

The Effect of Organizational Climate on Work Alienation: A Research for Gazi University Rectorate

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Extensive Summary

1. Introduction

Alienation comes from a number of factors ranging from the environment in which the individual lives, to friends and family, to personal characteristics. The concept of alienation can be described as a departure from the self, from the judgments, or from society and organizations (Şimşek et al, 2006). Important factors in the alienation are personal characteristics, age, gender, duration of work, desires and expectations, beliefs and thoughts (Bayındır, 2002). Work alienation is the change of mobility and roles in the business life that occupies an important place in the life of the individual. The alienated person has some problems about himself (Fromm, 1991). In organizations where the work alienation takes place, it seems that there are some consequences such as lack of job satisfaction, decreased productivity, decreased motivation, feeling of high work stress, decreased feelings of work and adaptation to the addiction, increased labor force turnover and escape from work (Çalışkan, 2005). It is important to take into account the work alienation in order to avoid these negativities.

If a personnel is moving away from the organization in terms of physical or psychological sense, it means that the personnel is alienating to work. Work alienation is directly related to working conditions in the work environment (Di Pietro ve Pizam, 2008).

A concept related to working conditions is organizational climate. The concept of climate is not only a description of events such as temperature and pressure, but also the internal framework of management within the organization. Emotions and attitudes that reveal the character of business life also represent organizational climate (İşcan ve Karabey, 2007). The pressure existing in the structure of the organization leads to the formation of dominant groups. This pressure causes the work alienation (Slade, 2008).

2. Method

This study is an exploratory relational quantitative research aimed at determining the effect of organizational climate on work alienation. The research hypothesis of the study is as follows:

H₁: Organizational climate has an effect on the alienation of employees.

The population of the work is staff working in units affiliated to Gazi University Rectorate. As a result of the sampling, a total of 238 people were surveyed. The data of the survey is collected by the survey method. The survey consists of demographic information, organizational climate scale and work alienation scale. The scale of work alienation is taken from Parsak (2010) (KMO: 0,715; χ^2 : 230,956; df: 21; p: ,000; Cronbach α = 0,77). The scale for the organizational climate is taken from Tunçay (2013) (KMO: 0,793; χ^2 : 1082,142; df: 276 p: ,000; Cronbach α = 0,71).

3. Findings

The Pearson correlation coefficient was calculated to determine the degree of relationship between organizational climate and work alienation. As a result of analysis, the relationship between the variables was found to be $r = -0,23$ ($p < 0,01$). Linear regression analysis was performed to determine the effect of organizational climate on work alienation. As a result of the analysis, a significant regression model explaining the organizational climate was found (Work Alienation = $-0,350$ Organizational Climate + 4,056; $R^2 = 0,053$; $p < 0,05$).

In consequence of the findings, there is a significant, negative and medium-level relation between organizational climate and work alienation and when the organizational climate is positive, the work alienation would diminish. In addition to this, the changes that the staff goes through in work alienation can be explained by the 5% of the organizational climate. Organizational climate can be considered as an effective factor in studies investigating work alienation.

4. Conclusion and Discussion

In this study, the concepts of organizational climate and work alienation were studied together. The effect of the organizational climate on the level of work alienation has been examined. The effect of the organizational climate on the level of alienation of the personnel of Gazi University Rectorate is shown statistically.

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As a result, this study revealed that managing the organization's climate in a positive way would reduce the problem of work alienation. According to this, it is suggested that the Rectorate of Gazi University should take measures to prevent the alienation, based on the results of this research, to improve the organization's climate. Proposals can be given as follows:

- Personnel can be rewarded for their performance.
- The promotion system can be edited.

- A standard measure can be developed for the performance.
- The personnel thinks that their personal judgments are not trusted. It can be ensured that the staff is feeling confident to be removed from the scene.
- Personnel can be recognized and appreciated when they do a good job.