

The Impact of the Organizational Climate on Improvement of Job Performance at Universities

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Abstract

This research investigates the impact of organizational climate on the Professional performance employees of University of Kalamoon / Syria. The organizational climate includes "organizational structure", "leadership style", "employee's participation", " pattern of communication", "nature of work" and "technology used". The research also aims to identify differences with statistical coefficients in the employees attitudes towards the effect of the organizational climate elements on Professional performance resulted from the demographic characteristics of the research community.