

ORGANIZATIONAL CLIMATE INITIATIVES IN A RENOWNED GOVERNMENT ORGANIZATION IN VISAKHAPATNAM–A CASE STUDY

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ABSTRACT

In 21st century, the employees' psychological connection with their work has gained critical importance in the field of private and government organizations'. Today, the contemporary world thrives for creativity in the work. In the private and Government sector, the organizational climate and employee wellbeing is the interesting and insightful area of study. The success in the government sector depends on the quality of services provided by each establishment. The purpose of the study was to examine the demographic profile of the employees working in the government organisation, and the impact of the organisational climate dimensions, organisational environment, team work, reward & recognition, involvement, management effectiveness, competency, communication and commitment, goal-setting and leadership skills in the organisation climate. Random sampling method was used to collect the information and the respondents were 100 from the government sector firm, but only 81 questionnaires was filled. SPSS 23.0 and AMOS 21 were used to analyse the data. Structured questionnaire relating to Organizational climate is taken for this study. The descriptive analysis, factor loading and regression method was used to analyse the data. The result reveals that goal setting has significant and positive influence in the organisation climate, and where there is leadership skill; there is no significant relation in the organisation climate. While management effectiveness is the least predictor of organisational climate with a beta weight predicted by the regression analysis, so the management team and department leaders within the organization should be able to organize workers to accomplish the company's goals. Skills in motivating and dealing with employees in the organisation should be done properly to increase the management effectiveness.

KEYWORDS: *Organizational Climate, Employees, Government, Organisational Environment, Team Work, Reward Recognition, Involvement, Management Effectiveness, Competency*

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