

Research Paper :

Opinion of working women towards different dimensions of motivational climate

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ABSTRACT

To achieve the goal of the organization, it is needed that the employees should work as a team with proper motivation. So, a motivational climate is very essential for job satisfaction and job performance of the employees. To assess this hypothesis, women employees working in the public sector were interviewed by a structured schedule. Non-parametric statistics like frequency and percentage were used for statistical analysis. It is revealed that most of the respondents viewed their job as very simple and get opportunities to participate in the decision making process and consequently like their job very much under effective organizational standard.

Key words : Motivational climate, Organizational standard, Decision making, Job satisfaction

Motivation, which is a process of initiating a purposeful action can also be viewed as a goal directed and need satisfying behaviour on the part of the individual. In the context of an organization, motivational climate is very much important for achievement of organizational objective in general and satisfaction of needs of an employee inside the organization in particular. This motivational climate is not only linked with the job satisfaction but also linked with the related job performance by the employees at particular level of organizational hierarchy. In this perspective, opinion so formed by the employees with regard to various dimensions of motivational climate, is the prerequisite to assess the level of job satisfaction and related job performance of those employees. Thus, it is in this context, a study was conducted in the temple city of Orissa *i.e.* Bhubaneswar the state capital with the following objectives : to study the opinion of working women towards the different dimensions of motivational climate and to study the extent of likingness towards assigned job.

METHODOLOGY

Women working in the public sector particularly State Secretariate, Directorate of Agriculture, Directorate of Health, Directorate of Higher Education, Directorate of Horticulture, Directorate of Mines, Directorate of Fisheries and Directorate of Textile of Govt. of Orissa constitute the universe from which 80 number of respondents were randomly selected at the rate of 10 respondents from each of the eight organization. Non-

parametric statistics like frequency and percentage were used for assessing the responses of the respondents in the context of their opinion for different dimensions of motivational climate

FINDINGS AND DISCUSSION

In the state capital of Orissa, over last two decades growing number of women were found to be employed in every important areas of public sector. Thus, it is imperative to take the opinion of those women employees towards different dimension of motivational climate into consideration as government is directly accountable for all those services rendered through the conduit of public sector. The data obtained with regard to the first objective of the study are presented in Table 1.

Table 1 : Opinion of the working women about nature of job

Sr. No.	Opinion about nature of job	Frequency	Percentage
1.	Very simple	45	56.25
2.	Simple	25	31.25
3.	Technical	07	8.75
4.	Very technical	03	3.75

From Table 1 it is observed that about 56.25% of the respondents opined that their job was very simple in nature followed by 31.25% considered their job as simple and only 8.75% felt that their job was technical followed by 3.75% opined that their job as very technical. This situation develops due to the reason that incidentally most