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**Topic:- Organisational Climate.**

**Course:- Education**

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# Organizational Climate



## **Agenda ....**

- What is Organizational Climate?
- Factors that influence Organizational Climate
- How HR Practices influence Organizational Climate?
- Evolution of HR policies
- Theories/Model of Organizational Climate
- KSF's (Key Success Factors) for an organization
- Suggestions
- Conclusion

## What is Organizational Climate?

- Refers to meaningful interpretations of a work environment by the people in it
  - Are social relationships warm and caring?
  - Are people treated fairly for rewards/recognition?
  - Do people take pride in excellence?
- Organizational Climate is often referred to as Corporate Climate



## Factors that influence Organizational Climate

- Involvement
- Co-worker Cohesion
- Supervisor Support
- Autonomy
- Task Orientation
- Work Pressure
- Clarity
- Managerial Control
- Innovation
- Physical Comfort



## **How HR Practices influence Organizational Climate?**

- **Employee Relations**
- **Employee Retention**
- **Team building activities – done to bring feel good factor in the organization**
- **Payroll management**

## Evolution of HR Policies

- 'Employer Branding'
- Leave policies
- Performance management systems
- HR Audit



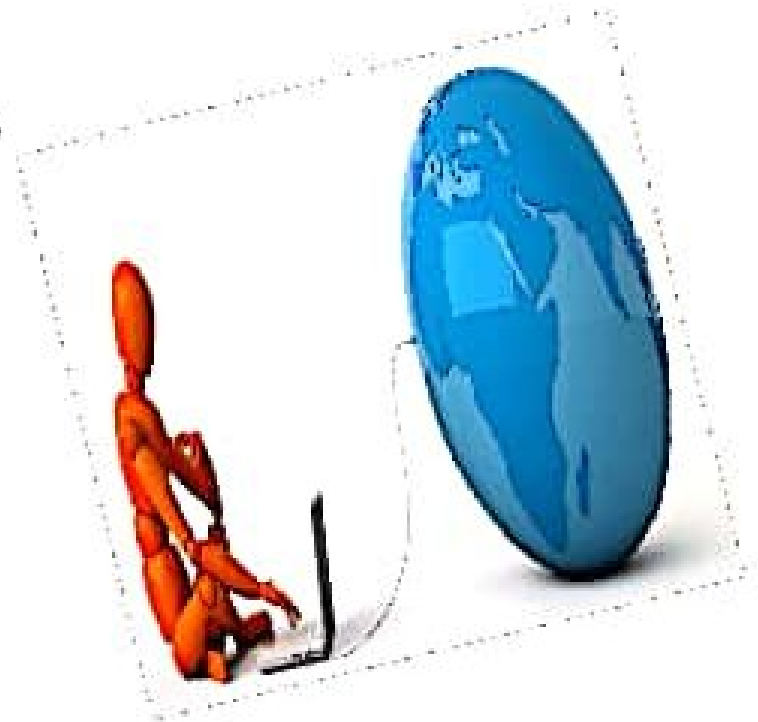
- HRIS
- Job descriptions
- Information Security Management System (ISMS) within the organization
  - ✘ Employee Security
  - ✘ Strong Information Security Team
  - ✘ Physical Security





## From Client Perspective...

- Customized Engagement Processes
- Confidentiality
- Security
- Transparency
- Quality
- Integrity
- Availability



## Theories/Models of Organizational Climate

- *Shared-Perception Model* by Hart, Griffin, Wearing & Cooper (1996)
- *Maslow's Hierarchy of Needs* displays the five levels of Human Needs

## **Shared-Perception Model**

- Mobilization of workforce to maximize performance
- Focuses on personal & professional parameters
- De-stressing through identification of supervisor and manager behavior

## Maslow's Hierarchy of Needs



## KSF's for an Organization



- Recruitment, Hiring & Orientation
- Training (for existing employees and new hires)
- Talent Management
- Performance, Rewards & Recognition
- CSR
- Health & Well-being
- Balancing work & personal life
- Knowledge Management
- Information Security
- Commitment to Quality

## Suggestions

- Invest more in branding through media
- Suggestion towards CSR – conduct a rally for a good cause
- Monthly Newsletter
- Common Blog



## Conclusion

*“Never doubt that a small group of capable and committed people can ever change the world, infact it is the only thing that ever did”*



Thank  
you!!