

Impact Of Organizational Climate On Work Life Balance Of Medical College Nurses

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Abstract

Depending on the definition, a hospital is a medical facility that offers palliative, rehabilitative, curative/ameliorative, or preventive care. The effectiveness of a hospital is primarily determined by the Caliber of its workforce's labour. The way that members view the organization is measured by its organizational climate. It is made up of a variety of traits and elements that workers believe to be true about their organisation. It functions similarly to an indicator of how a worker feels about organizational life. The purpose of this study is to examine how medical college nurses' work-life balance is affected by their workplace culture.

A scale was created by developing a questionnaire based on prior research, and its validity, reliability, and normalcy were assessed. Role clarity, communication, career and development, incentive system, relationship, teamwork, support, and direction are the independent variables in organizational environment and employee performance is the dependent variable. This study used a cross-sectional survey approach with an explanatory and descriptive research design. Survey questionnaires on a Likert scale of 1 for strongly agree and 7 for strongly disagree were distributed. 45 people made up the study's sample size, which was gathered utilizing the random probability sampling technique. The gathered data was analysed using regression and descriptive means using SPSS 2.0. Based on the SPSS 2.0 regression test, this study discovered that every one of the chosen organizational environment factors had a favourable and substantial effect on worker performance. The study's beta coefficients are positive and high for every aspect of organizational climate, suggesting that it has a significant influence on worker performance.

Key Terms: Job satisfaction, organizational climate, health sector, nurses

1. Introduction

As the primary provider of comprehensive healthcare to the populace, hospitals are an essential component of the social and medical infrastructure. Due to hospital corporatization, hospitals are now more than just places to receive medical care; they have evolved into sophisticated service industries where major players compete with one another on a variety of factors, including price, speed of service, extra facilities, and the availability of skilled physicians and staff. A society is made up of healthy people. They belong in society just as much as the healthiest people do. Clinical studies, research and development programs, and medical tourism have all found favour with India.

A hospital's nursing services are an essential component. Nursing is an art and a science that requires dedication, emotional maturity, and the capacity to swiftly and accurately obtain and integrate information. The nurse serves as a liaison between the patient and the physician. A professional and compassionate nursing staff is essential to the operation of the nursing department. The doctors receive help from the team to perform treatments effectively. The intensive care unit, surgical intensive care unit, intensive cardiac care unit, and outpatient wards and rooms are all places of employment for the nursing staff.

The literature indicates that a number of factors, including ideal work arrangements, the opportunity to actively participate in decision-making, effective communication between staff and supervisors, and the freedom to express one's opinions, are related to work-life balance in health-care organizations. Employee happiness is also influenced by management's attitude and group problem-solving techniques. While work-life balance focuses on people's attitudes and beliefs about their jobs, organizational climate is more concerned with how members of the organization perceive certain aspects of the organization.

Scholars have been particularly interested in how workers' perceptions of their workplace affect how satisfied they are with their jobs at Western Electric, as demonstrated by Mayo's (1933) research. This research discovered that worker confidence and efficiency are impacted by environmental factors. According to Bisconti and Solomon (2003), employees are happier when they work in an environment that encourages relationships between coworkers, superiors, and subordinates, as well as a high degree of autonomy. Businesses are seen as having a significant competitive advantage if they can establish work environments where people feel safe and can perform to the best of their abilities (Brown & Leigh, 1996).

These sections make it clear that employee opinions within the organization have an impact on the atmosphere. Although people differ in how they take in, process, and interpret information, the atmosphere that an organization creates is a collective perception or understanding (Dormeyer, 2003), as climate refers to a person's psychological or perceptual characteristics (Al-Shammari, 1992).

2. Review Of Literature

The mood that is communicated in a group by the physical arrangement and the manner in which members of the organization interact with one another, with clients, or with other outsiders is known

as the organizational climate, according to Schein. Organizational climate was defined by Forehand and Gilmer⁴ as a "collection of attributes that describe an organization.

According to Shukla and Mishra, the standard of the working environment is referred to as the organizational climate. People are more likely to favourably impact the achievement of business results if they believe they are respected and valued within the organisation. Thus, discretionary influence is inhibited in a negative context but encouraged in a positive one. After conducting an employee-perspective study, they discovered that fostering a "healthy" organizational climate necessitates paying attention to elements that affect employees' perceptions, such as the caliber of leadership, the process by which decisions are made, and whether or not employees' efforts are acknowledged.

According to Siwatch, one of the key factors influencing an organization's members' attitudes and behaviours is the organizational climate. He discovered that in order to secure employee cooperation in accomplishing organizational goals, management in all organizations needed to meet the diverse requirements of its workforce. An organization's leadership style and activities have an impact on the attitudes, behaviours, and emotions of its members. The management's actions have the effect of establishing a distinct organizational atmosphere. Work-life balance, commitment, and organizational atmosphere were all found to be positively correlated by Kumar and Giri. The study found that the association between organizational commitment and job satisfaction is strengthened by the organizational climate, which functions as a mediating variable.

According to Davis, "a sound climate is a long-run proposition." It is imperative for managers to adopt an asset-based strategy towards climate, wherein they consider climate as an organizational asset in the long run. Ineffective punishment and placing undue pressure on employees may lead to momentarily improved performance, but at the expense of the valuable environment. Depleted assets will eventually be a problem for such an organization.

According to study, Mufeed and Gurkoo assert that, independent of an organization's size, ownership structure, or level of management, the development of its people resources is what makes it successful. In light of the evolving globalization landscape, educational establishments, libraries included, must reevaluate their human resource development priorities, which include hiring, placement, evaluation and appraisal, training and development, incentive systems, motivation, empowerment, and job rotation in order to create an environment that is conducive to learning. The identity of the library and its staff, as well as its standards and structures, are the important dimensions of organizational climate that are most prevalent in libraries, according to Siwatch's study of organizational climate in university libraries in Haryana. In contrast, the employees of these libraries are not particularly fond of the reward, responsibility, risk, and support dimensions of climate. Shukla and Mishra¹⁶, having examined the organizational atmosphere prevalent in professional colleges, recommend that all available means, both financial and non-financial, be employed to incentivize staff members to continue producing high-quality work.

According to Steven P. Brown and Thomas W. Leigh (1996), job participation was correlated with views of a motivating and engaging psychological climate, and job involvement was correlated with effort. Work performance was also correlated with effort.

Objectives:

1. Analyses the factors influencing the performance of Medical College Nurses

2. Analyses the relation between organizational climate and Work Life Balance

3. Research Methodology

The goal and objectives to be met will determine the methodology to be used in a certain field. In order to characterize the traits of the employee group and determine the variables that determine the relationship between job satisfaction and organizational climate, a descriptive approach was used in this study. The study's sample, which consists of nurses from the medical college in the Thrissur district, provided the primary data that was required for the investigation. Additionally, the investigator made direct contact with forty-five Thrissur Medical College staff nurses. The relevant statistical methods (ANOVA) are utilized to test the hypotheses formulated in this study. By using the Likert scale, which ranges from 1 to 7, to analyse the collected questionnaire and identify which responses

Data analysis and interpretation:

The climate of the organisation was determined by analysing the collected questionnaire with the Likert scale of 1-7 indicating from 'the strongly agree' to 'strongly disagree' respectively. The questionnaire evaluates a number of organizational climate factors, which are computed into the descriptive statistics shown below.

Dimension	N	Mean	Standard deviation	Skewness	Kurtosis
Role clarity	45	2.10	1.33	1.458	1.394
Communication	45	2.16	1.38	1.491	1.765
Reward system	45	2.43	1.52	1.043	0.222
Career development	45	2.42	1.58	1.188	0.501
Relationships	45	2.23	1.36	1.163	0.571
Team work and support	45	2.20	1.39	1.162	0.524
Direction	45	2.34	1.42	1.055	0.265
Total organisational climate	45	2.27	1.43	1.223	0.741

In comparison to the other organizational environment dimensions, role clarity appears to have the lowest mean (2.10) among the respondents, indicating that majority of them strongly agree on this measure. The reward system had the highest mean (2.43). The organizational climate's overall mean value is 2.27. Regression analysis is used in this study to determine how the organizational climate affects employee performance based on the seven independent components and the dependent variable, employee performance.

ANNOVATest

OrganizationalClimateDimensionsandJob Satisfaction

Factors	Diploma innursing		Bachelor innursing		Master innursing		F	Sig
	M	SD	M	SD	M	SD		
WorkEnvironment	4.7	0.45	4.6	0.57	4.9	0.08	2.868	0.059
Teamwork	4.6	0.47	4.4	0.54	4.2	0.41	6.031	0.003
Autonomy	4.2	0.54	4.3	0.64	4.2	0.40	0.076	0.927
Integration	3.3	1.1	4.3	0.65	4.3	0.45	27.00	0.000

The findings indicate that the organizational climate dimensions of work environment, teamwork, integration, and respondents' work-life balance differ statistically significantly from one another, but the organizational climate dimensions of autonomy and respondents' work-life balance do not differ statistically significantly from one another.

4. Findings

With the lowest mean of 2.10, the majority of respondents exhibit great agreement with this characteristic when contrasted with the other organizational climate dimensions. The reward system had the highest mean (2.43). The organizational climate's overall mean value is 2.27. Regression analysis is used in this study to determine how the organizational climate affects employee performance based on the seven independent components and the dependent variable, employee performance. The organizational climate dimensions of work environment, teamwork, integration, and respondents' work-life balance differ statistically significantly from one another, but the organizational climate dimensions of autonomy and respondents' work-life balance do not differ statistically significantly from one another.

5. Conclusion

The workplace culture has a significant impact on how employees behave, and it is essential to any process that involves making significant organizational changes in order to enhance the organization. Hospital management should give careful thought to how the concepts of work-life balance, organizational climate, and workers' perceptions of the company's values relate to one another. If workers have a fair workload, a sufficient amount of job autonomy, and suitable compensation, they are likely to be more dedicated to the company. When developing and executing the plan to improve the organizational climate, it is critical to comprehend the needs of the staff. Therefore, it is imperative to recognize the importance of organizational environment and employee performance in order to

assess a company's success or failure and implement appropriate programs that raise performance levels inside the business over the long and short terms.

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