Employees Ceativity and Organizational Climate of Wipro Limited at Info Park Kerala.

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ABSTRACT:-This study aims to find out the organizational climate and employees creativity of wipro limited at info park, kerala. The important objectives of this studies are to analyse the perception towards the employees about effectiveness of organizational climate , to study difference between gender and compensation benefit and to study difference between education and training and development. Convenient random sampling was adopted for collecting the data from the respondents and the sample size is 100. The primary data is collected through questionnaire . The secondary data is collected through websites, journals, magazines, references, etc. The collected data from the respondents were first edited and coded. The statistical analysis of data was done through computer application using SPSS version 20. Cross table tool is used for this study.
Key Terms:-Infopark,Employees creativity, organizational culture, organizational climate

I. INTRODUCTION

Info park located at Kochi, It is owned by government of kerala. In 450 companies employ more than 50000 professionals as of 2020. After the completion of phase 2 they would employ close to 80000 professionals. Total number of employees in info park is 42000. Info park located at Kochi, is the new IT Park being developed by the Government of Kerala. To set up this project, Government has transferred 100 acres of land which is now under the ownership and possession of Info parks Kerala, which is an independent Society fully owned by the Government. Info park has ambitious plans to become one of the major IT Parks in the country. With this vision, it has been growing fast ever since its inception in 2004, and within a short period of time, has attracted investments from IT majors like Tata Consultancy Services, Wipro, Affiliated Computer Services, OPI Global, IBS Software Services and US

Technology. Because of the fast growth rate achieved and strategic positioning of the Park in the upcoming city of Kochi (previously known as Cochin), Info park is well known among the IT/ITES (information Technology Enabled Services) investors as a very potential destination.

Power Duties And Functions Of The Board And Officers Of The Park
➢ Monitor and review periodically the activities of the park and take remedial measures, as deemed fit, to meet the aims and objectives of the Park.
➢ Exercise full powers to approve and sanction expenditure under every head and item provided in the annual and Supplementary Budget Grants approved by the General Body.
➢ To determine the lease rent and other user fees and terms and conditions of allotting space or facilities in the Parks.
➢ Re-appropriate the sanctioned funds subject to the following conditions:
(a) Re-appropriations with the heads of Capital Expenditure to cover expenditure on an item not included in the Budget shall require prior consent of the General Body.
(b) No re-appropriations shall be made from the head of the Capital Expenditure to head of Revenue Expenditure.
➢ Create posts and appoint from time to time Managerial/ Technical and Administrative staff.
➢ Approve foreign travels of all staff (by Chairperson of the Board).
➢ Delegate some of its powers, functions and duties to any member of the park.
➢ Propose from time to time alternation, addition and modification to the Rules and Regulations of the park to meet the aims and objectives of the park for approval of General Body.
➢ Propose additions, alternations and modifications to the bye-laws for any matter

for consideration and approval of the General Body.

Difference between Organisation culture and organizational climate.

statements	Organisation culture	Organizational climate
concept	It evolves over a number of years	It reflects current atmosphere of the organization
Perspective	It is a broader framework that determines orgnisational climate.	It is short that defines its day to day functioning
evolution	It evolves over a number of years to earn goodwill and reputation.	It evolves according to needs of the organization to adapt to current environmental forces.
manipulation	It can not easily changed and manipulated. Changes are introduced if absolutely necessary.	It can be manipulated and changed according to needs of the environment
focus	It focus on values and norms of the organisation	It focus on current work practices of the organization.

The dimensions of Creative Climate
➢ Challenge: It means that organizational members are emotionally involved into the company's goals and operations. A high Challenge climate is present when people feel joy and experience meaningfulness in their job, and so they invest much energy into work.
➢ Freedom: Denotes the behavioral independence of organizational members. In a high Freedom climate people are making contacts freely, exchange information, initiate and make decisions. The opposite is a rule-bound and passive environment.
➢ Idea Time: The amount of time organizational members can and do use for elaborating new ideas. In a high Idea time situation possibilities exist to test and discuss suggestions and fresh impulses that were not planned and scheduled in advance.
➢ Idea Support: Describes the ways new ideas are handled in the organization. In a supportive environment bosses and workmates are attentive and supportive, people listen to each others' initiatives, there is a constructive and positive climate.
➢ Openness: The emotional safety in relationships. In a high Openness environment everyone in the organization dares to put forward new ideas and opinions. Initiatives can be taken without fear of reprisal and ridicule in case of failure. There is a straightforward communication style.
➢ Dynamism: The eventfulness of life in organizations. In a high Dynamism environment new things happen all the time and ways of thinking are frequently changing. There is a "psychological turbulence" which is characterized by "full speed" and "breakneck".
➢ Playfulness/Humour: The spontaneity and ease that is displayed. A relaxed atmosphere with jokes and laughter is present in a high Playfullness environment.
➢ Debates: The occurrence of clashes and encounters between differing points of views, ideas, experiences and knowledge. In a Debating organization many voices are heard and people are keen on putting forward their ideas and questioning the status quo.
➢ Conflicts: The lack of emotional and personal tensions (in contrast to conflicts between ideas) in the organization. When there are many Conflicts (and the measure is actually low) people dislike each other and the climate is characterized by "warfare", plots and traps being its usual elements.
➢ Risk Taking: the tolerance of uncertainty in organizations. A high score means that decisions are quick and prompt, arising opportunities taken and concrete experimenting is preferred to detailed investigation and analysis.

II. REVIEW OF LITERATURE
This chapter discusses about the literature review, review of relevant theoretical model, conceptual framework and hypothesis development. It presents the issues and factors, ideas and opinion and results of the research that others have undertaken in the study area.

Nicola cangialosi, Carlo Odoardi & Adalgisa battistelli(2020) , This study aim to explore the relationship between learning climate , in the dimensions of learn facilitation and error

avoidance, learning potential of the workplace and innovative work behavior survey data were collected from a sample 374 employees and their and their supervisors from an automatic food distribution company in central Italy. Structural equation model have been conducted to empirically test the hypothesis. The findings offer guidance for organizations that aim to strengthen employee driven innovation , highlighting the importance of learning climate and potential. **Wenjing Cai , Svetlana Khapova , Bart Bossink , Evgenia Lysova and Jing Yuan (2020)** An increasing digitalization in all aspects of life and work reshapes traditional assumptions about human creativity. Both scholars and practitioners raise many questions with regards to how to stimulate employee creativity in the digital work context. While there are many studies that examine predictors of employee creativity, little effort has been made thus far to synthesize these findings in way that would provide meaningful guidance to organizations and to provide bases for future research.

Jacek Grodzicki and Bozena Khusek-Wojciszke(2018), harmonization of the relationship between society, economy, and nature requires both the development of more environmentally friendly technologies or restrictions on it's explanation, as well as a change in the way of life and work.This is particularly about improving the quality of work to reduce energy consumption and / or pollution. In this contextthe issue of the organizational climate that determines job satisfaction and increasing cooperation towards sustainable development is of particular importance. The article presence the results of the research on the organizational climate carried out on a selected group of students employed in textile industry enterprises. The analysis of the results allows us to state the high assessment of the climate at working it's individual spheres and a high level of trust in the management of the organization. **Chunfang Zhou(2018),** This paper aims to explore a research question: what are the drivers and barriers to fostering a creative climate in POGs in China and how to improve POGs towards a better sustainable pedagogy? Theoretically , this paper bridges studies on creativity, collaborative learning , creative climate, and sustainable pedagogy in one framework. Empirically , mixed methods of quantitative questionnaire survey(n=126) and

qualitative interviews(n=15)were used to collect data. The findings demonstrate that the drivers to a creative climate include the challenge of the task, openness, trust, between peers, experts' help, and group diversity, etc. However, some group problems, such as poor management, lacking of supervision supports, and students fear of authority, etc., are barriers to a creative climate. This implies the needs of restructuring the relationships between teachers and students in POGs in order to improve it as a better sustainable pedagogy.

Objectives Of The Study
1   To study difference between gender and compensation benefit
2   To study difference between education and training and development.
3   To analyse the perception towards the employees about effectiveness of organizational climate
4   To give suggestions to improvise the techniques for the enhancement of employment skills within the organization.

Research Hypothesis
1 There is no significant difference between gender and compensation benefit
2 There is no significance difference between qualifications and training and development .

Research Methodology
The research design used here is analytical research wherein the collected data are analysed and critical evaluations are made to solve problems. It is primarily concerned with testing of hypothesis and specifying and interpreting relationships. Convenient random sampling was adopted for collecting the data from the respondents and the sample size is 100. The primary data is collected through questionnaire . The secondary data is collected through websites, journals, magazines, references, etc

TOOLS FOR ANALYSIS
The collected data from the respondents were first edited and coded. The statistical analysis of data was done through computer application using SPSS version 20. Cross table tool is used for this study.
1   Simple percentage analysis
2   Cross tabulation analysis

H$_O$: There is no significant difference between gender and compensation benefit
Cross tabulation analysis between gender and compensation benefit

statements		sa	a	n	da	sda	p.value	Chi.square
I am happy with my current salary	male	2	6	8	8	6	.001465	
	female	8	14	2	12	34		23.24
I am satisfied with the bonus	male	4	8	4	8	6		
	female	16	28	0	12	14	0.0154	12.211
Performance based promotion	male	10	6	4	4	6		
	female	10	34	6	6	14	0.0599	9.02
Different policies and procedures	male	2	14	6	4	4		
	female	8	46	4	6	6	1.69347	8.29

Interpretation

From the above table, the statement of " I am happy with my current salary " the chi square value is 23.24 so, we reject the null hypothesis at 95% confidence level having 4 degrees of freedom. Other than the last statement we accept null hypothesis.

Ho: There is no significance difference between experience and training and development
cross tabulation analysis between qualification and training and development

statements		sa	a	n	da	sda	p.value	Chi.square
Most department review their work periodically	diploma	36	18	6	4	6	.006617	26.618
	Ug	4	2	2	2	0		
	pg	4	4	0	6	2		
	profession	2	2	0	0	0		
I have received the training I need to do a good job	diploma	24	40	2	4	0	4.801	35.45
	Ug	8	0	4	0	0		
	pg	4	6	4	0	2		
	profession	2	0	2	0	0		
The training I received in high quality	diploma	6	38	4	12	10	9.45	45.05
	Ug	0	4	2	0	4		
	pg	2	6	2	0	6		
	profession	4	0	0	0	0		
I feel my company as a good place	diploma	14	12	4	28	12		20.079

for career growth and development	Ug	0	0	0	6	4	0.078	
	pg	2	6	2	4	2		
	profession	0	2	0	2	0		

INTERPRETATION

From the above table ,chi square value of "The training I received in high quality " is 45. 05so, we reject the null hypothesis at 95% confidence level having 12 degrees of freedom. Other than this statements we accept null hypothesis

III. LIMITATION AND RECOMMENDATION

While this study suggest appropriate scales to assess employees' innovative behaviours and which affected them as well as found out some meaningful relationships between organizational climate and innovative work behaviour. It must have got some limits which might be the suggestions for further researches: In order to find out more about the impact of organization characteristics on creativity/ organizational innovation, future studies should explore some control variables such as size, the level of organizational specialization. Some antecedences of creative climate such as: strategy, culture, leadership should be considered to completely benefit companies to create an environment that nourishes the sustainable innovation.

IV. DISCUSSIONS

This study suggested that there were relationships between Risk – taking, Idea Support, Openness in the work environment and innovative work behaviour of employees. Besides previous studies, which examined the influence of work environment factors on individual creativity of the innovation output of organization. The present study investigated the impact of creative climate on innovative working behaviour, which was considered as one of the antecedent of innovation output like new products.

V. CONCLUSIONS

The cross tabulation reveals that there is a significant relation between gender and compensation benefits received by respondent. This means that, the compensation and benefits may vary according to gender. The cross tabulation reveals that there is significant relation between Educational Qualification and training and development received by them. This means the higher educational qualified respondents will get higher salary. It is important to emphasize that innovation also requires significant financial resources. In order to undertake innovative initiatives and achieve great innovations companies should all be aware of those organizational factors and strategies that influence innovation.

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