

Perception of organizational climate by academic staff of Agricultural University

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ABSTRACT

The study was conducted in Marathwada region of Maharashtra state. The Vasantnao Naik Marathwada Krishi Vidyapeeth, Parbhani was purposively selected for the study as one of the Agricultural University of Maharashtra State having integrated functioning of teaching, research and extension. One respondents selected from the various faculties of Vasantnao Naik Marathwada Krishi Vidyapeeth, Parbhani on the basis of their involvement. It was observed that more than half of respondents had medium age group (53 %) ranging in age of 38 to 53 years, 55 per cent were educated upto Ph.D. degree level, 55 per cent were Assistant Professors, 58 per cent having medium (9-27 years) service experience, 76 per cent of respondents were male, 66 per cent belonged to open category, 58 per cent belonged to rural background, 76 per cent were in medium category of job satisfaction group, 39 per cent were of medium level achievement motivation. It was found that majority (73 %) of the respondents. Job satisfaction was positively and significantly related to perception of organizational climate.

INTRODUCTION

Perception is the process by which people translate sensory impressions into a coherent and unified view of the world around them through necessarily based on incomplete and unverified (or unreliable) information. Perception is equated with reality for most practical purposes and guides human labour behaviour in general.

A healthy organization is one that has a strong sense of its own identity and mission, yet has the capacity to adopt the change. A healthy organization is most likely to search out and use the most effective methods for conducting its business. Healthy organization as a whole appears to be independent and growing, everyone in the organization is really responsible for behaving towards an associate, a supervisor or an employee in a grown up way. Healthy organization is flexible and reflects team spirit, collaboration and sensible rivalry. A few more attributes noticeable in healthy organizations are strong and consistent flow of energy towards widely shared objectives, problem solving attitude, amicable human relations,

willingness on the part of the members to learn from their jobs, high degree of thrust and sense of freedom and mutual responsibilities.

Organizational climate may be defined as pattern of social interactions that characterizes an organization. The main units of interaction in this concept of climates are individuals, groups, and the leaders.

Vasantnao Naik Marathwada Krishi Vidyapeeth was established on 18th May 1972 to fulfill the aspirations of the people of Marathwada region and to cater to the needs of farmers leading to comprehensive agricultural development of eight districts of Marathwada region viz., Aurangabad, Beed, Jalna, Osmanabad, Latur, Nanded, Parbhani and Hingoli. This is one of the four Agricultural Universities in the state of Maharashtra. The mandate of the university include education in agriculture and allied sciences, research based on regional needs and transfer of technology for increasing agricultural production and quality life of people.

The sanctioned manpower available with the university at present was 2811 which included group A, B, C and D

categories of staff.

Hence, the initiation of present study was considered imperative with specific purpose to measure the perception of organizational climate by academic staff and study of various personal, psychological and situational factors influencing their perception of organizational climate.

Objectives :

- To study the personal and professional profiles of academic staff of Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani.
- To know the perception of organizational climate by academic staff of the Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani.
- To study the relationship between personal and professional profiles of academic staff with perception of organizational climate.

METHODS

The present study was conducted with the specific objective to study the perception of organizational climate in Vasantao Naik Marathwada Krishi Vidyapeeth. There are seven faculties but for the purpose of this studies, only five faculties namely, Agriculture, Food Technology, Home Science, Agricultural Engineering and Horticulture was selected purposively. Total sample of 100 respondents consisting of these faculties were selected randomly.

OBSERVATIONS AND ANALYSIS

The results obtained from the present investigation as well as relevant discussion have been summarized under following heads :

Personal and professional profiles of academic staff of Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani :

The results of Table 1 observed that more than half of respondents had medium age group (53 %) ranging in 38 to 53 years, followed by old age of 54 years and above (24 %) and 23 per cent respondents were in young age group upto 37 years. More than half of the respondents (55 %) were educated upto Ph.D. degree level followed by 45 per cent of respondents were M.Sc. degree holders, more than half of respondents (55%) were Assistant Professors, followed by 40 per cent of respondents as Associate Professors, equal percentage (2%) of the respondents were Head, and ADP. Remaining only 1 per cent of respondents were Professor, 58.00 per cent respondents had 9 to 27 years of service experience followed by 24 per cent of respondents in high service experience (28 years and above). The low experienced respondents were 18 per cent (upto 8 years). More than seventy five per cent (76%) of respondents were male and

Table 1 : Distribution of the profile of academic staff			
Sr. No.	Category	Frequency	Per cent
Age			
1.	Young age group (upto 37)	23	23.00
2.	Medium age group (38 to 53)	53	53.00
3.	Old age group (54 and above)	24	24.00
Qualifications			
1.	M.Sc.	45	45.00
2.	Ph.D.	55	55.00
Designation			
1.	Assistant Professor	55	55.00
2.	Associate Professor	40	40.00
3.	Professor	01	1.00
4.	Head	02	2.00
5.	Associate Dean and Principal	02	2.00
Service experience			
1.	Less experience (upto 8)	18	18.00
2.	Medium experience (9 to 27)	58	58.00
3.	High experience (28 and above)	24	24.00
Sex			
1.	Male	76	76.00
2.	Female	24	24.00
Category			
1.	Open	66	66.00
2.	OBC	8	8.00
3.	NT	10	10.00
4.	SC	15	15.00
5.	ST	1	1.00
Rural/urban background			
1.	Rural	58	58.00
2.	Urban	42	42.00
Annual income			
1.	Low income (upto Rs. 4,36,608)	4	4.00
2.	Medium income (Rs. 4,36,609 to Rs. 10,64,787)	68	68.00
3.	High income (Rs. 10,64,788 and above)	28	28.00
Job satisfaction			
1.	Low (upto 98)	13	13.00
2.	Medium (99 to 129)	76	76.00
3.	High (130 and above)	11	11.00
Achievement motivation			
1.	Low achievement (upto 10)	25	25.00
2.	Average achievement (11 to 13)	39	39.00
3.	High achievement (14 and above)	36	36.00

24 per cent were female respondents. It was also observed that near about two third of the respondents (66 %) belonged to open category, followed by 15 per cent belonged to SC category, and 10 per cent to NT category, while 8 per cent of respondents to OBC category and only 1 per cent belonged to ST category, 58 per cent of respondents were from rural background, whereas, 42 per cent respondents represented urban area.

It was also noticed from Table 1 that sixty eight per cent of the respondents were from medium income group, 28 per cent were from high income group and only 4 per cent of respondents were from low income group, 76 per cent of respondents were in medium category of job satisfaction group. 13 per cent were from low category and 11 per cent from high category of job satisfaction group. About 39 per cent respondents were of medium level achievement motivation, whereas, about 36 per cent of respondents were of high level of achievement motivation and 25 per cent were observed in low achievement motivation category.

Perception of organizational climate by academic staff of the Vasant Rao Naik Marathwada Krishi Vidyapeeth, Parbhani :

It was observed from Table 2, that majority (73 %) of the respondents were from congenial organizational climate, while, 14 per cent of respondents were very congenial organizational climate category followed by 13 per cent of respondents were Less congenial organizational climate. The profiles of the respondents were taken into consideration like qualification, job satisfaction, achievement motivation, service experience and the results of these profiles were towards positive side. Higher qualifications, more service experience, better opportunities, available highly motivated persons could perceive the organizational climate more favourable. The efforts made by the university authorities in respect of faculty upgradation and provision of infrastructure to the staff resulted in forming most favourable perception. Similar findings were also reported by the earlier researchers namely Veeraswamy *et al.* (1999), Tondare (2000) and Nagananda (2005).

Sr. No.	Category	Frequency	Per cent
1.	Very congenial organizational climate (upto 142)	14	14.00
2.	Congenial organizational climate (143 to 204)	73	73.00
3.	Less congenial organizational climate (205 and above)	13	13.00
	Total	100	100.00

Relationship between personal and professional profiles of the academic staff with perception of organizational climate :

It was observed from Table 3 that the variable like job satisfaction (0.352) was positively and significantly related to perception of organizational climate at 0.01 level of probability while age, qualification, designation, service experience, sex, category, rural/urban background, income and achievement of motivation were not significant or could not have any relationship with perception of organizational climate. Similar findings were also reported by Samanta (1985), Sontakke (1995) and Nagananda (2005).

Table 3 : Relationship between personal and professional profiles of academic staff with perception of organizational climate

Sr. No.	Characteristics	'r' value
1.	Age	-0.128 ^{NS}
2.	Qualifications	-0.125 ^{NS}
3.	Designation	0.022 ^{NS}
4.	Service experience	-0.140 ^{NS}
5.	Sex	-0.033 ^{NS}
6.	Category	-0.225 ^{NS}
7.	Rural/urban background	-0.022 ^{NS}
8.	Annual income	-0.160 ^{NS}
9.	Job satisfactions	0.352 ^{**}
10.	Achievement motivation	0.164 ^{NS}

** Significant at 0.01 level of probability

NS = Non-significant

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