

Identifying the Dimensions of Organizational Climate of the Virudhunagar District Central Co-Operative Bank

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Abstract:- The Virudhunagar District Central Co-usable Bank is one among the 23 District Central co-employable Banks working in Tamilnadu. Agribusiness is the universes' most prominent maker and credit is the premise of creation. The achievement of an area focal co-usable bank depend more prominent degree on the effectiveness of the labor in it. There are a few examinations on focal co-employable bank working in Tamilnadu at Madurai, Ramanathapuram, Salem and so forth. The destinations were outlined for this examination to Identify the component of authoritative environment and look at the relationship with segment variables. Data for the investigation have been gathered from the different issues of yearly reports of the Virudhunagar District Central Co-usable Bank Ltd, yearly reports of the Tamilnadu. With the end goal of examination the total environment score, including the all out of every one of the 44 factors, of every individual was thought of. Anyway that being a solitary variable without gatherings, building a possibility table is beyond the realm of imagination thus middle worth, it is 146 of total environment score is utilized for the reason partitioning respondents in to two gatherings. This it very well might be reasoned that the Virudhunagar District Central Co-employable Bank Ltd may improve its practices in upkeep the board. This paper aim to discuss about identifying the dimensions of organizational climate of the virudhunagar district central co-operative bank.

Keywords:- Management, Co-operative Banks, Organizational Climate, Labour.

I. INTRODUCTION

Agriculture is the universes' most prominent maker and credit is the premise of creation. The co-employable development was authoritatively begun in India when co-usable credit social orders Act was passed in 1904. The co-agents are a necessary piece of India's rural framework. Focal co-employable banks are framed at the locale level by uniting the essential horticultural co-usable banks situated in a similar zone. It gives the required credit necessities of the ranchers through the essential agrarian co-employable

banks. They involve a place of cardinal significance in the co-employable credit structure at the locale level. The Virudhunagar District Central Co-employable Bank is one among the 23 District Central co-usable Banks working in Tamilnadu. The Central co-usable bank should work effectively with view to give required credit to farming and united exercises in the District. The accomplishment of a region focal co-usable bank depend more noteworthy degree on the productivity of the labor in it. There are a few examinations on focal co-employable bank working in Tamilnadu at Madurai, Ramanathapuram, Salem and so forth. So far no investigation has been directed on the Human asset the executives of Virudhunagar District Central Co-usable Bank. Thus the analyst has made an endeavor to examine the Human Resource Management in the Virudhunagar District Central Co-employable Bank Ltd.,

The presentation of innovation in banking like ATM, telephone banking, versatile banking and net banking have diminished the stroll in clients at the bank offices. Anyway in India, it is seen that the clients actually discover hard to utilize those advancements to guarantee blunder free, hazard free financial administrations." While attempting to offer better and proficient support at the counters, the staff is likewise gone up against with different regularity standards to relieve danger in tasks. This unmistakably sets up that workers of co-employable banks assume an essential part in overseeing the exchange of client as well as future long haul relationship with them".

Human asset improvement has been acquiring significance in present day business. It is considered as an integral part of development and advancement system of a business association. "Any association needing to endure, flourish and prosper in the cutting edge serious set up ought to essentially design, create and deal with its human asset.

➤ Objectives of the study

- To identify the dimension of organizational climate and examine the association with demographic variables.

➤ *Hypothesis :*

- "There is no significant association between demographic variables and the organizational climate"

II. THE ANALYTICAL FRAMEWORK

Information for the investigation have been gathered from the different issues of yearly reports of the Virudhunagar District Central Co-employable Bank Ltd, yearly reports of the Tamilnadu Apex Co-usable Bank Ltd, reports of National Bank for Agriculture and Rural turn of events, Bye-laws of the bank Tamilnadu Journal of Co-activity, records from the workplace of the Register of co-agents, Chennai and Tamil Nadu Co-usable association of India.

Factor investigation is a nonexclusive name for one of the multivariate strategies that is expected to discover the hidden construction in an information framework (Hair et.al., 1995). It examinations an enormous number of factors by distinguishing normal and one of a kind sets changes that are alluded to as measurements, variables or parts. These strategies permit the scientist to sum up and decrease the information. The cycle of rundown and decrease permits the information to be depicted by a lot more modest number of factors than the first. Factor examination is a procedure that considers every one of the factors all the while. It is a reliance method where the assortments (factor) are shaped to clarify the entire variable set and accordingly every factor is anticipated for the hidden construction or corroborative. In corroborative factor investigation the specialist is trying to affirm a design that has effectively been recognized from past research. There are two principle factor logical strategies, head Components Analysis (PCA), at some point called just segments examination and Common Factor Analysis (CFA).

PCA depends upon the all out fluctuation to determine the elements with little extents of exceptional difference. This method is proper when the fundamental concern is to foresee the base number of elements that are needed to represent the most extreme extent of the fluctuation and when there is a suitable arrangement of factors (Ghauri et.al., 1995). While PCA gives a tightfisted portrayal of dataset, similar to all strategies for factor investigation it

experiences the issue of factor indeterminacy. That is, for any informational index the factor arrangement isn't special.

III. RESULT AND DISCUSSIONS

In this paper, an attempt has been made to identify the dimensions of organizational climate of the Virudhunagar District Central Co-operative Bank.

➤ *Proportion of Variance Explained by Principal Components*

The PCA followed by a Varimax Rotation extracted 13 components with eigenvalues greater than 1. The 13 components accounted for 70.57 per cent of the total variance (Table 1).

Table 1:- Total Variance Explained

Component	Initial Eigenvalue	
	Percentage of Variance	Cumulative percentage
1.	27.48	27.48
2.	6.78	34.26
3.	5.28	39.54
4.	4.67	44.21
5.	4.21	48.42
6.	3.86	52.28
7.	3.24	55.52
8.	3.10	58.62
9.	2.92	61.54
10.	2.42	63.96
11.	2.31	66.27
12.	2.21	68.48
13.	2.09	70.57

➤ *Rotated Principal Component Loadings*

The variance explained by each factor that emerged from PCA, both individually and cumulatively, has been represented in Table 1. The rotated factor component loadings are presented for items of the questionnaire in the Table 2 for each item, only the 'primary' loading is presented (that is the greatest loading for the item across the factor), and only items with primary loading on factor 1 through 13 are included.

Table 2:- Summary Of Factor Analysis Of 44 Item Questionnaire On Organisational Climate

Item No.	Factors	Factor Loading
	Factor I (Growth)	
18	Appropriate training and development opportunities are matched to need	0.911
24	The top management of this organization makes efforts to identify and utilize the potential of the employees	0.872
19	Training is continually assessed	0.792
21	I have opportunities to learn worth while new skills and knowledge in my job	0.742
25	Job rotation (or transfer) is done to make employees to be proficient with all the works of the organization.	0.684
20	We have a promotion system that helps the best worker to rise to the top	0.662
23	We have training programs for new recruits that identifies and nurtures special abilities of the appointees	0.016

22	The career prospects are bright in this company	0.576
26	The top management is willing to invest a considerable part of their time and other resources to ensure the development of employee	0.542
	Factors II (Leader Facilitation and Support)	
13	My supervisor sets example by working hard himself	0.842
15	My supervisor helps me to schedule your work ahead of time	0.806
12	We get feed back from our superior about our performance from time to time	0.742
14	Rules of the organizations are applied consistently to all uniformly	0.612
	Factors III (Work Group Friendliness and Warmth)	
41	Most members of my work group take pride in their job	0.779
40	Managers keep themselves well informed about needs and problems of employees	0.678
42	Management instills a sense of trust with staff	0.642
39	Members of our work group trust each other	0.501
	Factor IV (Work Group Cooperation)	
7	A sprit of cooperation exists in my work group	0.814
8	Generally there are friendly and cooperative relationships between the different departments of the organization	0.778
9	Teamwork is encouraged	0.674
10	An urgent work of an absentee employee is readily done by other employees in the department	0.512
	Factor V (Service)	
34	Our customers have easy access to the appropriate people to answer queries	0.749
37	We make it easy for our customers to give feed back about our products and services	0.678
38	We use customer's complaint to improve ourselves or deal with concern	0.553
35	Staff are empowered to deal with and resolve customer issues without consent reference to a supervisor	0.521
36	Staff are trained in customer service skills	0.501
	Factor VI (Employee Welfare)	
31	We have grievance handling process that works	0.776
32	We have employee assistance programme that works	0.694
33	We measure employee well being and satisfaction	0.612
	Factor VII (Job Variety & Autonomy)	
30	I have opportunity to do things differently in my job	0.741
17	I feel confident that I could vary my work arrangement if necessary	0.681
16	Responsibility is assigned so that individuals have authority within their own area.	0.569
	Factor VIII (Task Planning & Measurement)	
1	Employees are educated about the economic reforms and consequent privatization of industry	0.814
2	The organization's purpose, direction and key goals are periodically assessed, reviewed and redefined in keeping with the changing environment	0.694
11	Measurement of performance of our organization is realistic	0.547
	Factor IX (Industrial Relations)	
43	Entry of private companies is not a threat to our employment because our union will protect us	0.824
44	There is mutual trust and faith between management and union in our organization	0.661
	Factor X (Participation)	
3	Union is consulted in making corporate plans	0.714
4	Union is consulted in allocation of work amongst employee	0.598
	Factor XI (Structure)	
5	Excessive rules and regulations interfere with how well I am able to	0.798
6	Communication is hindered by following chain of command rules	0.692
	Factor XII (Organizational Esprit)	
27	Most of the personnel in my department would not want to change to another department	0.748
	Factor XIII (Reward)	
29	Our remuneration includes adequate perquisites to identify the hierarchical levels in the organization and to support the family of the employee	0.781
28	Our scales of pay are comparable with private company's	0.681

Every one of the 44 factors (explanations) have been assembled in to 13 parts. The thing number is the number given to that thing in the poll. Against every thing the factor stacking is additionally referenced. The base stacking is 0.501 and the most extreme is 0.911.

The factor I clarifies 26.41 percent of the difference. This factor comprise of 9 factors and is named as 'development', as the factors that go into making the factor are basically work related like preparing, position pivot, advancement, development possibilities. The factor II representing 6.78 percent of variety is marked as 'pioneer help and backing' as it depends on four variable on initiative parts of the workplace like chiefs job setting a model, planning the work, in finishing the work, treating the representatives consistently and in getting the criticism. As things identifying with administration are gathered by the PCA, the title, pioneer help and backing as marked by James and Jones (1979) and Rider and Southey (1990) has been utilized here too. The factor III clarifies 5.28 percent of variety. As these factors center around entomb individual, bury office and trough – subordinate relationship and under standing, this factor is named as 'work bunch benevolence and warmth'. This factor again is indistinguishable from that of 'work bunch participation, neighborliness and warmth' (James and Jones and Ryder and Southey). Be that as it may, as collaboration has arisen as a different factor in this investigation the mark 'work bunch cordiality and warmth' is given. The factors in factor IV spotlight on business related collaboration among representatives and among different divisions and in the cooperation. Henceforth, it has been marked as 'work bunch participation'. The factor represents 4.67 percent of variety. Factor V is a named as 'administration'. The association examined being a help association, and keeping in see the significance of administration climate in giving an attractive hierarchical environment, factors were remembered for the review instrument to address this issue. The factors included depended on the measurements distinguished by Schneider and Bown (1985) while contemplating the hierarchical environment of a Bank. Anyway these factors that arose as Factor V, clarified just 4.21 percent of variety. The factor VI clarifies 3.86 percent of variety. This factor 'representative government assistance' has never been a different factor. Yet, the factors that establish this factor were obviously, important for factors like prize, clash and warmth in the past examinations. 'Occupation assortment and self-governance' is the factor that arises as factor VII by gathering factors like 'freedom to do the work another way', 'opportunity to fluctuate the work course of action', and so on it clarifies 3.24 percent of variety. This factor takes after the factor 'work assortment, challenge, and independence', distinguished Jones and James (1979). Three factors on getting ready for work and estimating the work performed

are gathered by PCA to draw out the Factor VIII. This factor clarifies 3.10 percent of variety and is named as 'task arranging and estimation'. This once more, has not been known as a different factor in the prior investigations. As the association being considered has a place with an industry that is simply opened to private area, there is a need to keep moving in the personalities of officials to make it productive and serious by turning to cost cutting and other gravity measures. These arrangements may make a feeling of uncertainty in the personalities of the workers and may strain the work relations in the association. Thus factors, on the part of associations in guaranteeing 'suspicion that all is well and good' among the representatives and in keeping a 'lively relationship', with the executives were remembered for the instruments. These two factors comprise Factor IX, which is named as 'mechanical relations' and it clarifies 2.92 percent of variety. The laborers interest is the focal point of the Factor X containing two factors on specialists support on work arranging and designation this factor clarifies 2.42 percent of variety. This measurement is marked as 'support'. Two factors in particular exorbitant guidelines and guidelines meddle and correspondence is hundred by keeping hierarchy of leadership rules establish as Factor XI and portrayed as "Designs of Organization". It clarifies 2.31 percent minor departure from absolute arrangement of factors. 'Authoritative esprit' is the Factor XII that inspires assessment on the feeling of having a place of representatives to wards their association. A comparable factor for the sake of 'authoritative and proficient esprit' has been distinguished by James and Jones (1979) also. This factor clarifies 2.21 percent of variety. 'Prize', is the last Factor XIII having two factors, both on monitory prizes clarifying 2.09 percent of variety.

➤ *Association Between Demographic Variables and Organizational Climate*

In this segment an endeavor has been made to look at the invalid theory about the relationship between segment factors and the authoritative environment. With the end goal of correlation the total environment score, including the absolute of every one of the 44 factors, of every individual was thought of. Anyway that being a solitary variable without gatherings, developing a possibility table is unimaginable henceforth middle worth, it is 146 of total environment score is utilized for the reason partitioning respondents in to two gatherings in particular, those above and those underneath the middle score. As at least 20% of cells ought to have expected tally more than 5, any place this standard is penetrated the probability proportion is considered as chi-square worth. Thusly, invalid speculation "There is no Significant relationship between segment factors and the hierarchical environment" has been set up and tried by utilizing chi-squares test. The test outcomes are given in Table 3.

Table 3 :- Contingency Analysis Of Demographic Variables And Organisational Climate

Sl. No.	Demographic Variable	χ^2 value	df	P value	Inference
1.	Age	0.948	2	0.714	Not Significant
2.	Gender	1.919	1	0.471	Not Significant
3.	Educational	12.421	2	0.021	Significant
4.	Marital status	0.048	1	0.834	Not Significant
5.	Designation	8.471	3	0.021	Significant
6.	Experience	1.241	4	0.091	Not Significant
7.	Salary	14.621	4	0.013	Significant
8.	Training	12.742	3	0.012	Significant
9.	Union	1.9842	1	0.152	Not Significant

The above table demonstrates that, the relationship among age and authoritative environment is portrayed by the above table. The chi-square worth being 0.948 and $p > .05$, it tends to be presumed that there is no huge relationship between the two.

There is no huge relationship among sex and the impression of hierarchical environment. The chi-sq esteem is 1.919 and the likelihood level is .099.

There is a huge relationship among training and environment insight as is proven from the table. The determined estimation of chi-sq is 12.421 and $p < .05$.

The low chi-square worth (0.048) and high p esteem ($p = .908$) go to demonstrate that there is no huge relationship between conjugal status and environment discernment.

The table shows a huge relationship between assignment of representatives and their environment insight. In this way involving various situations in the association impacts environment discernment. The p esteem is $< .05$ and chi-sq esteem is 8.491.

The work residency experience and view of environment have no critical relationship with one another. The table reports a chi-sq estimation of 1.241 and a $p > .05$.

The table shows the relationship among pay and environment. There is a critical relationship between pay of the worker and his discernment about his association's environment. The chi-sq esteem is 14.621 and $p < .05$.

The relationship among preparing and environment discernment is a huge one as can be seen from the chi-square examination. The chi-sq esteem is 12.742 and $p < .05$.

In the association and environment table the chi-square worth is 1.984 and p is $> .05$. Subsequently the relationship between the two isn't genuinely huge.

From the above investigation it very well may be summed up that the segment profile in particular schooling, assignment, compensation and preparing have a huge relationship with environment view of the subjects contemplated. Accordingly, the set up invalid theories have been dismissed in the instances of schooling, assignment, pay, and preparing.

IV. CONCLUSION

Virudhunagar District Central Co-employable Bank Ltd., has appeared as a best vehicle for guaranteeing quick and arranged financial development of the territory of Tamil Nadu. The current investigation has authoritative environment of Virudhunagar District Central Co-employable Bank Ltd. Furthermore, individual profile of the workers, the moderate assessment of the representatives on the administration of HR in Virudhunagar District Central Co-usable Bank Ltd., was noticed. This it very well might be inferred that the Virudhunagar District Central Co-usable Bank Ltd may improve its practices in support the board.

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