

## **Doctoral Dissertation Abstracts**

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### **Investigating the Effect of Organizational Climate on Innovative Work Behaviour in Manufacturing Industry**

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**Month/Year Completed:** February, 2020

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The research study “Investigating the Effect of Organizational Climate on Innovative Work Behaviour in Manufacturing Industry” has been conducted in the manufacturing industry located in Chennai. The main objectives of this study are to examine the organizational climate and innovative work behaviour, to examine the effect of individual factors on organizational climate and innovative work behaviour, to identify the relationship between organizational climate, imagination and innovative work behaviour, and to measure the influence of organizational climate and imagination on innovative work behaviour. Statistical tools such as Descriptive statistics, analysis of variation, T-test, chi-square test, correlation, regression and path analysis were used. Based on the findings suitable suggestions were given to the industry and it was concluded that, an improved organizational climate and individuals with high imagination level are the best combination for innovative idea generation and implementation.

## **Spirituality and Management – Learning and Application of teachings of Jagadguru Adi Shankaracharya**

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The research effort on the part of the researcher includes the collection of the opinions of the managers or the CEO's of the multinational enterprises located in the various countries across the globe. Their perspectives are measured in context of the Learnings from the life and teachings of Jagadguru Adi Shankaracharya as applicable to the management practices with respect to pre-birth stage, Childhood Stage, Advait Philosophy and Spirituality in the Organization.

In this research work the perspectives of Managers / CEO'S are analyzed with respect to Learnings of Jagadguru Adi Shankaracharya applicable to the management practices relative to pre-birth stage, childhood (early life) stage, Advait Philosophy and Spirituality in the organization. Further the researcher tries to identify the difference in the perspectives among the respondents in context of their demographic characteristics and arrives at the suitable inference. Further, the researcher also tried to deduce the factors based on learnings from the life and teachings of "Jagadguru Adi Shankaracharya" which will help the managers to take the pragmatic decisions and thereby contribute towards the development of the organization. The researcher also performed the factor analysis for identifying the factors affecting the managerial performance based on learnings from the life and teachings of Jagadguru Adi Shankaracharya.