

Organization
creativity and
innovation,
communication, and
effectiveness etc.



**ASSIGN
BUSTER**

Organization climate, or organizational culture, sometimes also called organization ideology refers to a pervasive way of life and a set of norms. In organizations there are deep-set beliefs about the way should be organized, the way authority should be exercised, how people should be rewarded, and how they should be controlled. The culture of an organization can sometimes be visible in its building and its offices. It can be manifest in the kinds of people it employs, the kind of career aspirations they hold, their status in society, their level of education and their degree of mobility. A large research university will have a culture quite different from that of a manufacturing firm or a retail store. Different kinds of libraries have different cultures, reflecting the environment in which they are placed.

Even within an organization cultures will vary. The research department will have a different atmosphere than the administration, which will be different from that of the place where operational activities take place.

Organisational climate is generally associated with job performance, job satisfaction and morale of employees. Climate is a commonly experienced phenomenon and often referred to by many expressions such as atmosphere, surrounding, environment and culture etc. Organisational climate is also one of the very important specialities to be considered in studying and analysing an organisation because it has a deep influence on the viewpoint, well being and outlook of employees, management and other stakeholders in the organisation. It influences the total performance too.

It does affect the behaviour of people in following ways: Ø Defining the stimuli that confront the individual. Ø Placing restrictions on the individual's freedom of choice. Ø Providing source of reward and punishment.

<https://assignbuster.com/organization-creativity-and-innovation-communication-and-effectiveness-etc/>

Organisational climate provides a useful stage for understanding characteristics of organisations such as stability, creativity and innovation, communication, and effectiveness etc. Organisational climate may be defined in the following manner: Organizational climate refers to the internal environment that emerges from the values, norms, and beliefs of the organisation and influences the employees' behaviour in an organization. Organizational climate also refers to a set of circumstances that are prevalent in the present scene and gives an organization a unique identity and helps it to distinguish it from another organization(s). And this in turn influences the behaviour of employees in the organisation. Organisational climate may be described as the perception of the employees of the organization and other people about an organisation and its functioning. It tends to attract and retain employees in the organization if it is perceived to be healthy, or tends to deter people to join or make them quit their jobs, if perceived unhealthy.

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

This research has been inspired by several researches of learning environment (Ellström, 2005, Evans et al., 2006, Rainbird et al., 2004) and it concentrates on deep and detailed analysis of organizational climate in a large-sized enterprise in relation with in-company training. In this research, organizational climate corresponds to the feelings of employees at work, their perception of the enterprise, and also to their identification with the <https://assignbuster.com/organization-creativity-and-innovation-communication-and-effectiveness-etc/>

enterprise. The organizational climate includes several factors which may influence the employees' attitude towards learning in different ways.

Authors (Šigut, 2004) usually understand in-company learning as a way to change organizational climate and culture. This research supposes also inverse influence - organizational climate can change (facilitate or hinder) learning in a company. Organizational climate or environment in the enterprise is based on the perception of the enterprise by employees. It is characterized by the 'relationships between people and organization and relations of superordination and subordination. They are determined by mutual influence of targets, formal structures, processes and behaviour of people' (Lukášová, 2004, s. 269). The feelings that an employee has at work, his perception of values, rules, patterns of behaviour, ways of management, etc.

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