

Organizational Climate and Employee Commitment

With Reference To Beedi Workers in India

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Abstract- There is a directly proportionate relationship between the quality of Organizational Climate and Employee Commitment. Organizational climate includes hierarchical system, wage structure, working conditions and attitudinal trends of the co workers. The present paper studies the dynamics of organizational climate with reference to a labor intensive industry namely beedi making industry in India. The study focused on socio-economic and psychological factors that influence the beedi workers' commitment to their job. Further the paper studies the efficacy of government legislations that were designed to improve the lot of beedi workers in particular and unorganized labor in general.

I. INTRODUCTION

There has been a constant debate on the issue of Organizational Climate and Employee Commitment and it has been observed that they are directly related to each other. The crux of the problem is that how far organizational climatic factors such as hierarchical system, wage structure, attitudes co-workers and occupational health hazards do contribute a lot in employee commitment in an organization. The work efficiency and average productivity do have effects on the work climate. The other issue of concern is magnitude of employee commitment in response to the work environment is levels of employee viz., skilled and unskilled. The commitment levels of skilled or educated workers basically depend upon the factors other than physical plane such as job satisfaction, availability of opportunities for training and development and opportunity to express self. On the other hand the motivation for work or commitment for unskilled workers especially in a labor intensive industry like Beedi making industry is merely depend upon physical factors as mentioned in the criteria of organizational climate.

2. LITERARY REVIEW:

Commitment to work is basic function of human beings which involves individual behavior and willingness of the individuals to give their energy to the organization through their actions and choices over time (becker, 1960; kanter, 1968). It is a commonplace phenomenon that when the individual worker's goals and organizational goals correlate, the employee commitment is the at its peaks. Therefore, attitudinal commitment represents a state in which an individual identifies with a particular organization and its goals and maintains membership in order to facilitate these goals (Mowday et al, 1979).

Hypothesis:

Employee commitment is directly related to physical organizational climate in Beedi making industry in India. The productive capacity of the workers largely depends mostly upon the health and hygienic conditions of the working surroundings rather than on other factors such as hierarchical structure of the organization.

Method:

The present study is mainly based on the secondary data and with the help of inputs available information from some public and private organizations. As I have used the methods of random sampling and deductive reasoning, we have arrived at a basic premise that unskilled work force has its principles of commitment when the workers are shown a little bit of appreciation and recognition apart

from average to above average market wage. The workers' loyalty is bound to the organization to a greater extent.

Study:

Historically, Beedi industry dates back to the 16th and 17th centuries right from the rulers of mughal emperors. In the 19th and 20th centuries India became one of the world leading producers of tobacco.

Tobacco is mostly grown in Gujarat, Karnataka and Maharashtra and to a lesser extent in Uttar Pradesh, Odisha and Andhra Pradesh (Tobacco Board 2016; ILO 2003). The main hubs of beedi tobacco cultivation in Gujarat, Karnataka, Maharashtra and Andhra Pradesh are identified. This phenomenon is shown in the table 1.

Districts with beedi tobacco cultivation Gujarat	Karnataka	Maharashtra	Andhra Pradesh
Kaira	Belgaum (Nipani)	Kolhapur	Kurnool
Baroda		Sangli	

Source: Panchamukhi et.al. 2008

It has been observed that the major work force in this Beedi making industry is consisted of women and children and the working hours are tediously longer. The motive behind the preference of women and children to work in this particular industry is that the workers feel at home in the workplace.

The age distribution of Beedi rolling workers;

Age (in years)	Frequency	Percentage
20-30	9	17.31
30-40	11	21.15
40-50	14	26.92
50-60	12	23.08
60-70	6	11.54
Total	52	100.00

Source: Health Hazards of Beedi workers by Rupali V, Sabale, S.Kowli and Padmaja H. Chowdary.

By the above table it is clear that the vulnerability of the workers to the health hazards is more as the major percentage of workers is between 40 and 60 years. The main ailments that affect the Beedi workers are respiratory problems, fatigue, nausea, headaches other problems related to the various other physiological problems.

On clinical examination, 75% of them were anaemic. Some women had leukoplakia on buccal mucosa. Other findings were otitis externa and media, finger tip thickening, pharyngitis, lower respiratory tract infection, dental caries and cataract. Loss of power was seen in some woman.

Only few women were partially aware of health hazards of *beedi* rolling such as it causes cancer, tuberculosis, weight loss and backache. Rest was totally ignorant about the ill effects of their occupation. Around 67.3% of the women had not taken treatment for their ailments because of ignorance and poor socio-economic status.

Even though, the workers are committed to the work initially, their commitment is limited to the extent of their physical health conditions. The work performance and the productivity can be increased to a certain extent by improving the hygienic conditions of the workplace.

3. CONCLUSION

The Organizational climate is everything for employee commitment in the unorganized labor-intensive industries such as beedi making industry. With the provision of good working conditions, awareness among the workers on taking safety measures and implementation of fair wages, employee commitment will increase.

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