

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

of the jobs performed by the selected respondents are in the domain of government administration and management designed on the set procedures and backed by prescribed rules and regulations. Furthermore, sometime the job appeared to be stereotype in nature and technicality is virtually absent. Those who expressed their job as very much technical were from food adulteration testing centre, soil testing laboratory and from the group working with computer.

In organizational context, the selected respondents of the study, many times get opportunity to take part in decision making activities when they are permitted to do so. Thus, the respondents distributed as per their decision making authority is given in Table 2.

Table 2 : Opinion of working women on decision making authority

Sr. No.	Extent of decision making authority	Frequency	Percentage
1.	Very little	10	12.5
2.	Little	15	18.75
3.	Inadequate	25	31.25
4.	Full	30	37.5

From Table 2 it is observed that about 37.5 per cent of the respondents exercised their decision making authority when opportunity of making important decision arises. About 12.5 per cent of the respondents got very little opportunity to exercise their decision making authority. The reasons may be due to the fact that in the organizational hierarchy of government set up, the entry of women folk are limited and gradually it is in the increasing trend. Therefore, those who moved up in the hierarchical ladder get some more opportunities to exercise the authority delegated to them while taking decision.

A clearcut understanding of the organizational standard is found to be a contributing factor in promoting the motivational climate of the organization. Hence distribution of the respondents as per their perception about the status of their organizational standard is given in Table 3.

Table 3 : Opinion about status of organizational standard

Sr. No.	Status of organizational standard	Frequency	Percentage
1.	Highly effective	9	11.25
2.	Effective	24	30.0
3.	Developing	21	26.25
4.	Improvable	17	21.25
5.	Beyond scope for improvement	9	11.25

From the data depicted from Table 3, it is concluded that 30.0%, 26.25%, and 21.25% of respondents perceived that their organizations were quite effective, developing and improvable, respectively. Only 11.25% of respondents perceived that their organization was at a level where improvement is not at all possible.

It is revealed Table 4 that about 50% of the respondents liked their job very much followed by 37.5% who liked whole heartedly whereas only 12.5% of them did not like their job. The reasons may be attributed to the factors like government organization gives a sense of security when it is compared with the job available in private sector as well as corporate sector.

Table 4 : Linkingness of working women towards their assigned job

Sr. No.	Liking for the work	Frequency	Percentage
1.	Very much	40	50
2.	I like it on the whole	30	37.5
3.	I do not like it much	10	12.5

Similar type of investigations were also conducted by Anand and Sohal (1981), Das and Laharia (2003) and Chaudhary and Panda (2006) in Indi.

Conclusion:

Thus, it can safely be concluded that women employees particularly in Government sector have a kind of opinion towards different dimensions of organizational climate which may be attributed to a very meticulous and thorough selection process adopted by Govt. of Orissa for their induction into public service and consequently they like the job that is assigned to them on account of job security when they compare it with their counterpart engaged in private sector.

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