

DIAGNOSING ORGANIZATIONAL CLIMATE FOR THE STANDPOINT OF MOTIVATION – A STUDY IN THE INDIAN PUBLIC SECTOR BANK IN BANGALORE CITY

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ABSTRACT

Organizational climate provided by the organizations has assumed significance in view of the recent developments in the banking industry. The industry is witnessing human resource challenges in terms of lot of employees attaining superannuation and new employees are recruited. The employees need to be attracted, maintained and developed to reduce the turnover and improve performance. As the success of organizational climate provided by the organizations depends upon the perception of the members which influences their behaviour and motivation, there is a need to study the level of perception of organizational climate from the stand point of motivation. The objective of the present study is to assess the overall organizational climate, find out the levels of organizational climate in different demographic groups and also to find out significant difference in groups, of a public sector bank in Bangalore. The nature of organizational climate (12 dimensions) was investigated by measuring six climate motives on “31” employees from 2 branches of a public sector Bank in Bangalore City using the Motivational Analysis of Organizations – climate (MAO-C). (Pareek, 2002). The sample was divided into groups depending upon designations, age, experience, gender and recruitment. The results of the study reveal that the bank under study was having “Achievement” as the dominant climate motive and Expert Influence as the Back up climate. There was significant difference in organizational climate in groups like age, gender and recruitment. The study can lead to the assessment of organizational climate of the bank, groups and will enable the Human resources wing to understand, develop the employees for improving the performance.

KEY WORDS: Organizational climate, climate motives, public sector banks.

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