RELATIONSHIP BETWEEN ORGANIZATIONAL CLIMATE, ORGANIZATIONAL COMMITMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR AMONG COLLEGE TEACHERS

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ABSTRACT
Organizational Climate focus on how organizational participants observe, experience and make sense of their work environment and are fundamental building blocks for describing and analyzing organizational phenomena (Schneider, Ehrhart & Macey, 2011). A conducive climate can lead to increased level of commitment from the employees’ part to the organization. Organizational Commitment is considered to be an important determinant of organizational effectiveness. It is the emotional bond or attachment between the employees and their organization (O’Reilly & Chatman, 1986). Both climate and commitment can be predictors of behaviors that exceed delineated role expectations, often termed as Organizational Citizenship Behavior. The present study aims at finding out a relationship between Organizational Climate, Organizational Commitment and Organizational Citizenship Behavior. The purpose is to learn the extent to which working climate persuade an employee to develop bonding towards the organization, which in turn may lead to out-of-the-role behaviors from the employees part which would ultimately benefit the organization, creating a sense of satisfaction too in the employee. The study is conducted adopting a sample of 100 College teachers from the private sector. Organizational Climate Index, Organizational Commitment Questionnaire and Organizational Citizenship Behavior Scale are used for the data collection. Pearson product moment correlation and partial correlation are used to statistically analyze the data. The results show that Organizational Climate is a predictor of Organizational Commitment and Organizational Citizenship Behavior.

KEY WORDS: Organizational Climate, Organizational Commitment, Organizational Citizenship Behavior.

REFERENCES


