

**PERCEIVED ORGANIZATIONAL CLIMATE AND WORK
MORALE AMONG SELECTED BANK-AND-FILE
EMPLOYEES OF TRECE MARTIRES
CITY HALL**

THESIS

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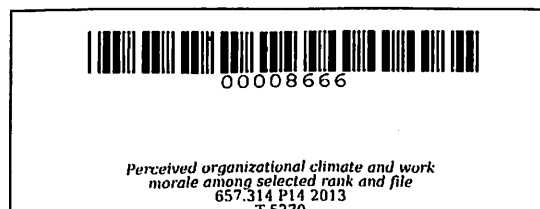
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TRECE MARTIRES CITY HALL**

Undergraduate Thesis
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ABSTRACT

PAGTAKHAN, LOUIE ANNE M. Perceived Organizational Climate and Work Morale among Selected Rank-and-File Employees of Trece Martires City Hall. Undergraduate Thesis. Bachelor of Science in Psychology. Cavite State University, Indang, Cavite, April 2013. Adviser: Ms. Joy N. Babaan.

This study was conducted to determine the relationship between perceived organizational climate and work morale among selected rank-and-file employees of Trece Martires City Hall.

Specifically, it aimed to determine the perceived organizational climate of the participants in terms of open climate, controlled climate and closed climate; determine the level of work morale of the participants in terms of work environment, fringe benefits and incentives, work relation, immediate superior and personal aspect; and determine if there is a significant relationship between perceived organizational climate and work morale of the employees of Trece Martires City Hall.

This study employed Spearman Rank Coefficient Correlation in identifying the degree of relatedness of perceived organizational climate and work morale. Analyzing the relationship requires zero point zero five (0.05) level of significance which was used in the study.

The study covered one hundred thirty nine (139) rank-and-file employees in Trece Martires City Hall with two years and above in service. The participants were asked to answer the organizational climate scale to identify the perceived organizational climate, and work morale scale in identifying work morale level both self-made questionnaire.

Result revealed that there is a significant relationship on perceived organizational climate and work morale among selected rank-and-file employees of Trece Martires City Hall.

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INTRODUCTION

Organizations differ in many respects - their goals, ethnic composition of their population etc. yet one can sense or 'feel' the individuality of an organization. Sometimes, this individuality is labelled as the atmosphere of the organization. This 'feeling' which enables us to know that one organization is different from another is relatively intangible, yet we have some proof of the atmosphere of one organization differing from that of another. If we observe the behaviour of people in an organization we get proof of this. For example, in one organization members may seem relaxed and at ease with each other while in another we may find greater tension which is seen on members' faces, their speech, how they work etc. In some organizations, the boss may be showing authority and status, generally emphasizing formality in dealing with others while in others; he may be informal in his behaviour without reducing the importance of his role in the