

# **A CORRELATION OF HRD CLIMATE WITH JOB SATISFACTION OF EMPLOYEES: AN EMPIRICAL INVESTIGATION ON MCL, BURLA, SAMBALPUR, ODISHA**

**SRINIBASH DASH<sup>1</sup>, J. MOHAPATRA<sup>2</sup> & LIPIKA LIPI BHUYAN<sup>3</sup>**

<sup>1</sup>Senior Lecturer, Department of MBA, Ganghadhar Meher (Autonomous) College, Sambalpur, Odisha, India

<sup>2</sup>Professor and Dean, IBCS, Siksha“O” Anusandan University, Bhubaneswar, Odisha, India

<sup>3</sup>Internship Scholar of MBA Department, Ganghadhar Meher (Autonomous) College, Sambalpur, Odisha, India

## **ABSTRACT**

HRD climate is the best tool which helps the employees to acquire required competencies for improving work life balance that would enable them to enhance their productivity for better Organizational Performance. Recently the MNCs and domestic companies find difficulties in identifying and assessing the factors having a net impact on HRD Climate with relations on job satisfaction among employees which have the highest degree of contribution for the success of the policies. Though, different tools have been used to measure of Organizational Performance i.e. financial to behavioural ones'. Hence, this paper is based on a survey conducted on a coal exploring public company in Odisha called Mahanadi Coal Field, Limited, Burla, Sambalpur, has provided an opportunity for an in-depth exploration of the perceptions and attitudes of the employees regarding the potential HRD climate variables which have relations with job satisfaction of employees. In this context, for this study, we have taken 60 responses from different demographic profile to make this study succession one. Though there are different statistical tool have been used to carry out the research works, but, we have used mean, standard deviation correlation, and regression analysis to prove significant relations and also T test has been used for testing hypothesis. The questionnaires relating to the HRD Climate (Rao and Abraham, 1985) and Job Satisfaction (Daftuar,C.N,1997) was administered to the sample population and the findings indicate that HRD Climate has a significant relationship exists with the Job Satisfaction. This indicates that there are considerable room for improvement in these areas.

**KEYWORDS:** HRD Climate and its Components, Correlation and Regression Analysis, T- Test, Job Satisfaction