

A STUDY ON AN ORGANIZATIONAL CLIMATE IN THE
JANASHAKTHI INSURANCE COMPANY LTD. WITH THE
SPECIAL REFERENCE TO BATTICALOA BRANCH



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ABSTRACT

Climate is the atmosphere of the organization, a relatively enduring quality of the internal environment of an organization, which is experienced and perceived by its members and influences their behavior.

Janashakthi Insurance Company Ltd Batticaloa Branch was selected to carry out the research studies. And 87 employees are working there. This includes mainly two types of employees that are Marketing and Administrative.

The organizational climate can be measured in terms of responsibility, conformity, team spirit, rewards, standards, organizational clarity, communication and the conflict management.

Total population was selected as a sample for this research study. The organizational climate data were collected through the primary and the secondary data including the questionnaires, interview, and organizational reports. The collected data analyzed by using the univariate analysis through the SPSS 11.0 package.

According to the data analysis majority (57%) of the employees were dissatisfied with the organizational climate. 33% of them moderately satisfied and only 10% were satisfied with the organizational climate in this organization.

The perceptions of the employees towards the current organizational climate of this organization were discussed based on the above findings.

Finally suggest some remedies and strategies to improve the Healthy Organizational Climate in the Janashakthi Insurance Company Ltd.

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