



ISSN (E): 2277-7695
ISSN (P): 2349-8242
NAAS Rating: 5.23
TPI 2022; SP-11(6): 2795-2796
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www.thepharmajournal.com
Received: 22-03-2022
Accepted: 25-04-2022

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Correlation analysis of profile of the academic staff and perception of organizational climate of agricultural universities

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Abstract

The present study was undertaken with the main objective to study the correlation analysis of profile of the academic staff and the perception of organizational climate of Agricultural Universities. The study was conducted in four Agricultural Universities of Maharashtra state. In all 240 respondents were selected by using proportionate random sampling method. The “Ex-Post-Facto” research design was used for conducting the study. The data were collected through the personal interview. The data collected were processed and statistically analyzed by using statistical technique like coefficient of correlation. Among twelve selected independent variables namely eight variables cadre, salary, total service experience, promotion opportunities, training, work environment, aspiration, and attitude towards job had positive and significant relationship with perception of organizational climate. All the components of perception of organizational climate viz., job performance, job satisfaction, academic climate, social climate, physical climate, administrative climate had positive and highly significant relationship with overall perception of organizational climate.

Keywords: Correlation analysis, profile of the academic staff, perception and organizational climate

Introduction

Perception is our sensory experience of the world around us and involves both recognizing environmental stimuli and actions in response to these stimuli. Organizational climate studies address attitudes and concerns that help the organization work with employees to instill positive changes. The result if implemented can help to increase productivity. Climate surveys give employees a voice to assist in making desired transitions as smooth as possible. It also serves as a basis for quality improvements. By identifying areas of inefficiency and acting on performance barriers identified by employees of all levels, an organization gains a fresh and different perspective. It helps to identify areas of employee satisfaction and dissatisfaction to facilitate management in the creation of greater workplace harmony productivity. Mowday *et al.* (1974) [5] reported a positive relationship between employee’s performance and organizational climate.

State Agricultural Universities are academic organization which contributes significantly to agricultural development. They operate on the concept of integration of three basic functions: Teaching, Research and Extension function with a many number of specialized disciplines and departments. The technical expertise and commitment of academic staff of various agricultural universities is of paramount importance which has a direct bearing on the generation and transfer of improved agricultural technology. The congenial organizational climate provides for efficient functioning of the academic staff working in these organizations and ultimately helps in achieving the objectives of the organization. The work productivity of the teachers, researchers and extension workers working in SAU’s is the resultant outcome of performance being influenced by their personal and professional variables such as age, qualification, salary, cadre, service experience, training, promotion opportunity, working environment, attitude towards job and aspiration enjoyed by the employee. Organizational climate factors such as job performance, job satisfaction, academic climate, social climate, physical climate and administrative climate, all have direct or indirect influence on job perspective of the academic staff which ultimately influences on their teaching, research and extension productivity through interaction with each other. In order to aim at a higher scientific productivity, it is imperative that right kind of climate is created and sustained for higher return. Any organization needs constant studies and evaluation with a view to ascertain the measures

necessary to improve areas of deficiency, so as to attain a faster rate of growth and development towards achieving its goals. The study of organizational climate is one of the most important academic and applied subjects of research, as it constitutes the core of organizational effectiveness and socio-psychological adjustment of an individual worker.

Keeping above fact in view, the present study was designed to analyse the correlation between profile of the academic staff and the perception of organizational climate of Agricultural Universities with the following specific objective:

1. To study the correlation analysis of profile of the academic staff and the perception of organizational climate of Agricultural Universities.

Methodology

The present was conducted in four Agricultural Universities of Maharashtra state. A proportionate random sampling procedure was adopted for the selection of academic staff. In all 240 respondents were selected for study from the four Agricultural Universities of Maharashtra state. The "Ex-Post-Facto" research design was used for conducting the proposed study. The data were collected through the personal interview. The data collected were processed and statistically analyzed by using statistical technique like coefficient of correlation. The independent variables under study were age, gender, qualification, cadre, salary, rural and urban background, total service experience, promotion opportunities, training, work environment, aspiration and attitude towards job. The dependent variable under study was perception of organizational climate.

Results and Discussion

The findings of the present study as well as relevant the discussion has been summarized under the following heads:

1. Relationship between personal and professional profiles of the academic staff with the perception of organizational climate

Table 1: Relationship between personal and professional profiles of the academic staff with the perception of organizational climate

Sl. No.	Independent variable	Correlation-Coefficient (r' value)
1	Age	0.109 ^{NS}
2	Gender	0.047 ^{NS}
3	Qualification	-0.025 ^{NS}
4	Cadre	0.187 ^{**}
5	Salary	0.152 [*]
6	Rural and Urban Background	-0.104 ^{NS}
7	Total Service Experience	0.142 [*]
8	Promotion Opportunities	0.154 [*]
9	Training	0.165 [*]
10	Work Environment	0.508 ^{**}
11	Aspiration	0.238 ^{**}
12	Attitude towards Job	0.420 ^{**}

* Significant at 0.05 level, ** Significant at 0.01 level, NS- Non significant

It could be seen from Table 1 that among twelve selected independent variables of the academic staff of agricultural universities of Maharashtra State for the study, eight variables had exhibited positive and significant relationship.

The independent variables that had positive and significant relationship were cadre, salary, total service experience, promotion opportunities, training, work environment,

aspiration and attitude towards job. Whereas, variables namely age, gender, qualification, and rural and urban background of the respondents failed to exhibit any significant relationship with their perception of organizational climate.

Conclusion

The independent variables that had positive and significant relationship were cadre, salary, total service experience, promotion opportunities, training, work environment, aspiration, and attitude towards job. Whereas, variables namely age, gender, qualification, and rural and urban background of the respondents failed to exhibit any significant relationship with their perception of organizational climate.

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