

# [Organization creativity and innovation, communication, and effectiveness etc.](https://assignbuster.com/organization-creativity-and-innovation-communication-and-effectiveness-etc/)

Organization climate, ororganizational culture, sometimes also called organization ideology refers to apervasive way of life and a set of norms. In organizations there are deep-setbeliefs about the way should be organized, the way authority should beexercised, how people should be rewarded, and how they should be controlled. The culture of an organization can sometimes be visible in its building and itsoffices. It can be manifest in the kinds of people it employs, the kind ofcareer aspirations they hold, their status in society, their level of educationand their degree of mobility. A large researchuniversity will have a culture quite different from that of a manufacturingfirm or a retail store. Different kinds of libraries have different cultures, reflecting the environment in which they are placed.

Even within anorganization cultures will vary. The research department will have a different atmospherethan the administration, which will be different from that of the place whereoperational activities take place. Organisationalclimate is generally associated with job performance, job satisfaction andmorale of employees. Climate is a commonly experienced phenomenon and oftenreferred to by many expressions such as atmosphere, surrounding, environmentand culture etc. Organisationalclimate is also one of the very important specialities to be considered instudying and analysing an organisation because it has a deep influence on theviewpoint, well being and outlook of employees, management and otherstakeholders in the organisation. It influences the total performance too.

Itdoes affect the behaviour of people in following ways: Ø  Defining the stimuli that confront theindividual. Ø  Placing restrictions on the individual’s freedomof choice. Ø  Providing source of reward and punishment.

Organisationalclimate provides a useful stage for understanding characteristics of organisationsuch as stability, creativity and innovation, communication, and effectivenessetc. Organisationalclimate may be defined in the following manner: Organizationalclimate refers to the internal environment that emerges from the values, norms, and beliefs of the organisation and influences the employees’ behaviour in anorganization. Organizational climate also refers to a set of circumstances thatare prevalent in the present scene and gives an organization a unique identityand helps it to distinguish it from another organization(s). And this in turninfluences the behaviour of employees in the organisation. Organisationalclimate may be described as the perception of the employees of the organizationand other people about an organisation and its functioning. It tends to attractand retain employees in the organization if it is perceived to be healthy, ortends to deter people to join or make them quit their jobs, if perceivedunhealthy.

Theconcept of organizational climate has been assessed by various authors andthere are different definitions. We can describe it as an individual perceptionof the work environment and of the characteristics of the enterprise (so-calledorganizational culture, ex. strategies, rules, values, management, etc.).

Thisresearch has been inspired by several researches of learning environment(Ellström, 2005, Evans et al., 2006, Rainbird et al., 2004) and it concentrateson deep and detailed analysis of organizational climate in a large-sizedenterprise in relation with in-company training. Inthis research, organizational climate corresponds to the feelings of employeesat work, their perception of the enterprise, and also to their identificationwith the enterprise. The organizational climate includes several factors whichmay influence the employees’ attitude towards learning in different ways.

Authors (Šigut, 2004) usually understand in-company learning as a way to changeorganizational climate and culture. This research supposes also inverseinfluence – organizational climate can change (facilitate or hinder) learningin a company. Organizationalclimate or environment in the enterprise is based on the perception of theenterprise by employees. It is characterized by the ‘ relationshipsbetween people and organization and relations of superordination andsubordination. They are determined by mutual influence of targets, formalstructures, processes and behaviour of people’ (Lukášová, 2004, s. 269). Thefeelings that an employee has at work, his perception of values, rules, patterns of behaviour, ways of management, etc.

(these characteristics of acompany are called organizational culture), influence his behaviour and conductand also his attitude to learning and in-company training (Šigut, 2004).