (Assistant Professor, Associate Professor and Professor) of the two Central Universities of Assam belonging to different departments of the Universities. For determination of sample size, formula proposed by Roscoe (1975) was followed , which states that the sample size to be in the range of 30-500 (the sample size should be lower than 500 but higher than 30). In case of this study, the sample size has been taken as 126. Amongst these the sample taken from Tezpur University is 55 and the sample taken from Assam University is 71. Stratified random Sampling method has been used for sampling. The said method has been used to increase statistical efficiency of the sample.

Reliability of the scale was measured with the help of the Cronbach's Alpha or the reliability coefficient. Using SPSS- version 25, Cronbach's Alpha was measured and it was found that the value of Cronbach Alpha is 0.840 for all 66 items of the Questionnaire. It indicates that data is reliable for analysis.

Some descriptive statistics were calculated like the mean, standard deviation, standard error etc regarding various of Organizational climate taken for study between the faculty members of the Two Universities. Furthermore, t- test was performed to test the hypothesis i.e whether the mean difference of various dimension is significantly different between Tezpur University and Assam University.

Delimitation: The Study is confined to Central Universities of Assam only. Further, Primary data have been collected from the Faculty members of the Tezpur University and the Assam University respectively. The other stakeholders who are equally important components to study the Organizational Climate of the Universities like the Students, Administrators /Officers and Staff have not been considered for the study.

FINDINGS AND DISCUSSION

A Dimension wise analysis regarding the 16 dimensions of Organizational Climate among the two central Universities viz the Assam University and the Tezpur University was done. The following table (Table 1.1) shows University wise descriptive statistics such as No. of Samples(N), Mean, Standard Deviation and standard error Mean.

Table 1.1: *University wise Descriptive statistics regarding 16 Dimensions of Organisational Climate*

Dimension	Name of the University	N	Mean	Std. Deviation	Std. Error Mean
Challenge/Involvement	Tezpur University	55	3.6327	.33057	.04457
	Assam University	71	3.6676	.32416	.03847
Freedom	Tezpur University	55	3.8291	.42061	.05672
	Assam University	71	3.9352	.53321	.06328
Trust/Openness	Tezpur University	55	3.4136	.30130	.04063
	Assam University	71	3.6655	.45108	.05353
Idea/ time	Tezpur University	55	3.6818	.71274	.09611
	Assam University	71	3.9049	.61291	.07274
Playfulness/ Humor	Tezpur University	55	3.4000	.57655	.07774
	Assam University	71	3.4577	.70835	.08407
Conflict	Tezpur University	55	3.2682	.75286	.10152
	Assam University	71	3.4683	.84296	.10004

Idea Support	Tezpur University	55	3.4864	.59203	.07983
	Assam University	71	3.4366	.59118	.07016
Debate	Tezpur University	55	3.7527	.45860	.06184
	Assam University	71	3.8338	.45101	.05353
Risk Taking	Tezpur University	55	2.5273	.87651	.11819
	Assam University	71	2.9437	.62485	.07416
Communication	Tezpur University	55	3.1909	.39955	.05387
	Assam University	71	3.1338	.58069	.06891
Rewards	Tezpur University	55	3.3891	.29166	.03933
	Assam University	71	3.4958	.39404	.04676
Technology	Tezpur University	55	4.1727	.56902	.07673
	Assam University	71	3.4789	.87398	.10372
Clarity	Tezpur University	55	3.8727	.67164	.09056
	Assam University	71	3.7923	.68398	.08117
Team sprit	Tezpur University	55	3.6970	.51429	.06935
	Assam University	71	3.7606	.49820	.05913
Interpersonal skills	Tezpur University	55	3.7891	.36193	.04880
	Assam University	71	4.1352	.54382	.06454
Orientation	Tezpur University	55	3.3818	.79198	.10679
	Assam University	71	3.4413	.79637	.09451

From the above table it was seen that regarding the Dimension of Challenge / Involvement, Freedom , Trust / Openness, Idea / Time, Playfulness / Humour , Conflict, Debate , Risk Taking , Rewards , Team Spirit and Orientation the mean value of the Assam University is greater than the mean value of the Tezpur University . So, it may be stated that the Organizational climate of the Assam University in terms of the Challenge / Involvement, Freedom , Trust / Openness, Idea / Time, Playfulness / Humour , Conflict, Debate , Risk Taking , Rewards , Team Spirit and Orientation dimension is better than the Tezpur University.

On the other hand regarding the Dimension of Idea Support , Communication ,Technology, Clarity , Interpersonal Skills the mean value of

the Tezpur University is greater than the mean value of the Assam University . So, it may be stated that the Organizational climate of the Tezpur University in terms of the Idea Support , Communication ,Technology, Clarity , Interpersonal Skills dimensions is better than the Assam University.

To check whether the mean difference between Tezpur University and Assam University is significantly different or not regarding the 16 dimensions of Organizational Climate, a statistical analysis 't-test' has been applied and results of the test are shown below :

Table 1.2: *T Test results regarding 16 Dimensions of Organisational Climate*

Dimension	t	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Mean difference significantly different or not between the Universities	Hypothesis test
Challenge/Involvement	-.594	.554	-.03488	.05873	No significant difference	Accept null hypothesis
Freedom	-1.212	.228	-.10612	.08755	No significant difference	Accept null hypothesis
Trust/Openness	-3.748	.000	-.25186	.06720	Significant difference	Reject null hypothesis
Idea/ time	-	.062	-.22311	.11824	No	Accept null

	1.887				significant difference	hypothesis
Playfulness/ Humour	-.491	.624	-.05775	.11752	No significant difference	Accept null hypothesis
Conflict	-1.384	.169	-.20013	.14459	No significant difference	Accept null hypothesis
Idea Support	.468	.641	.04974	.10626	No significant difference	Accept null hypothesis
Debate	-.993	.322	-.08108	.08161	No significant difference	Accept null hypothesis
Risk Taking	-2.984	.004	-.41639	.13953	Significant difference	Reject null hypothesis
Communication	.624	.534	.05711	.09157	No significant difference	Accept null hypothesis
Rewards	-1.682	.095	-.10668	.06343	No significant difference	Accept null hypothesis
Technology	5.378	.000	.69385	.12902	Significant difference	Reject null hypothesis
Clarity	.660	.510	.08047	.12190	No significant difference	Accept null hypothesis
Team spirit	-.701	.485	-.06359	.09076	No significant difference	Accept null hypothesis
Interpersonal Skills	-4.278	.000	-.34612	.08091	Significant difference	Reject null hypothesis
Orientation	-.417	.677	-.05950	.14271	No significant difference	Accept null hypothesis

It is observed that dimensions like Challenge / Involvement, Freedom, Idea / Time, Playfulness / Humour, Conflict, Idea support, Debate, Communication, Rewards, Clarity and Team Spirit have no significant mean difference between Tezpur University and Assam University as the Significant P Value is greater than 0.05. Hence, the null hypothesis has been accepted.

However in case of the dimensions like the Trust / Openness, Risk Taking, Technology and Interpersonal skills have significant mean difference between Tezpur University and Assam University as the Significant P Value is less than 0.05. Hence, the null hypothesis has been rejected.

CONCLUSION

The descriptive statistics (table 1.1) states regarding perception of the faculty members on the basis of mean value is better in Assam University compared to Tezpur University in case of the dimensions of Challenge / Involvement, Freedom, Trust / Openness, Idea / Time, Playfulness / Humour, Conflict, Debate, Risk Taking, Rewards, Team Spirit and Orientation. On the other hand perception of the faculty members on the basis of mean value is better in Tezpur University compared to Assam University in case of the dimensions of Idea Support, Communication, Technology, Clarity, Interpersonal Skills. However, t-test result (table 1.2) describes that only Trust / Openness, Risk Taking, Technology and Interpersonal skills are the dimensions which have significant mean difference regarding Organizational

climate among the faculty members between Tezpur University and Assam University.

During the period of research, visit to the Universities have shown that though both the Universities have been established at the same time, there is a difference regarding the technological advancements of both the Universities and the relationship among the faculty members and the staff. The personal bonding among the staff along with the interpersonal relations was noticed. The trust between the staff members as well as the enthusiasm was evident. The significant mean difference may be attributed to the above facts.

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