EB 699 RESEARCH PAPER

CLIMATE DIMENSIONS OF A MANUFACTURING COMPANY ——
A CASE STUDY OF XYZ MANUFACTURING COMPANY

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CLOSED STACKS

ABSTRACT

The objective of this survey is to determine climate that contribute to the climate dimension of a manufacturing company. 52 respondents took part in this survey. Using factor analysis, 11 factors were obtained, however only 8 items were reliable. The factors were identity, work culture and work value, risk and control, cooperation and leadership, support, work performance and work procedures, autonomy, communication and effectiveness as well as rules orientation.

This study identified that the employees were not satisfied with their pay and felt that the relationship between the management staff and non-management staff need to be improved.

The study also found that the organization climate of the company is improving as compared to the climatic condition of the company a year ago before the change processes were implemented.
ACKNOWLEDGEMENT

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