

A survey and identification of situation of forming factors of Organizational climate (case study: Damghan agricultural bank)

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Abstract: Organizational climate refer to personal and interpersonal relations at an organization qualitatively. Condition and quality originates from collective perception and attitudes. In this paper, we try to survey Organizational climate forming factors at agricultural bank branches (Damghan) from personal view point. Organizational climate factors include organizational goals, role clarity, Organizational remuneration, Organizational processes and communication. Our methodology is descriptive and applied. Statistical societies of this study include all of staff agricultural bank branches (Damghan). Statistical sample equals 47 men and women. We use a standard question air (liansas men and Sam deep) to collection of information. Its validity proves by master of university. To analyze of research assumptions, we use from descriptive indexes e.g. krooskal Wallis test, kalmographsmearnov test, binominal test 9one and two aspects). Finally, we conclude that according to staff opinions, all of the Organizational climate factors (except to organizational goal) is at positive conditions. There isn't any difference between men and women about Organizational climate factors (role clarity-remuneration-processes – communication) play a vital role in the favorite and positive climate.

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1. Introduction

Every organization has certain goals for political, social, economical and cultural development. Organizations staff performance (especially banks) affects on the people life and their satisfaction from services presented by staff. (Haji Aghajai, 1380). Now days, staff and administrative personal play an important role in the organizational changes (safi-1373). One of the vital components for positive and favorite climate is trust among managers and staff and customers. Favorite climate at the organization help to increase innovation and creativity (gharaimoghaddam, 1375).thus, identification of emotions and perceptions is very important in the planning or organizing or positive changes too (heshmat khah,1382).because, organizational behavior doesn't originate from formal expectancy and original personal needs, but dynamic relations of these components affect on the organizational behavior.

Personal behavior originates from values, needs, motivations, emotions and attitudes. Thus personal characteristic and organizational climate affect on the organizational behavior and it leads to collective identity (vanak, 1380).numerous factors play a vital role in the organizational climate (includeorganizationgoals, communication, management, structure, rules, awards and staff

role). If these factors integrate positively, creativity and innovation increase at organizations. Consequently, we can hope to improve different processes e.g. decision-making, innovative and creative staff can assist to managers and organizations, because these personal can find new ways to solve complicated problems. Often, creative people study and observe organizational behavior and phenomenon differently and dynamic. In this section, we survey to this question,« How is agricultural banks branches climate (Damghan)» ?

2. Materials and Methods

Organizational climate studies by lewin in late decade 1930.social scientist (lewin) use from this paradigm (Organizational climate) to describe subjective emotions in relation of with organizational behaviors. Of course, in decade 1980, this concept its attraction for researchers. Then, culture substituted with this concept a researcher (ikual, 1996) referred to two paradoxes is related to organizational climate theories. Other paradox is related with values, norms and attitudes.

According to«ikual» opinion, organizational climate is a general word and these include interaction among organizational components. Organizational climate or organization internal

qualities refer to various factors e.g. organizational Structure, independent, remuneration, support, percept, responsibility and so on (heshmatkhah, 1382). Changes in the global economics and human resources management were among of major challenges. (alaghe band,1374). Moreover, managers should adapt their selves with speed changes and deadly competitions. Human resources are permanent and effective resource. Activities related whit planning; organizing, leading, controlling, motivations are valuable, if human resources work effectively at the good organizational climate. Thus, managers and leaders have to create a suitable climate. There are two important factors (Organizational and environment conditions) that can affect on the Organizational success.

Organizations are like of human fingerprint, then, they are unique entity. If we don't have suitable identification on the Organizational climate and environment, we can't identify Organizational components (threats, weakness, strength, impunities), and finally we can't solve Organizational problems. Every Organization has unique climate and culture. Organizational climate isn't tangible and observable. But like weather affect everything's and it is under affected everything, Organizational climate is one of the aspects affect on the managers and staff behaviors.

. Organizational climate definitions:

There are several definitions about Organizational climate, (ahmadi poor, 1381-zahedi, and 1382) like at most social sciences. Numerous definitions present extraordinary importance of this concept. On the other hand, this concept is very dynamic (aghajani, 1384).now, we present a few definitions regarding Organizational climate:

-Devis et al (1985): Organizational climate is a human environment that interact each other.1

-French (1986): Organizational climate refer to Organization members percepts about Organization culture characteristics and these perceptions affect on the attitudes and emotions and behaviors.

-Fleming (2002): Organizational climate originates from culture, values, and perceptions.

-Dakart (2004): Organizational climate include underlying models, assumptions and ways and so on.

«halpin» and «kraft» studied on the 71

2-Davis, Keit and Newstrom, John W. (1985). Human Behavior at Work: Organizational Behavior, McGraw – Hill

schools (elementary school) and they conclude that there are 6 types of management styles at a continuum as follows:

1-closed 2-fatherhood 3-friendly 4-control 5-autonomous 6-open

These researchers used to study from 8 sub-tests (OCDG) for classification of aforementioned schools. Thus we can classify every school or Organization into above continuum (hery and miskel, 1987)

«james» and« jones »suggested that there are 6 types(aspects) from Organizational climate.

- 1) Management support.
- 2) Conflict and ambiguity.
- 3) Friendship and work teams.
- 4) Organizational and jab moral.
- 5) Job challenges and changes.
- 6) Mutual trust.

Forming of Organizational climate:

There are numerous viewpoints about forming Organizational climate. We can classify 4 types (maran&volkovin, 1992):

1-structural approach: Organizational climate considers as Organizational structure tangible aspect because Organization members have common viewpoints and perceptions about their Organization that indeed this is Organizational climate.

2-perceptual approach: according to this approach, Organizational climate is description of psychological conditions about Organization and their members. Thus staffs are the most important component for Organizational climate.

3-interactional approach: Organization members reach to common agreements in response to different situations, moreover this concept is underlying of Organizational climate. Weakness of this approach is lack of considerations related to affects of Organizational culture on the cooperation among group members.

4-cultural approach: Organizational climate originates from group interactions and common mental frame. There is a disadvantage in the approach and this is needed to study of relation between Organizational climate and culture. (Maran&volkovin, 1992).

*Hypothesis:

This research assumption as follows:

- Organizational goal affect on the Organizational climate (Damghan agricultural bank branches).
- Organizational role clarity affect on the Organizational climate (Damghan agricultural bank branches).
- Organizational remunerations affect on the Organizational climate (Damghan agricultural bank branches).

- Organizational processes affect on the Organizational climate (Damghan agricultural bank branches).
- -Organizational communications affect on the Organizational climate (Damghan agricultural bank branches).
- Of course, Organizational climate forming components conditions are different among demographic variables (sexuality- age - education levels).
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2-Methodology

This research is applied and descriptive. Research accomplishment method include

Two parts: library studies to compile theoretical fundamentals and research literature. Then we use from questionnaire and basic research to collect data for test of research assumptions.

At first variables and aspects. Identification of research indexes, their definitional and statistical society includes all of the staff of damghan agriculture bank branches. To determine of sample, we use from ranking and nominal scale. Sample volume equals with statistical society (47 people). To collect of data, we use from a questionnaire (compiled by liansas men and sam deep). Organizational climate aspects include goals, communication, remuneration, process, role

clarity. Research place and time scope is damghan agriculture bank branches at 1391. in this study, we apply from descriptive and inference statistical methods to analyze data and information. Descriptive methods include frequency tables, percents and averages, variance deviation. Inference methods include kolmogorovsmeanovtest (two aspects) and binominal test and Friedman test (to priorities of effective factors in the Organizational climate. We use from krooskalwallismethod (test) to differ among demographic variables(age and educational groups).

3-research findings:

Regarding to inference statistical methods, we should say that data mode (most frequency) is among 30 to 39 years old, and lowest frequency is for 49 years old and higher. Meanwhile, most of bank staff is men. License group has most frequency among educational groups. Lowest frequency is related to diploma group. We use from binominal test for study of Organizational climate9damghan agriculture bank branches).

3.1 Reasons for binomial test

Table 1 showed that sig amount is more than 0/05 (five percent), thus we can say Organizational goals don't affect on the Organizational climate (confidence level equals 95%). Resting variables had significant level lower than 5%, thus our assumptions accepted with confidence level 95%.

Table 1-Binomial Test

		Category	N	Observed Prop.	Test Prop.	Asymp. Sig. (2-tailed)
Goals	Group 1	<= 3	18	.38	.50	.144 ^a
	Group 2	> 3	29	.62		
	Total		47	1.00		
role.clarity	Group 1	<= 3	7	.15	.50	.000 ^a
	Group 2	> 3	40	.85		
	Total		47	1.00		
Rewards	Group 1	<= 3	9	.19	.50	.000 ^a
	Group 2	> 3	38	.81		
	Total		47	1.00		
Procedure	Group 1	<= 3	33	.70	.50	.008 ^a
	Group 2	> 3	14	.30		
	Total		47	1.00		
Communications	Group 1	<= 3	9	.19	.50	.000 ^a
	Group 2	> 3	38	.81		
	Total		47	1.00		

a. Based on Z Approximation.

3.2 Reasons for Kolmogorov-Smirnov test

Table 2 showed that we can prove H0 assumption and we can reject H1 assumption. In the other words, there are any differences among men and women regarding organizational climate components. Because sig amount is more than 5%.

H0: there are any differences among men and women regarding organizational climate components.

H1: An organizational climate component is different among men and women.

Table 2- Kolmogorov-Smirnov Test

		Goals	role.clarity	rewards	procedure	Communications
Most Extreme Differences	Absolute	.239	.389	.364	.382	.439
	Positive	.239	.000	.093	.050	.025
	Negative	-.100	-.389	-.364	-.382	-.439
Kolmogorov-Smirnov Z		.584	.950	.889	.933	1.072
Asymp. Sig. (2-tailed)		.885	.327	.408	.349	.200

3.3 Reasons for Kruskal Wallis Test- Grouping Variable: age

Table 3 showed that sig amount is more than 5%, thus, organizational climate components are similar among different years groups.

H0: organizational climate components are similar among different year's groups.

H1: organizational climate components aren't similar among different year's groups.

Table 3- Kruskal Wallis Test- Grouping Variable: age

	Goals	role.clarity	Rewards	Procedure	Communications
Chi-square	3.348	3.214	5.991	1.017	1.440
Df	3	3	3	3	3
Asymp. Sig.	.341	.360	.112	.797	.696

3.4 Reasons for Kruskal Wallis Test- Grouping Variable: education

We observed that (table 4) sig amounts are

more than (bigger than) 5%, thus organizational climate Components are similar among different educational levels.

Table 4- Kruskal Wallis Test- Grouping Variable: education

	goals	Role. Clarity	rewards	Procedure	Communications
Chi-square	3.177	2.820	1.770	2.934	4.247
Df	2	2	2	2	2
Asymp. Sig.	.204	.244	.413	.231	.120

3.5 Reasons for Friedman Test

Friedman test: this test compare mean ranks Among several groups. Moreover, we observed that role clarity (first rank), organizational

communication (second rank), Rewards (third rank), goals (forth rank), organizational procedure (fifth rank).

Table5- Friedman Test

	Mean Rank
Goals	2.99
Role. Clarity	4.03
Rewards	3.12
Procedure	1.47
Communications	3.39

4-conclusion:

Studies showed that policies, programs, financial situation, share value and so on don't lead to suitable environment for organization. But staff emotions about work environment lead to a suitable and favorite environment. A staff emotion depends on three factors: management, job and colleagues. First definition for organizational climate appeared a few decades ago. On the other hand, every organization has certain goals and missions for political, social, cultural, economical affairs. Thus staff performance is an important factor in the people life. Banks have certain goals and mission too. If we can create positive and favorite organizational climate, then, our performance (effectiveness) increase in the early future. Organizational climate is one of the important factors in every organization. Banks always try to increase as a strategic factor can be major resources to increase of creativity, innovation, effectiveness and organizational performance. Moreover, effectiveness offers as a life and work culture. Because organizational climate is very important for productivity and effectiveness increase. (Seyyed javadin, 1381, pp 76).

Managerial teams try to create a few principles as follows: favorite and supportive organizational climate, focus on the individual differences, and focus on the global competition, improvement of the creativity and innovation culture. Our research title as follows: «identification and study of organizational climate components and their role in the agriculture bank effectiveness. We use a standard questionnaire (liansas men and sam deep).according to these theories; organizational climate components include organizational goals, communication, procedure, remuneration, role clarity. Finally, we conclude that these components are in the favorite conditions. Thus there is a positive organizational climate in agriculture bank branches (damghan). Note that organizational goals are somewhat ambiguous and vague. Regarding to

krooskalwallis test, we should say that organizational climate components are similar among different educational levels. Meanwhile, we conclude that aforementioned components are similar among men and women (kolmogorovsmearnov test).

Finally, organizational climate components are positive and favorite in the bank branches.

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