

IMPACT OF ORGANIZATIONAL CLIMATE AND JOB SATISFACTION ON PROFESSIONAL DEVELOPMENT AMONG SELF-FINANCING ARTS AND SCIENCE COLLEGE TEACHERS IN TIRUPATTUR DISTRICT

J.JEEVITHA, Research Scholar PG and Research Department of Commerce,
Marudhar Kesari Jain College for Women, Vaniyambadi - 635 751.

Dr. C. NITHYA, Research Guide & Supervisor, Head, PG & Research Department of Commerce,
Marudhar Kesari Jain College for Women, Vaniyambadi - 635 751.

ABSTRACT:

The purpose of present research is to identify relationship between organizational climate with job satisfaction and professional development among self –financing arts and science college Teachers. This research study was based on three variables which include the Organizational Climate, Job satisfaction, Professional Development of college teachers. First variable are four dimensions of organizational climate like Autonomy, Integration, Clarity of Organizational Goals, Innovation and Flexibility, Second variable are three dimensions of Job Satisfaction Workplace Condition, Infrastructure, Compensation, Third variable are three factors of Professional Development namely, Easy concurrence for higher education, Sanction of OD for attending FDP, workshop, seminar, conference, Encouragement for publishing papers and books. The data was collected from full time working Self-financing Arts and Science College teachers consisted of 397 sample of simple random sampling method used the for study. Results of the level of organizational climate, job satisfaction, and professional development was above the average level. The present paper measures impact of organizational climate on job satisfaction and professional development with help of correlation and regression analysis and an attempt has been made to see the factor wise effect of organizational climate and job satisfaction on professional development. The findings of the study indicated that there is a significant positive correlation of organizational climate with job satisfaction on Professional Development in faculty members (OC and JS $r = 0.405$, OC and PD $r = 0.405$, JS and PD $r = 0.657$). The result of regression analysis indicated that there is a positive and significant relationship between OC and JS, OC and PD, JS and PD.

Key words: *Organizational Climate, Job Satisfaction, Professional Development, faculty members.*

INTRODUCTION:

Organisational climate is nothing but its work environment as perceived by the individuals in the organization. Climate is manifested in the observable routines and rewards of the organization. The routines are the events and practices of an organization while rewards pertain to what behaviours get acknowledged and supported.

Definition: According to Campbell and others, “Organisational Climate can be defined as a set of attributes specific to a particular organisation that may be induced from the way that organisation deals with its members and its environment. According to Forehand and Gilmer can be defined as Organizational Climate refers to a set of characteristics that describe an organization, distinguish it from other organizations, endure over a longer period of time and influence the behaviour of the people in it. According to Robbins and Sanghi (2006) “Job satisfaction

is collection of feelings that an individual holds toward his or her job.” The same was contributed by Masud Ibn Rahman (2008) “Job satisfaction is defined as a general attitude toward one’s job”

IMPACT OF ORGANISATIONAL CLIMATE:

Organisational climate influences to a great extent the performance of the employees because it has a major impact on motivation and job satisfaction of individual employees. Organisational climate determines the work environment in which the employee feels satisfied or dissatisfied. Since satisfaction determines or influences the efficiency of the employees, we can say that organisational climate is directly related to the efficiency and performance of the employees.

Dimensions of Organizational Climate: Litwin and Stringer (1968) in his study identifies that the main factors influencing measured using six dimensions of organizational climate namely: 1. Organisational Structure 2. Individual Responsibility 3. Reward 4. Risk and Risk Taking 5. Warmth and Support 6. Tolerance 8. Conflict. **Schneider and Barlett** identified six important factors influencing of organisational climate namely: Management support, Management structure, Concern for new employees, Inter-agency conflict, Agent dependence and General satisfaction. **Lawrence James and Allan Jones** the main factors influencing of organisational climate namely: Organisational Context, Organisational Structure, Leadership Process, Physical Environment, Organisational Values and Norms. **Hairpin and Croft (1963)** identified six types of organizational climate conditions prevailing in schools. 1. Open Climate 2. Autonomous Climate, 3. Controlled Climate, 4. Familial Climate, 5. Paternal Climate, 6. Closed Climate.

Dimensions of Job Satisfaction: The main factors influencing using two dimensions of organizational climate namely: Personal Factors and Organizational factors. Personal factors are like Age, Gender, Educational Qualification, Experience, Capacity, and Fulfilment of expectations. Organizational factors are like Working Conditions, Growth Opportunities, Work load, Stress, Interpersonal relationships, Fair remuneration, Job security, Nature of the Job. Inter-related three factors namely: Personal factors, factors inherent of the job and factors controllable by management. **Smith Kendal and Hulin (1969)** main factors effecting job satisfaction like Work, Pay, Promotions, Supervision, and Co-workers. **Unnamalai .T (2015)** made a study on Factors Influencing Job Satisfaction. The result of the study have shown that salary, working environment, promotional opportunity and interpersonal relationship have a main factors influencing of job satisfaction.

REVIEW OF LITERATURE:

A few of the research studies are discussed below:

L.Jenitta and Dr.B.Saminathan (Dec.2013) have conducted a study on Job Satisfaction of Teacher Educators in relation to their organizational climate. The simple random sampling technique has been utilized to select a sample of 76 Assistant Professors were selected self-financing colleges of education in Trichy District. The major objectives of the study were to find out the significance of the correlation between job satisfaction and organizational climate. Further, the study revealed that the null hypothesis is rejected there is a significant correlation between job satisfaction and organizational climate r value = 0.198 @ 5% level of significance. **Kamarul Zaman Bin Ahmad et al. (2018)** has made a study on Organizational Climate and Job Satisfaction: do employees’ Personalities matter. The main purpose

of the study was to understand the relationship between good organizational climate and overall job satisfaction. The result of the study inferred that there is positive significant relationship between organizational climate and overall job satisfaction. $r = 0.543$, $p < 0.01$. **Ranjan Bala (July 2015)** in his study, "Job Satisfaction of Senior Secondary School Teachers in Relation to Organizational Climate", The Multistage sampling method was adopted to select a sample of 400 Government Senior Secondary School Teachers of Una, Hamirpur, Kangra and Ballarpur District of Himachal Pradesh. The results found that there is no significant relationship between gender, locale, stream, and job satisfaction of senior secondary school teachers. The study reported that there is significant relationship between different organizational climates and job satisfaction of senior secondary school teachers. **Shahbazi Shahram et al. (2013)** reported that there is significant relationship between organizational climate and job satisfaction. $r = 0.112$, $p = 0.01$. **K. P. Anish Kumar et al. (2018)** conducted a study on Job Security among the Teachers in Self Financing Colleges. The Non-probability sampling of convenient random sampling method was used in the present study. A sample of 45 teachers in self-financing colleges in Coimbatore. The data were analysed using mean, standard deviation, one-way analysis of variance, t-test, and Karl Pearson's correlation coefficient. The main objective of the study was job security of self- financing college's teachers. The study revealed that 52 percent of the college teachers have a high level of insecurity feelings.

Pavithra, S (2019) conducted a study on Job Satisfaction among the College Faculty of Self Financing Arts and Science Colleges in Namakkal. The 50 self -financing arts and science colleges selected that descriptive research method was used in the present study. The sample of the study comprised of 300 teachers working various self-financing Arts and Science College in Namakkal. The data were analyzed using simple percentage method. 40% teachers PG with M.Phil degree are easily admitted in the self -financing Arts and Science Colleges. 50% of teachers have got work experience of less than 2years. The main objectives of the study that Workplace conditions, professional development and infrastructure. The study revealed that Workplace conditions, professional development and infrastructure significantly create overall job satisfaction of the teaching faculty. **Song, young shin (2010)** this study has been conducted to understand the "The Effect of Needs for Professional Development and Organizational Climate on Organizational Socialization". The result of the study shows that there is positive significant relationship between organizational climate and professional development. (OC $r = 0.523$, $p < 0.01$ and PD $r = 0.332$, $p < 0.01$). **Senthilkumar.V and Kannappa R. (2016)** has conducted a study on "A Study on Employees Job Satisfaction in Collegiate Education with Special Reference to Arts and Science Colleges at Trichy in Tamil Nadu". The study found that, salary, working environment, promotional opportunity and interpersonal relationship are the main factors influencing job satisfaction.

STATEMENT OF PROBLEM:

There are many problems and challenges in the field of human resources at faculty members in self-financing college, probably because the research relationship between organizational climate with job satisfaction on professional development has not been investigated. Therefore, it was felt necessary to carry out the present research. The main problems of research is presented in model.

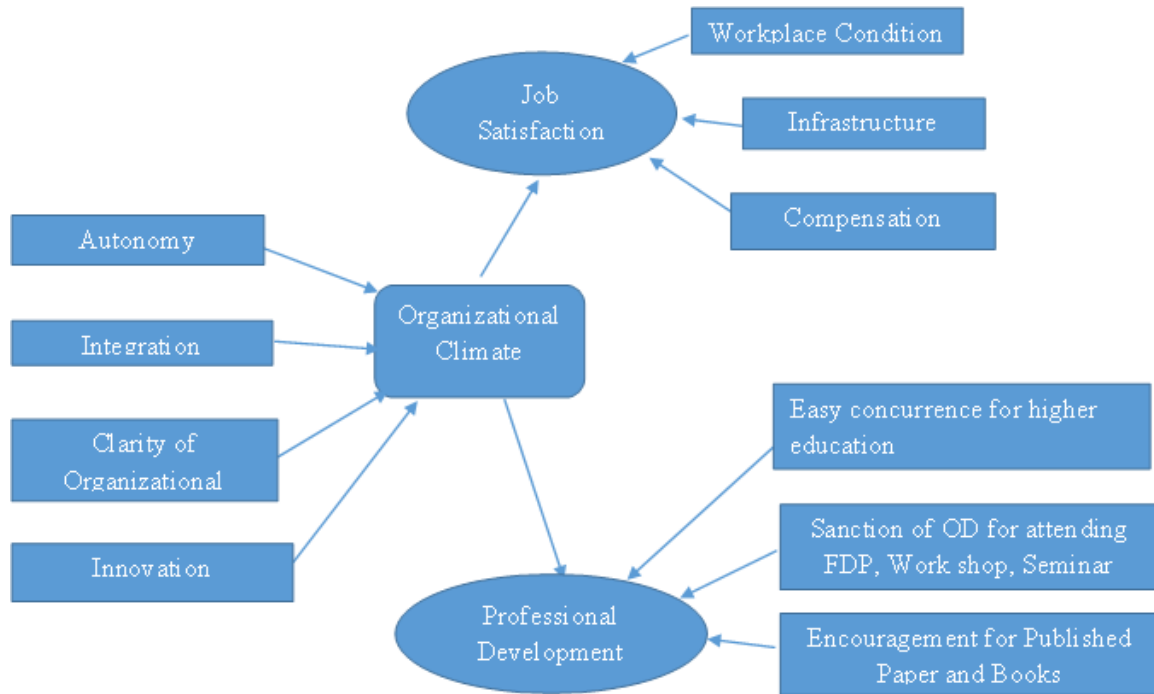


Figure 1. Research proposed model

According to Figure 1, the total goal of the research is identification of the relationship between organizational climate with job satisfaction and professional development in self-finance college Teachers.

OBJECTIVE OF THE STUDY:

- To study the demographic profile of faculty members in self-financing colleges.
- To determine the impact of organizational climate on job satisfaction.
- To analysis relationship between organizational climate and professional development.
- To find out the Inter relationship between organizational climate, job satisfaction and professional development.

LIMITATION OF THE STUDY:

- The Study was conducted only faculty members in working self-financing Arts and Science Colleges.
- The Study Covers only Tirupattur District of Tamil Nadu.

Hypothesis:

H1: Organisational climate has a significant impact on Teachers level of Job satisfaction.

H2: Organisational climate has a significant impact on Teachers Professional Development.

H3: Job Satisfaction has a significant impact on Teachers Professional Development.

METHODOLOGY:

This paper is blend of descriptive and empirical in nature. The simple random sampling methods used for the present study. The sample size for the study was 397 respondents. Primary and secondary data are used for the study. Primary data is collected from the respondents using a pre-structured questionnaire through online and directly meeting the respondents from faculty of various colleges in Tirupattur District. The secondary data were collected from the journals, magazines, books and websites. Percentage analysis is used to find out the demographic data. Descriptive statistics like mean, standard deviation, Skewness and kurtosis computed. Correlation is used to find out the strength of relationship between variables taken from the study. Path analysis is employed to find out the inter-relationship between the variables.

Table No: 1 Demographic Profile of the respondents

In the Demographic profile of the respondents, the basic profiles of the faculty respondents like Gender, age and Experience were determined with the help of Percentage analysis

Particulars		Frequency	Percentage
Gender	Male	113	28
	Female	284	72
	Total	397	100
Age	Below 30 years	98	24
	31-35 years	122	31
	36-40 years	114	29
	41-45	43	11
	46 years and above	20	5
	Total	397	100
Experience	Below 5years	162	41
	5 to 10 years	113	28
	10 years to 15 years	74	19
	Above 15 years	48	12
	Total	397	100

From the above table it can be inferred that like Gender, Age and Experience. 28% of the respondents were male and 72% were Female. 24% of the faculty respondents were below the age group 30 years, 31% of the respondents were in the age group of 31-35 years, 29% of the respondents were in the age group of 36-40 years, 11% of the respondents were in the age group of 41-45 years and 5 % were in the age group of above 46 years. 41% of the faculty respondents were experience below 5 years, 28% of the respondents were in the experience 5-10 years, 19% of the respondents were in the experience of 10-15 years, 12% of the respondents were in the experience of above 15 years.

Table No: 2 Descriptive statistics

Descriptive Statistics						
	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Organizational Climate: Autonomy	4.3426	2.16457	-.151	.122	-1.365	.244
Integration	4.2897	2.08632	-.097	.122	-1.289	.244
Clarity of Organizational Goals	4.4584	2.13471	-.226	.122	-1.340	.244
Innovation and Flexibility	4.4736	2.11475	-.174	.122	-1.349	.244
Professional Development: Easy concurrence for higher education	5.0176	1.80409	-.558	.122	-.793	.244
Sanction of OD for attending FDP, workshop Seminar, Conference, etc.	4.9698	1.86382	-.614	.122	-.677	.244
Encouragement for Publishing Paper and books	5.0302	1.79902	-.660	.122	-.507	.244
Job Satisfaction: Workplace Condition	5.2040	1.66096	-.766	.122	-.073	.244
Infrastructure	5.3123	1.76474	-.959	.122	.078	.244
Compensation	5.0453	1.85809	-.696	.122	-.560	.244

From the above table reveals that, organizational climate important factors are Innovation and Flexibility highest mean value of 4.4736 (S.D=2.11475) followed by Clarity of Organizational Goals mean value of 4.4584 (S.D=2.13471), Autonomy mean value of 4.3426(S.D=2.16457), Integration mean value of 4.2897 (S.D=2.08632). The highest mean value of 5.0302 (S.D= 1.79902) Factors of professional development like Encouragement for Publishing Paper and books followed by Easy concurrence for higher education mean value=5.0176 (S.D=1.80409), Sanction of OD for attending FDP, workshop Seminar, Conference, etc. mean value of 4.9698 (S.D=1.86382). The highest mean value of 5.3123 (S.D=1.76474) Dimensions of job satisfaction like Infrastructure, followed by Workplace Condition mean value of 5.2040 (S.D=1.66096), Compensation mean value of 5.0453 (S.D=1.85809). Hair et al. (2010) and Bryne (2010) argued that data is considered to be normal if **skewness** is between -2 to +2 and **kurtosis** is between -7 to +7. In the table both Skewness and Kurtosis are more than the acceptable range and normal, therefore data can be taken for further analysis.

Table No: 3 Relationship between Organizational Climate, Job Satisfaction and Professional Development:

In order to test the strength of relationship between organizational climate, job satisfaction and professional development. The results are shown as under Correlation analysis is performed.

	Organizational Climate	Professional Development	Job Satisfaction
Organizational Climate	1		.405**
Professional Development	.405**	1	.657**
Job Satisfaction	.405**	.657**	1
**. Correlation is significant at the 0.01 level (2-tailed).			

From the above correlation table, it can be inferred that positive significant relationship between organizational climate and professional development ($r=0.405$), organizational climate and job satisfaction ($r=0.405$), job satisfaction and professional development ($r=0.657$) at 1% level of significance.

Table No: 4 Reliability Statistics

Construct	Number of items	Cronbach's Alpha
Organizational Climate	4	0.849
Job Satisfaction	3	0.725
Professional Development	3	0.820

The Cronbach's Alpha of organizational climate is 0.849, Job Satisfaction is 0.725, Professional Development is 0.820. The questions/measurement items /scales under each construct had a good internal consistency and was higher than the threshold Cronbach's Alpha of 0.70 (Cronbach, 1951; Nunally, 1978; Hatcher, 1994; Zain et al., 2005). Face and content validity was proved through internal check and discussion with the experts. The high factor loadings have also proven the convergent validity (Hair et al., 2006).

Table No: 5 Inter relationship between organizational climate, job satisfaction and professional development:

In order to find out the Inter relationship between organizational climate, job satisfaction and professional development regression analysis is used. Where factors are independent and dependent variable.

Regression Weights

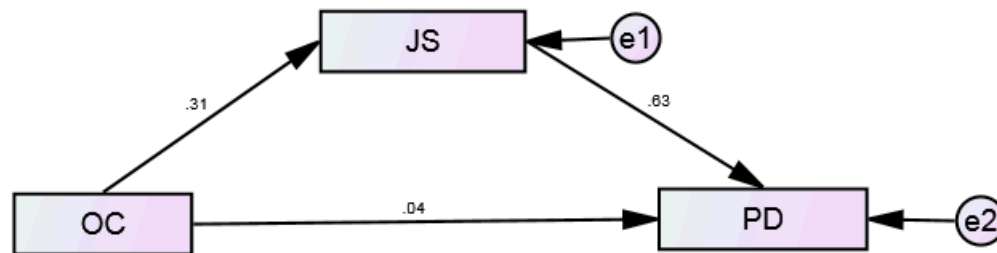
			Unstd Estimate	Std Estimate	S.E.	C.R.	P
JS	<---	OC	.675	.314	.095	7.138	***
PD	<---	OC	.128	.043	.110	1.160	.001
PD	<---	JS	.868	.630	.051	16.906	***

From the above table, that the regression co-efficient of the exogenous variables are significant. The critical ratio is above 1.96 and it is significant at 1% level. Hence, it is concluded that all the variables are highly influenced to determine the organizational climate, job satisfaction and professional development in self- finance arts and science college teachers.

It can be inferred that there is positive significant relationship between organizational climate and job satisfaction, organizational climate and professional development, job satisfaction and professional development.

OC= Organizational Climate, JS= Job Satisfaction, PD= Professional Development.

Path Model



Results: The demographic variables analysis helps in identifying the typical respondent's profile. The total number of respondents for this research was 397. 72% of the respondents were Female, 31% of the respondents were belonging to the age group of 31-35 years, and 41% of the respondents are below 5 years. The highest mean value of 4.4736 (S.D=2.11475) dimension of organizational climate like Innovation & flexibility. The professional development factors are Encouragement for Publishing Paper and books highest mean value=5.0302 (S.D=1.79902) and factors of job satisfaction are Infrastructure highest mean value of 5.3123 (S.D=1.76474). The findings of the study indicated that there is positive significant relationship between correlation of organizational climate with job satisfaction on Professional Development in faculty members (OC and JS $r = 0.405$, OC and PD $r = 0.405$, JS and PD $r = 0.657$). Three regression analyses were calculated to find the impact of independent variables on dependent variable. The result of three dimensions of regression equations tracing path to organizational climate, job satisfaction, and professional development based on hypothesis.

Hypothesis	Results of Relationship between two Variables	Same results by Author's Name and year
H1	Positive and significant relationship between Organizational Climate and Job Satisfaction	L.Jenitta and Dr.B.Saminathan (Dec.2013); Zulfqar Ahmad et al. (2010); Benjamin (2012);Niaz Ahmed Bhutto et al. (April 2012); Adenike Anthonia (2011); Benjamin (2012); Sanad A. Alajmi (2016)
H2	Positive and significant relationship between Organizational Climate and Professional Development	Song, young shin (2010); Zulfqar Ahmad et al. (2010)
H3	Positive and significant relationship between Job satisfaction towards Professional Development	S. Pavithra (2019); Quinn,Robert P,Baldi de Mandilovitch M S (1980); Acker G.M (2004);

CONCLUSION

Organizational Climate and Job Satisfaction is always interrelated. In this present scenario professional development decides the job satisfaction level among the employees. The above study shows that there is positive significant relationship between organizational climate and Job Satisfaction, Professional Development of self-financing arts and science college teachers. There is positive and significant relationship between Job Satisfaction and Professional Development.

SCOPE FOR FURTHER RESEARCH

The following are some of the scope for further research base on the above study

- Data can be procured from multiple regression carry out the studies.
- Carry out research other variables associated with the organizational climate and job satisfaction in the Government College/ Autonomous/ Universities.

REFERENCES

Books:

1. Shashi k. Gupta, Rosy Joshi, Organisational Behaviour, Kalyani publishers.
2. Avinash K. Chitale, Rajendra Prasad Mohanty, Nishith Rajaram Dubey, Organisational Behaviour , PHI Learning Private Limited, Delhi 110092, 2013.
3. Dr. C.D. Balaji, Organisational behaviour, Margham Publications.
4. AN: Shashi k. gupta, Rosy Joshi, Organisational Behaviour, Kalyani publishers.
5. AN: Dr. J. Jayasankar, Organisational Behaviour, Margham publications.

JOURNALS:

1. Jenitta,L and Dr.Saminathan, B (Dec.2013) "Job Satisfaction of Teacher Educators in relation to their organizational climate", *Shanlax International Journal of Education*, Vol.2, No.1, pp.1-6. ISSN: 2320-2653.
2. Kamarul Zaman Bin Ahmad, Sajjad M. Jaimuddin, Wang ling kee (2018) Organizational Climate and Job Satisfaction: do employees' Personalities matter?", *Management Decision*, <https://doi.org/10.1108/MD-10-2016-0713> , www.emeraldinsight.com/0025-1747.htm
3. Anish Kumar,K. P., Premalatha, S. Prakash (January 2018) "Study on Job Security among the Teachers in Self Financing Colleges", *Journal of Social Work Education and Practice*, 3(1), pp. 10-15. ISSN: 2456-2068. www.jswep.in
4. Pavithra, S., (2019) "A Study on Job Satisfaction Among the College Faculty of Self Financing Arts and Science Colleges in Namakkal", *International Journal of Scientific Research and Review*, Volume 8, Issue 1, pp.514-518. ISSN NO: 2279-543X.
5. Shahbazi Shahram, Janani Hamid and Najafzadeh Mohammad Rahim (2013) "The relationship between organizational climate with job satisfaction of educational teachers at high school grade of Ardabil city", *European Journal of Experimental Biology*, Vol.3, No.5, pp.566-572 (Available online at www.pelagiaresearchlibrary.com)
6. Song, Young shin and Lee, Mi. young (Dec.2010) "The Effect of Needs for Professional Development and Organizational Climate on Organizational Socialization", *Journal of Korean Clinical Nursing Research*, Vol.16 (3), pp.51-61.

7. Zulfqar Ahmad, Zafar Ahmad, Ishfaq Ahmed & Muhammad Musarrat Nawaz (October 2010) "organizational climate as employees 'satisfier: Empirical Evidence from pharmaceutical sector", *International Journal of Business and Management*, Vol.5 (10), pp.214-222.
8. Ranjan Bala (July 2015) "Job Satisfaction of Senior Secondary School Teachers in Relation to Organizational Climate", *International Interdisciplinary Research Journal*, Vol.5, ISSN 2249-9598, pp.254-259 www.oirj.org
9. Niaz Ahmed Bhutto, Minhoon Khan Laghari, Falah-ud-Din Butt (April 2012) "A Comparative Study of Organizational Climate and Job Satisfaction in Public, Private and Foreign Banks", *Asian Social Science, Published by Canadian Center of Science and Education*, Vol. 8, No. 4, pp.259-267. www.ccsenet.org/ass URL: <http://dx.doi.org/10.5539/ass.v8n4p259>, ISSN 1911-2017 E-ISSN 1911-2025.
10. Adenike Anthonia (2011) "Organizational Climate as a predictor of employee Job Satisfaction: Evidence from Covenant University", *Business Intelligence Journal*, Vol.4 (1), pp.151-164.
11. Benjamin Omolayo, O., Christianak. Ajila (2012) "Leadership styles and organizational climate as Determinants of Job Involvement and Job Satisfaction of workers in Tertiary Institutions", *Business and Management Research*, Vol.1 (3), pp.28-36. ISSN 1927-6001 E-ISSN 1927 – 601X.
12. Sanad A. Alajmi (2016) "Organizational Climate and its Relationship to Job Satisfaction in Kuwaiti Industrial Companies", *Asian Journal of Management Science and Economics*, Vol.3, No.2, pp. 38-47. www.multidisciplinaryjournals.com.
13. Unnamalai, T, (2015), "A study on factors influencing job satisfaction of faculty members (with special reference to Arts and Science Colleges in Tiruchirapalli)", *International Journal of Management*, (IJM) www.iaeme.com 6(1), 161-170.
14. Senthilkumar. V and Dr. Kannappa R. (2016) "A Study on Employees Job Satisfaction in Collegiate Education with Special Reference to Arts and Science Colleges at Trichy in Tamilnadu." *Journal of Business and Management (IOSR)*, Vol. 18(3), www.iosrjournals.org.
15. Acker G.M (2004) "The Effect of Organizational Conditions Role Conflict, Role Ambiguity, Opportunities for Professional Development, and Social Support) on Job Satisfaction and Intention to leave Among Social Workers in Mental Health Care", *Comm. Mental Health*, Vol.40, No.1, pp.65-74.
16. Quinn, Robert P., Baldi de Mandilovitch, Martha S., (1980) "Education and Job Satisfaction", *The Vocational Guidance Quarterly*, Vol.29, No.2, pp.100-111.