

Title of Article : A Multi-Frame Application of Organizational Climate Perception and Job Element Satisfaction in a Higher Educational Environment.

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Abstract: The paper attempts to explore the believe that organizational climate generally exert considerable influence on job satisfaction and the behavior of employees. The variables chosen for the study under organizational climate include management and leadership style, personnel policies, working conditions, boredom and frustration, challenging jobs, e.t.c. while for job satisfaction, the elements include clear lines of communication, salary package, promotional opportunities, support from superiors, workload and feedback about performance, e.t.c. The findings showed that the assertion is fully supported and that there is a significant positive relationship between the major variables, i.e. organizational climate and job satisfaction.