

## Perception of agricultural scientists about prevailing and desired organizational climate at Punjab Agricultural University, Ludhiana

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### ABSTRACT

The study was conducted on 100 agricultural scientists of College of Agriculture, PAU, Ludhiana. Organizational climate scale was developed by using Likert technique in the areas of communication, managing rewards, interpersonal relationships, supervision and decision-making. For measuring organizational climate, different items were prepared in each of the area. Organizational climate was measured in terms of scores obtained by the agricultural scientists on organizational climate scale. The responses were recorded on a five point continuum. Based on the scores, the scientists were classified into three categories viz. average, below average and above average. Mean score of prevailing and desired organizational climate for each area was worked out. Paired t test was used to test the significance of difference in the mean scores. Significant value of t indicated that a gap between the prevailing and desired organizational climate exists. There is an urgent need to improve the organizational climate.

### INTRODUCTION

The first Agricultural University was established at Pantnagar in Utranchal in 1960 on the recommendations of University Education Commission and other expert committees. Following the example of university of Pantnagar, the Govt. of Punjab established Punjab Agricultural University at Ludhiana in July, 1962. Punjab Agricultural University has the statewide responsibility for teaching, research and extension in agriculture. Organizational climate serves as a guideline for dealing with scientists and has a major influence on their motivation and productivity. Scientists are engaged in transactions for meeting their professional needs and strengthening their respective disciplines. If congenial work environment prevails, only then the scientists become satisfied with their job, work in harmony as a team and motivate the people to participate in extension and developmental programmes. More favourable the organizational climate, the greater will be the productivity. The present study was conducted to study the prevailing and desired organizational climate as perceived by the agricultural scientists of Punjab Agricultural University, Ludhiana.

### METHODOLOGY

A list of the in position faculty members of College of Agriculture, Punjab Agricultural

University, Ludhiana was prepared. From this list one hundred agricultural scientists were selected in proportion to the number of scientists in teaching, research and extension. Further, the scientists from Professors, Associate Professors, Assistant Professors were selected in proportion to each cadre. Organizational climate scale was developed by using Likert technique. Organizational climate was measured in the areas of communication, managing rewards, interpersonal relationships, supervision and decision making. Different items were prepared in each of the area. Response for prevailing climate was recorded on a five point continuum viz., strongly agree (SA), agree (A), undecided (U), disagree (DA) and strongly disagree (SDA) with weightage of 5,4,3,2 and 1 for positive statements and 1,2,3,4 and 5 for negative statements. Response categories for desired climate were strongly desirable (SD), desirable (D), neutral (N), disagree (DA) and strongly disagree (SDA). Organizational climate was measured in terms of scores obtained by the agricultural scientists on organizational climate scale. Mean score of prevailing and desired organizational climate was worked out. Paired t-test was used to test the significance of difference in the mean scores of prevailing and desired organizational climate.

### RESULTS AND DISCUSSION

The results of the study have been

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