

ORGANIZATIONAL CLIMATE AND ITS RELATIONSHIP TO JOB SATISFACTION IN KUWAITI INDUSTRIAL COMPANIES

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ABSTRACT

The purpose of this study is to explore organizational climate as a predictor of job satisfaction of employees from Kuwaiti industrial companies. A total of 350 copies of questionnaires were administered to six selected industrial companies, but a total of 293 questionnaires were returned fully and appropriately filled. The results indicate that there is a significant positive relationship between organizational climate and job satisfaction among employees in these companies. The findings indicate that organizational climate explains 46.7% of the variations that occur in job satisfaction. The most important dimension affecting job satisfaction are Leadership and Performance Evaluation, which together explain 50.9% of the variations that occur in job satisfaction. The study concludes with limitations and future research suggestions to enhance organizational climate in public and private organizations in Kuwait.

Keywords: Organizational climate, job satisfaction, Kuwait.