Factors that Influence Organizational Climate in an Institution of Higher Education in the State of Tocantins

Saulo Lopes Fonseca*, Laura Carneiro Silva, Debora Rodrigues Coelho, Weder Ferreira dos Santos, Layanni Ferreira Sódre Santos, Luelly Maciel Oliveira, Jéssica Passarinho Glória, Laina Pires Rosa, Magno De Oliveira

Universidade Federal do Tocantins, Rua Badejós, Chácaras 69/72, s/n - Zona Rural, Gurupi, 77402-970, To, Brazil. Tel.: (63) 3311-3510
*Corresponding Author

Abstract—Organizational climate (CO) is commonly defined as an arrangement of estimable properties of the work environment, being these properties noticed directly or indirectly by the individuals that attend and work in this environment and that interferes in the motivation and the behavior of these people. The present work brings the organizational climate as an indicator of satisfaction of the members of a certain company located in the state of Tocantins, taking into account different aspects of the culture and the current reality of the institution in question. So, the results of the applied research in this institution will reveal the reality observed by the collaborators and not only what happens legitimately.

Keywords—Evaluation, management, development, achievement.

I. INTRODUCTION

Currently, we live in a dynamic world, where organizations have experienced profound and complex changes, going on so the need for new forms of more agile, flexible and that values human relationships. Thus, required a change in the organizational environment of the company concerned. There's no way to talk about organizational climate (CO) without first defining what is organizational culture, because the culture is the cause, and the climate is a result of it.

Every organization has your culture, regardless of your size, being formed by the values, beliefs, customs, traditions, i.e. the culture shapes the identity of an organization [1]. Thus, the climate is a result of perceptions that employees have of the different aspects that influence your well-being and your satisfaction in day to day work. Thereby the climate of a company relates basically to the perception of the quality of life at work. Having the CO a situation where the developer is within the work environment, that influence on your behavior so positively as negatively. Currently, organizations undergo constant changes going on so the need to search for innovation, productivity and profitability [2, 3].

Stress, motivation, leadership are some of the factors that are associated with the CO, its factors must be taken into consideration for a good performance and a healthy environment within the organizations, people need to feel motivated to which have involvement and commitment. When the personal needs of participants are matched, the CO is favorable, raising morale. And frustration, when these same needs are not met. The CO is to analyze the internal environment, the company must raise the level of motivation of its employees, while the same attempt to achieve their personal goals, thus consequently reach company objectives [4] [5]. This way up which factors influence the organizational climate of the institution, as well as analyze the salaries and the length of service. The General conditions in the workplace as hygiene, temperature, plant and equipment and assess the degree of cooperation and motivation among the employees of the company to obtain a degree of employee satisfaction analysis in relation to the institution.

II. MATERIALS AND METHODS

The survey was conducted in the UFT, located on the street Badejós, 69/72 Farms, s/n-Rural area, no. 7, 77402-970, Gurupi-TO.

The present work had focused on analyzing the factors that influence the CO at the institution where the research, based on the classification of [6] which features two ways to search: about the purposes and as to the means. As the purposes may be considered exploratory and descriptive. Exploratory, because the search does a bibliographic survey about the CO and better understand it. Already, attempts to

identify the factors that influence the CO through questionnaires to ascertain the facts to applicants in order to resolve the problems encountered [7].

The research in question is how population all administrative employees of the Federal University of Tocantins, where will be held the search properly active in the company. The application of questionnaires will be held in the period between September and October 2017. The study tends 100% sampling of employees.

In order to assess the factors that influence the CO, the researcher prepared as a tool for research, questionnaires containing questions multiple choice closed, clearly and objectively for data collection, being applied in the University Federal do Tocantins, with date and times marked by the direction of the company, in a manner not detrimental to the services of the employees.

Through the questionnaire with the 15 questions will be collected the data for this research, the information given by way of manual tabulation, where, all the questions are closed, treated and represented by percentages expressing consistency, where the treatment of the same will be done through the Microsoft Excel 2016, for the quantitative research through tables.

III. RESULTS AND DISCUSSION

The presentation and analysis of data intended to show the profile of the employees of the research and the results of their perceptions about the following variables: infrastructure, social environment, in terms of staff, leadership and hierarchy, assessing this way to satisfaction of these in relation to these variables in order to examine how the organizational climate portrays the company in question. The research was done in order to highlight the opinions and criticism on a daily basis by the employees and managers of the company. Excellent results were obtained during the research, with information sought appropriate solutions to possible changes and progress of the organization.

It is worth saying that the lifting of the level of satisfaction of employees is essential to designate and support the decisions of managers, as well as determine the situation of the quality of life of employees, because if this quality of work is disadvantaged, will impel the disinterest of the employee and dissatisfaction, as well as decreased productivity and harmful behaviors as an example of excessive absence, turnover, sabotage, trade union militancy and in the worst cases even stealing. Employee satisfaction also becomes essential to provide reliable references about a specific environment for performing actions that are able to magnify the motivation, thus creating a kind of participatory and effective in spirit employees, guiding the company through paths that lead to excellent levels of productivity and personal and social commitment.

The research instrument was divided into two parts, first collected personal data (age, sex, educational level and your position in the company). With that, finding 9 employees male and 7 female, all between the ages of 30 to 50 years, with complete higher education and length of service are between 3 and 6 years, with two of these with a time over 10 years.

Later, the issues related to the working environment of employees where they were selected for the exhibition of the results only most relevant issues among the 20 that was on the questionnaire. These results will be presented in graphic format, followed by a brief commentary on the results obtained.

Chart 1: how you qualify the work environment, taking into account aspects such as ergonomics, noise, light, temperature, and hygiene?
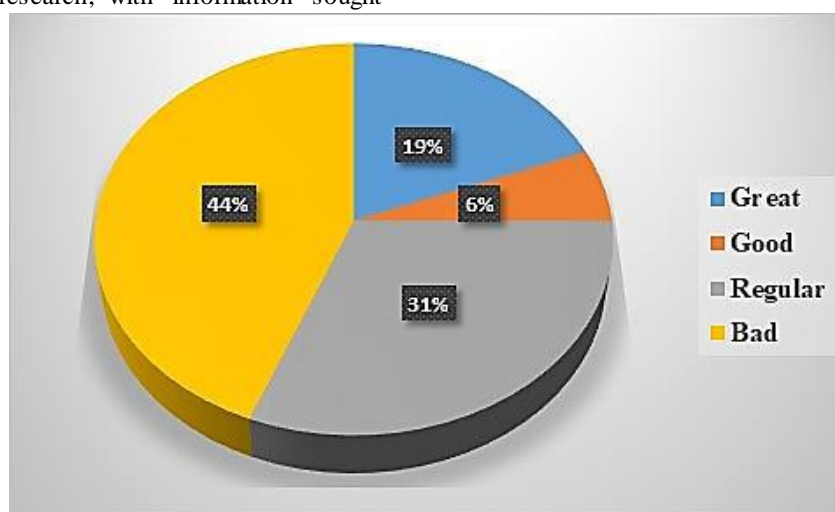

Fig. 1: Source: Own elaboration

The first question refers to the quality of your workplace with regard to aspects such as ergonomics, noise, light, temperature, and hygiene. On the basis of the answers presented in chart 1, one can realize that the quality of the workplace does not have very pleasant conditions, whereas the highest percentage (44%) declared the situation as bad, followed by (31%) opening as regular, while (19%) excellent andonly declared (6%) stated as well.

Chart 2: the attributes of the task that you're playing, as the level of responsibility, for example, contribute to your motivation?
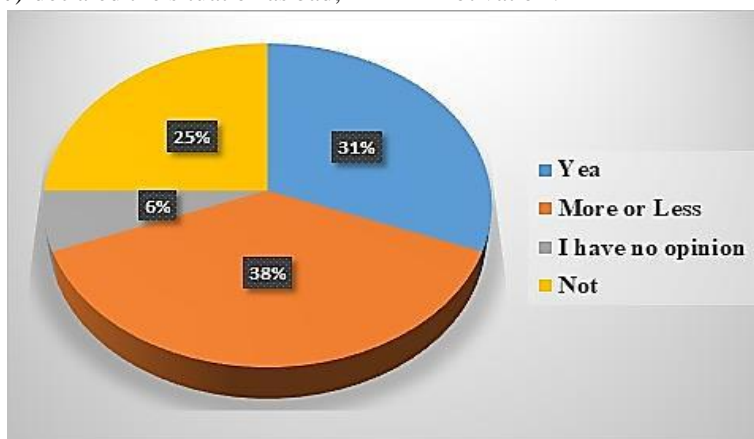

Fig. 2: Source: own Elaboration

Later, emphasizing the issue regarding the tasks that each play in the institution and your motivation to continue this performance. It was observed in graph 2 that a large majority (38%) employees do not have an opinion about what motivates them in your given function, (31%) claim that the tasks that perform the motivate Yes, (6%) no opinion and a significant percentage (25%) declare that they are not satisfied.

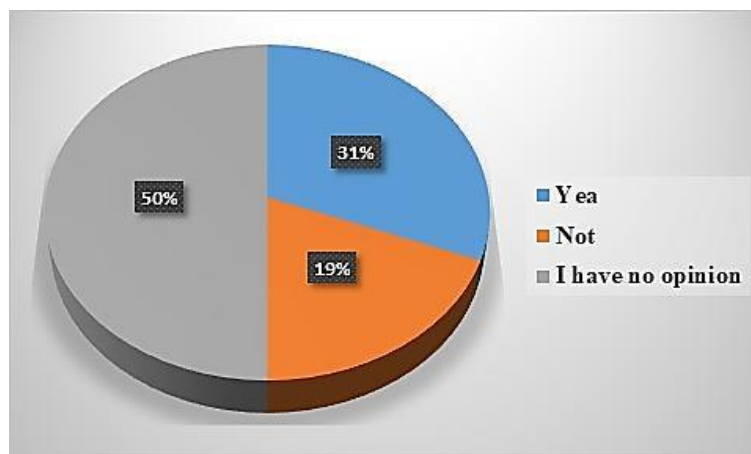Chart 3: do you consider the socially responsible company?

Fig. 3: Source: own Elaboration

Then we analyzed the opinion of employees regarding the responsibility of the institution they work for. The graph 3 indicates a result worthy of the greatest note, whereas half (50%) the collaborators do not have an opinion related to the company's social responsibility, followed by (19%) who claim that the company has no social responsibility, and only (31%) claiming that company is responsible.

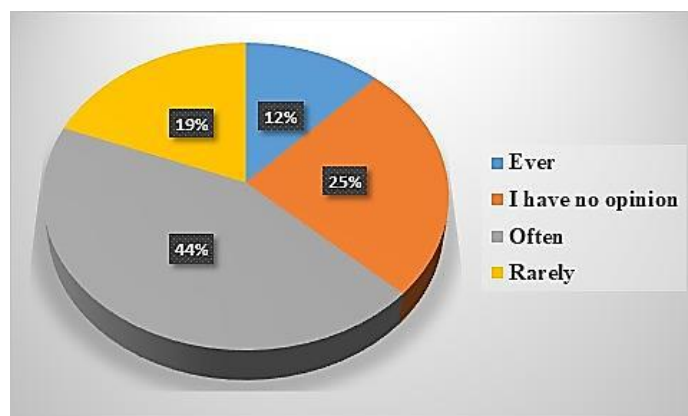Chart 4: teamwork is encouraged by the company?

Fig. 4: Source: own Elaboration

On the assumption that teamwork is a very important feature within a company, graph 4 presents the vision of the developers about the company's initiative to encourage teamwork. With this regard, (44%) the people responded that almost always the company encourages, (25%) has no opinion, (19%) stated that rarely are encouraged and only (12%) stated that is always encouraged.
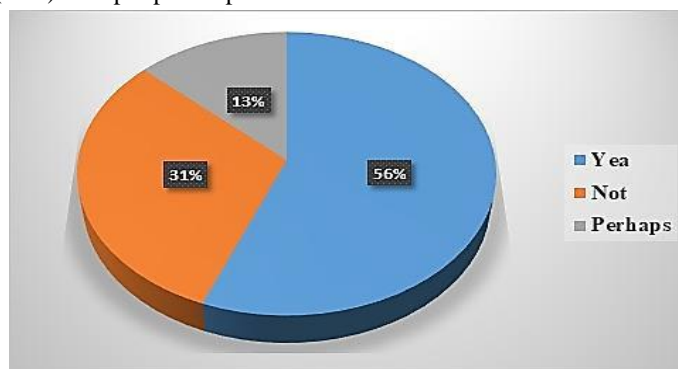
Chart 5: would indicate a friend to work in the company?

Fig. 5: Source: own Elaboration

According to the chart, a total of 5 (56%) employees would indicate for sure a friend to work at the institution, in contrast with (31%) that would indicate not only (13%) and stated that maybe would indicate. With this, note that in general employees like the workplace, even introducing some critical points the company where they work would still be an option for the workplace to a friend.

Finally, the employees questioned about suggestions that might be able to make the company a better place to work. Getting some solutions such as:

• Most replied that if there were more professional development programs and the environment would improve quality of life;

• Presented himself comments in relation to salary, which is still at a level below the coveted by officials;

• Finally, calling a lot of attention, recommended that the company should have less "politicking" and ego itself, thus the institution became a more harmonious and peaceful environment of work.

IV. CONCLUSION

Searches related to organizational climate have the as main aim to minimize conflicts between the needs of employees and enterprises because through this identifies dreams, desires, and needs of employees, and from then on measures may be taken, in order to achieve institutional objectives and meet the expectations. Aligning then the best individual and organizational goals.

The information obtained in this study should serve as the basis of the knowledge process for managers so that they are aware of the real situation in your organization today.

Human needs often arise from a lack of motivation. The person who does not feel motivated little can engage or commit themselves to better carry out its commitments. An organization that should be considered a risk factor. The lack of human motivation can put on alert commitment and professional performance.

However, at the end of this work we can assess that there's a lot of people happy and satisfied with your work and with the institution, more have several people who have that hint of contempt in relation to the development of the company.

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