

Research Article

Existing organizational climate in Vasantao Naik Marathwada Krishi Vidyapeeth

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SUMMARY : The present study was conducted in Marathwada region of Maharashtra state. The Vasantao 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. 100 respondents were selected from the various faculties of Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani on the basis of their involvement. It was observed that more than half respondents had medium age group (53 %) ranging in 38 to 53 years, 55 per cent were educated upto Ph.D. degree level, 55 per cent were Assistant Professor, 58 per cent having medium service experience, 76 per cent of respondents were male, 66 per cent belonged to open category, 58 per cent belonged to rural background, 68 per cent were from medium income group, 76 per cent were in medium category of job satisfaction group, 39 per cent were of medium level achievement motivation. It was observed that 61 per cent of respondents that were in medium level of existing organizational climate. It was observed that the variable such as designation (0.342), annual income (0.259) and job satisfaction (0.289) were positively and significantly related to existing organizational climate.

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KEY WORDS :

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BACKGROUND AND OBJECTIVES

Human behaviour in organizations has always been a phenomenon of interest and concern. However, it has only been in recent years that organizational behaviour has emerged as a field of systematic study. The major characteristics of the field has been the concerted effort by social scientists to develop a body of reliable and generalisable knowledge about the behaviour of individuals in organizations. Organizations are social units or human grouping deliberately constructed to seek specific goals. The goals of an organization serves many functions. They provides orientation by depicting a future state of affairs which an organization strives to realize. Thus, they set down the guidelines for organizational activity and formal structure of it is bureaucratic in nature.

The university has seven faculties viz., Agriculture, Horticulture, Food Technology, Agricultural Engineering and Technology, Home Science, Agricultural Biotechnology, Agricultural Business and Management.

The studies on organizational climate and its impact on effectiveness of the staff are undertaken elsewhere, but not in the Vasantao Naik Marathwada Krishi Vidyapeeth, jurisdiction. The researchable problem, therefore, arise what climate is existing in the Vidyapeeths? How it is perceived by the academic staffs? Are certain variables related to perception of organizational climate? Do the staff of different cadres perceive the organizational climate at pars? And what suggestions can be given for better organizational perceptions? So that effectiveness can be increased or enhanced. To answer some of these questions this study was undertaken by framing

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specific objectives.

Objectives :

- To study the personal and professional profiles of academic staff of Vasantnao Naik Marathwada Krishi Vidyapeeth Parbhani.
- To assess the existing organizational climate in the Vasantnao Naik Marathwada Krishi Vidyapeeth Parbhani.
- To study the relationship between personal and professional profiles of academic staff with existing organizational climate.

RESOURCES AND METHODS

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

OBSERVATIONS AND ANALYSIS

The experimental findings obtained from the present study have been discussed in following heads:

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

The results from the Table 1 it is observed that more than half respondents had medium age group (53 %) ranging in 38 to 53 years, followed by old age of 54 and above years (24 %) and 23 per cent respondents were in young age group (upto 37years). More than half of the respondents were (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 were (55 %) Assistant Professor, followed by 40 per cent of respondent Associate Professor. Equal percentage (2%) of the respondent were Head, and ADP. Remaining only 1 per cent of respondent 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 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, there after 10 per cent of respondents 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 belonged to rural background,

Table 1 : Distribution of the profile of academic staff

Sr.No.	Category	Frequency	Per cent
Age			
1.	Young age group (Upto 37 years)	23	23.00
2.	Medium age group (38 to 53 years)	53	53.00
3.	Old age group (54 years 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 years)	18	18.00
2.	Medium experience (9 to 27 years)	58	58.00
3.	High experience (28 years 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

whereas 42 per cent respondents belonged to urban area.

It was noticed from Table 1, 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 high level of achievement motivation and 25 per cent were observed in low achievement motivation category.

Existing organizational climate in the Vasanthrao Naik Marathwada Krishi Vidyapeeth Parbhani:

It is clear from Table 2 that 61 per cent of respondents that were in medium level of existing organizational climate, followed by 20 per cent in high level of existing organizational climate (19 and above) and low level of existing organizational climate 19 per cent of sampled respondents. The probable reason for such findings could be that all the academicians in the organization could not assess the existing organizational climate in its right perspective, one may know the one facility available and to another he may be unaware. This unawareness results in negative response, though the facility available many times it so happens that due to reluctance, lethargy and negligence the academicians do not try to be acquainted well with the facilities. Similar findings were also reported by Bairathi and Sharma (1999) Schneider (2008) and Tondare (2000).

Table 2: Distribution of respondents according to their level of existing organizational climate

Sr.No.	Category	Frequency	Per cent
1.	Low level	19	19.00
2.	Medium level	61	61.00
3.	High level	20	20.00
	Total	100	100.00

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

It is observed from Table 3 that the variable such as designation (0.342), annual income (0.259) and job satisfaction (0.289) were positively and significantly related to existing organizational climate at 0.01 level of probability, while qualification were also positively significant at 0.05 level of probability. However, the variable like, age service experience, sex, category, rural urban background and achievement of motivation could not show any relationship or non - significant with existing organizational climate.

This finding has similarity with the studies conducted by Adenike (2011), Kaur and Sidana (2011) and Hameed and

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

Sr.No.	Characteristic	'r' value
1.	Age	0.095 ^{NS}
2.	Qualification	0.217*
3.	Designation	0.342**
4.	Service experience	0.089 ^{NS}
5.	Sex	-0.025 ^{NS}
6.	Category	0.121 ^{NS}
7.	Rural/urban background	0.076 ^{NS}
8.	Annual income	0.259**
9.	Job satisfactions	0.289**
10.	Achievement motivation	0.106 ^{NS}

* and ** indicate significance of values at P=0.05 and 0.01, respectively
NS = Non - significant

Manjusha (2010). However, in the study conducted by Olorunsola and Arogundade (2012) it was found that there was significant difference in the organizational climate of federal and state universities, while there was no significant difference in the job performance of lecturers in the federal and state universities.

Conclusion :

It was observed that more than half respondents had medium age group (53 %) ranging in 38 to 53 years, 55 per cent were educated upto Ph.D. degree level, 55 per cent were Assistant Professor, 58 per cent having medium service experience, 76 per cent of respondents were male, 66 per cent belonged to open category, 58 per cent belong to rural background, 68 per cent were from medium income group, 76 per cent were in medium category of job satisfaction group, 39 per cent were of medium level achievement motivation. It was observed that 61 per cent of respondents that were in medium level of existing organizational climate.

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