



## ORGANISATIONAL CLIMATE IN TAMILNADU STATE TRANSPORT CORPORATION

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### ABSTRACT

Transport may be defined as a service of facility which creates utilities, time or place, through the physical transfer of goods and persons from one place to another. The need for the conveyance of goods arises from the fact that they are often produced in one region and desired in another. The transportation of individuals to go from one place to another to satisfy some need connected with business, social, cultural or recreational interests.



**KEYWORDS:** Transport, Service, Economic Development & Organization.

### INTRODUCTION

Transportation is the vital factor in the advancement of civilization and economic development. It is the life –blood of commerce. The term organization climate covers wider set of relationship touching extensively all aspects of labour such as union polices, personal policies like extensively all aspects of labour.such as like wages, welfare, social security, service conditions, supervision and collective bargaining.Organization climate is an art the art of living together for the purpose of production. The main aspects of organizational climate are:

1. Promotion and development of healthy labour-management relations.
2. Maintains the organization peace and avoidance of industrial streaked.
3. Development of organization democracy.

Organizational climate are considered one of the most delicate and complex problem of modern organization society. Harmonious relations are essential in every sphere of human activity including Tamil Nadu State Transport Corporation. In this regard the researcher made an attempt to analyses the organizational climate in TNSTC, Puliangudi.

### OBJECTIVES OF THE STUDY

- ❖ To study the organization climate Tamil nadu State Transport Corporation.
- ❖ To analyses the level of Job satisfaction.
- ❖ To study the working conditions of workers in TNSTC.

### METHODOLOGY

In order to analyses the organizational climate in TNSTC the researcher has collected both primary and secondary data. The primary data were collected by conducting surveys among the employees and the secondary data has been collected from the books and records of Tamil Nadu State Transport Corporationand from the Annual report published by the government of Tamil Nadu books, journals, newspapers and PhD theses on the subject. The required primary data have been collected through

interview schedule from 80 respondents based on convenience sampling method. The collected data were analysed with the help of the statistical tools like percentage analysis and Chi-square Analysis.

### REVIEWS OF RELATED STUDIES

**Lau A. win** in his research article, The literature on organizational climate is reviewed with particular emphasis on associated conceptual issues. The first section of the paper presents an overview of research that has assessed the ability to explain organizational behavior on the basis of perceived climate. The second section focuses on five major conceptual issues that consistently appear in the literature. The third section deals with the empirical relationships between organizational behaviors. The utility of one component of organization climate.

**Martin Harry** in his research article Although billions of dollars spent annually on training and development must about the transfer processes is not well understood. This study investigated the interaction on work place climate and peer support on the transfer of learning in a corporate field setting. Supervisor ratings of performance on several skills dimensions were obtained before and after training trainers in a division with a more favorable climate and those with greatest peer support should greater improvement.

**Moon-se-young** in his research article, determine the relationship between work place learning and psychological variable such as learning competency, motivation, curiosity, self-esteemed locals of control and organizational of power, for malty, merit system and communication.

### RESULTS AND DISCUSSION

The following things were found out by the researcher through this research work.

- ❖ Majority (70%) of the respondents working in TNSTC are middle aged people are belonging to the age group of 41 to 50.
- ❖ The employees in TNSTC have got formal education because the basic educational requirement is S.S.L.C.
- ❖ Most of the respondents (25%) are having 16 to 20 years of experiences.
- ❖ Most of the respondents (81.25%) are married.
- ❖ Majority of the respondents (56.25%) are living in joint family.
- ❖ Most of the respondents (43.75%) family has 4 to 6 members.
- ❖ Majority of the employees (68.75%) in TNSTC are living in their own house.
- ❖ Most of the employees working in TNSTC are living in the concrete house.
- ❖ Majority of the respondents working in TNSTC are having 12 hours as working hours in a day.
- ❖ Majority of the respondents (32.50%) earns the salary between 8001-12000.
- ❖ Most of the respondents (30%) are getting the income from other sources.
- ❖ Most of the respondents (37.50%) are taking the leaves of 1 to 15 days in a year.
- ❖ Most of the respondents (33.75%) are traveling less than 10 km to reach the depot of puliangudi. It shows that most of the respondents are residing around puliangudi.
- ❖ Most of the respondents (26.25%) are having the monthly savings of Rs1001 to 1500.
- ❖ Most of the respondents (25%) employees have the amount of loan of Rs 25001 to 50000.
- ❖ Most of the employees (35%) in TNSTC of puliangudi have been working six days in a week.
- ❖ Most of the employees (32%) in TNSTC of puliangudi have been getting the training of driver.
- ❖ Majority of the respondents (32.50%) have got low level of satisfaction.
- ❖ Most of the respondents (73.75%) recommend this job to others.
- ❖ Most of the respondents (56.06%) are getting free bus pass as fringe benefits.
- ❖ 36% of respondents in TNSTC of puliangudi have the membership in AITUC.
- ❖ Most of the respondents (31.25%) in TNSTC of puliangudi have been satisfied with the medical facilities, offered by the Government of Tamil Nadu.
- ❖ 32.50% of respondents in TNSTC of puliangudi highly satisfied with the Canteen
- ❖ Most of the respondents (37.50%) state that they are getting uniforms two times in a year.

- ❖ Majority of the respondents (46.25%) are reading the notice board always.
- ❖ Most of the respondents (40%) in TNSTC are always attending the meetings.
- ❖ Majority of the respondents (30.91%) have been participated in the strikes more than three times in a year.
- ❖ Majority of the respondents (34.78%) have got the rewards in the forms of recognition.
- ❖ Majority of the employees (27.5%) in TNSTC of puliangudi are satisfied with the relationship with co-workers.
- ❖ Most of the respondents (28.75%) are highly satisfied towards policies and regulations.
- ❖ Most of the respondents (53.19%) have got the punishment of transfer.
- ❖ Most of the respondents (53.19%) got the punishment of 1 to 3 times.
- ❖ There is significance between monthly savings of the respondents and monthly salary.
- ❖ There is significance between loan amount and salary.

### SUGGESTIONS

Based on the above findings the researches offered the following suggestions

- ❖ Joint meeting of management and workers to be arranged periodically to discuss the problems relating to the workers.
- ❖ The Manager should conduct monthly meetings to create the relationship between the workers and the manager.
- ❖ The TNSTC should carry out the government order and implement them without delay.
- ❖ The workers should not be punished for minor mistakes.
- ❖ TNSTC should maintain the buses in good condition.
- ❖ Buses with dangerous conditions should be replaced.
- ❖ Detailed identification of economic routes from time to time. Operation of the services in economical routes and phasing out operations in uneconomical routes.
- ❖ Drivers above the age of 40 years are subject to yearly medical check- up including visual test.

### CONCLUSION

Transport is playing a vital role in the Economic development of a country. It is playing a great role in the movement of articles from one place to another place. The Tamil Nadu State Transport Corporation is playing a major role in the movement of public. The workers in TNSTC are having a very good organizational climate they are having a very good union structures, good salaries, high level of motivations, cordial relationship with their co-workers, high level of satisfaction towards the fringe benefits and other benefits available in the TNSTC. Hence the workers in TNSTC are having very good organizational climate. But there are some pit falls that the employees are dissatisfied with some issues like punishments for minor mistakes, memos etc.

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