

Abstract

This study entitled "Organizational Climate Perception in Amarsul S.A." aims to characterize the Organizational Climate of the company "Amarsul - Valorization and Treatment of Solid Waste S.A." and how it affects the Motivation and Performance of its workers.

The present work includes a review of the literature on the underlying theoretical concepts, the characterization of the company and the empirical study.

In order to assess the above mentioned variables, a questionnaire survey was elaborated, consisting of three scales, respectively, on the Organizational Climate, Motivation and Performance, plus a set of sociological questions.

It is a cross-sectional and quantitative study.

To evaluate the Climate, the Organizational Climate Assessment Questionnaire (Pereira, 2016) was used. This component has 11 subscales, designated respectively: Work Conditions, Workload, Direct Boss, Information, Decisions, Trust and Support, Relationship, Salary and Rewards, Equality, Innovation and Image of the Company.

To evaluate Motivation, we used Alderfer's The Work Motivation Scale (1972); It is a one-dimensional scale consisting of 9 items.

In order to evaluate performance perception, the Individual Work Performance Questionnaire (IWPQ) from Individual Measuring Individual Work Performance by Koopmans, L. (2014) was adapted. This component has 2 subscales, designated, respectively, by Performance of the Task and Counterproductive Behavior in the Work.

101 employees of the company participated in the study.

Regarding the results obtained, it was observed that the perceptions of the Organizational Climate in the company significantly influence the Motivation in the work, as well as the Performance at the level of the tasks but also the behaviors before the work.

As regards the more and less scored dimensions, it is observed that the dimension of the Organizational Climate that showed a less positive perception was the variable "Salary and Rewards" followed by the "Workload", however, markedly positive perceptions in the variables "Equality", "Working Conditions", "Company Image", relationship with "Direct Management" and "Innovation". As for the relationship between the variables Climate, Motivation and Performance, it is observed that Climate significantly influences Motivation and that both Climate and Motivation have a significant influence on Performance, although in an inverse sense with regard to the Performance subscale known as Counterproductive Behavior at Work.

Regarding the significant differences between groups, it was observed that the individuals with the 1st Cycle of Basic Education and those who work in the areas of Composting and Organic Valuation Center, reveal a more positive perception of the Climate, instead of their colleagues with the 2nd Basic Education Cycle, as well as, the workers in the areas of Mechanical Treatment and Fuels Derived from Waste. Regarding Motivation, it is observed that the female participants and those who have the 1st Cycle of Basic Education score more this variable, instead of their male colleagues and who holds the 2nd Cycle of Basic Education. Regarding Performance, it is observed that individuals who have a seniority of less than 3 years have a more positive perception, rather than those who are older than 16 years and between 4 and 9 years.

Keywords: Organizational Climate, Motivation, Performance

