

EB 699 RESEARCH PAPER

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

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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.

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TABLE OF CONTENT	Page
CHAPTER ONE	
INTRODUCTION	1
Significance of study	3
Objectives of the study	3
Methodology	4
Scope	4
Organization of study	5
CHAPTER TWO	
LITERATURE REVIEW	
Introduction	6
Organizational Climate and Measurement	7
Research Evidence on Organizational Climate	9
Conclusion	14
CHAPTER THREE	
BASE STUDY AND METHODOLOGY OF STUDY	
Identification of the environment	15
Organizational Climate	19
Diagnosis of organizational problem	25
Implementing and following the process	29
Methodology of study	30
5.1 Sampling	30
5.2 Procedure	30
5.3 Analysis	31
CHAPTER FOUR	
RESULTS AND FINDINGS	
Characteristics of the respondents	36
Factor and Reliability analysis	38
Percentage distribution analysis	43
Results of crosstabulation	50

	Page
TABLE OF CONTENT	
CHAPTER 5	
CONCLUSION	56
Summary of findings	56
Further research work	59
BIBLIOGRAPHY	61
APPENDIX : SURVEY QUESTIONNAIRE	63

LIST OF TABLES & FIGURES

FIGURES

framework used in this study	16
Organizational Climate Model	20

TABLES

Personal Characteristics of respondents	37
Results of factor analysis for the climate items	44
Reliability of climate factor	45
Percentage distribution of responses for climate items	49
Crosstabulation between variables and length of service	54
Crosstabulation between variables and level of appointment	55
Comparison of study	60