

Change and organizational climate

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Abstract

The task of changing the organizational climate of a school is only one tiny example of the fundamental issue of permanence and change. This example can only be understood in the light of a broad social and intellectual matrix. Two prime questions are: Under what conditions can the organizational climate be changed? If it can be changed, what approach is most appropriate? There is a great deal that is not known about organizational climate. Research is needed into the development of norms, the control of variables in experimental situations, the effects of size and "human density" and the influence of bureaucracy. Though we may be anxious to change organizational climate, one thing is clear—social change takes place slowly. To force its growth "out of phase" is to invite unanticipated social consequences. If the nature of social change is to be understood the planners, scientists, technologists need to maintain dialogue with each other. We must create in our society an "open" organizational climate that encourages the human dialogue.

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Intergovernmental Panel on Climate Change, assesses scientific, technical and socio-economic information relevant to the understanding of climate change. *** www.un.org. Gateway to the UN System's Work on Climate Change. *** CLIMATE-L.ORG is a knowledge management project for international negotiations and related activities on climate change run by the International Institute for Sustainable Development (IISD). www.usclivar.org. CLIVAR (Climate Variability and Predictability) is an international, interdisciplinary research effort within the World Climate Research Programme focusing on the variability and predictability of the slowly varying components of the climate system. Organizational climate (sometimes known as Corporate Climate) is a concept that has academic meaning in the fields of Organizational Behavior and I/O Psychology as well as practical meaning in the business world There is continued scholarly debate about the exact definition of organizational climate for the purposes of scientific study. The definition developed by Lawrence R. James (1943-2014) and his colleagues makes a distinction between psychological and organizational climate. Organizational climate clearly influences the success of an organization. Many organizations, however, struggle to cultivate the climate they need to succeed and retain their most highly effective employees. Hellriegel and Slocum (2006) explain that organizations can take steps to build a more positive and employee-centered climate through: Communication: how often and the types of means by which information is communicated in the organization. Leadership: leaders that consistently support the climate desired. Making a climate change in your organization is one of the core fundamental steps to beginning to create a great place to work. Get more articles like this one delivered to your inbox.

