



**EMPLOYEES' PERCEPTION OF ORGANIZATIONAL
CLIMATE OF LAND AND SURVEY DEPARTMENT,
SARAWAK**

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ABSTRACT

The paper aims to study the impact of four dimensions of organizational climate (management competences and consistency, reward, cooperation and identity) on work satisfaction.

Data were collected via questionnaires survey from employees' working at a two different office namely Kuching Division and Headquarters office of Land and Survey department. A total of 187 respondents (93.5 per cent) were obtained. The hypothesized models were test using Statistical Package for Social Study (SPSS) Version 15. Reliability, percentage distribution and frequency, descriptive analysis (mean and standard deviation) and cross tabulation were carried out.

The results demonstrate that the antecedents: fit with vision, employee-manager relationship quality, job satisfaction, reward and identity all influence work satisfaction. Notably, affective work satisfaction, which is turn influences employees, perception about improve performance, implementation success, and individual learning regarding the better organizational climate.

Limitations that can lead to future research include two primary issues. First, the data were collected at two points in time. Secondly, the finding of the survey will only narrow down to one particular organization, and not applicable to other similar survey organization.

By improving work satisfaction, managers can promote organizational climate and, thus, individual organizational performance. It is likely that this occurs because people react reciprocally towards an organization that satisfies their work performance, and allows them to feel like their job, satisfied with the job, fell the job is exactly right for them and feel fine, truly satisfied with job and for near future and feel can progress with the department.

The paper evaluating the employees' perception to organizational climate, and to help uncover ways to improve the success of work satisfaction.

Keyword for this study is Organizational climate, organizational members, employees' organizational behavior, work satisfaction. The paper type for this study is research paper.

CHAPTER 1: INTRODUCTION

1.1 Background of the Study

The study is focused on the organizational climate, which it was conducted at Land and Survey Department at Headquarters Office and Kuching Divisional only. Organizational climate is a concept in organizational behavior that has produced much interest as well as differences in opinion among researchers. However, despite the controversies, people have reached an agreement that organizations should pursue with diligence to establish the right climate to achieve organizational effectiveness. By studying the organizational climate of an organization, it can be used as a management tool to provide insights to managers into how employees regard their organization. Organizational climate refer to every internal conditions of an organization. These consist of a set of elements observed by the employees. These elements will describe an organization, differentiates an organization from others, it is relatively constant over time and individuals are affected and guided by it. Therefore, it is clearly important to study how and why organizational climate affects employees' behavior and thus the accomplishment of organizational objectives and performance. Challenges facing by Land and Survey services today are the rapid advancement of technology besides fulfilling the growing information need of people especially to a developing nation like ours. Globalization process has brought to our forefront the term "borderless" and "seamless" world, which exists and evolves around us.