

ABSTRACT

Organizational Climate Was Viewed To Be Comprised Of Qualities That Discriminate One Firm From Another, That Endure Overtime And Help To Control Actions Of Employees Within The Organization (Forehand And Von Gilmer, 1964). Approximately 50 To 70 Percent Of An Organization's Climate Can Be Traced To Its Leadership Or Management Style. Perceived Organization Support (Pos) Can Be Positive If Reciprocation Of Support And Respect Occurs Between Employer And Employee. If The Reciprocation Does Occur And The Employee Feels That He Or She Is Being Appreciated And Respected For The Work That He Or She Is Doing, The Pos Is Increased (Dean, 1996). If The Respect And Appreciation Is Either Not Present Or Is Not Expressed Adequately, Then The Employee May Begin To Harbor Suspicion, Which May Increase Organizational Cynicism (Eisenberger, 1986). Organizational Commitment May, At That Point, Be Lessened; Thus Jeopardizing The Stability Of The Organization. Reciprocation Can Include A Wide Array Of Things, Such As Pleasing Pay And Benefits, A Promotion, Mutual Respect Between Employer And Employee (Levy, 2013). Good Climate Has Been Correlated With Desirable Outcomes Like Job Satisfaction, Confidence In Management, Effective Commitment, Intention To Quit, Emotional Exhaustion, Faith In Organizational And Performance. It Is Also Linked With Desirable Behaviors Like, Risk-Taking (Strategic), Departure From The Status Quo, Open Communication, Trust, Operational Freedom And Employee Development (Levy,2013). This Reviewed Literature Has Been Put Together For Easy Access To Public At Large.