

## Perception of organizational climate by academic staff of Marathwada Agricultural University, Parbhani

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### ABSTRACT

The study was carried out in four constituent colleges of the Marathwada Agricultural University, Parbhani with view to know the existing organizational climate and perception of organizational climate of selected staff of the organization. It was found that majority of the respondents were allotted the teaching works at under graduate level, did not teach any course for other faculty and acted as a student's advisor. It was also observed that majority of the respondents were not getting sufficient staff for conducting teaching, research and extension activities as well as enough fund for research work and professional training from institution. Regarding other facilities, most of the respondents have adequate library facilities whereas majority of respondents were not having laboratory facility and office items. Whereas 52.00 % respondents did not get chance for participation in seminars, workshops etc. and 77.34 % did not deliver any TV and radio talk. They had medium perception of organizational climate.

### INTRODUCTION

The organizational climate is the shared perception of employees who work and live in an organization regarding the organizational policies, procedures and practices. It is the critical factor for achieving higher levels of productivity of any organization. It is set of measurable properties of the work environment and assured to influence their motivation and behaviour. This suggests a strong need for an objective measurement of the quality of prevailing as well as the desired organizational climate in the organization.

Organizational climate may be defined as patterns of social interactions that character on organization. The main units of interaction on this concept of climates are individuals, groups, as group and the leaders. The National Commission on Agriculture (1976) has also emphasized the need and importance of such study as it observed that study of the organizational structure of these agencies and their laboratories in relation to their overall performance might enable one to adopt favourable elements of all of them. The foregoing survey fully establishes the effectiveness of the study depending mostly on the perception of organizational climate in which he or she works.

Therefore, initiation of present study is considered imperative with specific purpose to

measure the perception of organizational climate by academic staff with the specific objectives to assess the existing organizational climate in the selected organization of Marathwada Agricultural University, Parbhani and to know the perception of organizational climate of selected academic staff of the organization.

### METHODOLOGY

The study was conducted in four constituent colleges of the Marathwada Agricultural University, Parbhani viz., College of Agriculture, College of Agricultural Food Technology, College of Veterinary and Animal Science and College of Home Science as representative and being old in establishment having sufficient staff for collecting the factual and reliable data. For the present study, all Assistant Professors (69) and Associate Professors (81) of concerned faculties were considered as respondents for the study. The sample size was 150 consisting of College of Agriculture (92), College of Veterinary and Animal Science (28), College of Home Science (14) and College of Agricultural Food Technology (16) as respondents. Data were collected with the help of questionnaire. The major findings of the study and conclusion have been drawn after statistical analysis such as frequency, percentage and standard deviation.

### Key words :

Perception,  
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