Organizational Climate in Contemporary Higher Education Organizations

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Commentary

Universities, as educational institutions, carry out a number of tasks represented in teaching, scientific research, community service and improving its level. These tasks are the pillar of development and modernization in societies on the one hand, and the formation of good people on the other hand. This makes it imperative for these institutions to take into account the provision of an internal university environment that is characterized by positive and organizational health. This is to be able to carry out the duties and responsibilities entrusted to it towards the community, as well as the students who make up the elite selected from that community. This requires university departments to strive tirelessly to ensure the stability of the environment in the university to be an incubator for science and knowledge. So that it provides society with all its economic, social and educational institutions with distinguished competencies, in a way that contributes to raising its level and advancing its services. Therefore, higher education institutions had to give the prevailing organizational climate a lot of attention, because it is of great importance in ensuring the stability of university environments.

The organizational climate occupies a special place in the light of organizations of all their forms and environments. This is due to its effects on various administrative phenomena and behaviors related to individuals within their organizations. In addition to the clear impact of the organizational climate on the overall work of organizations, whether related to how they perform their work, and striving to achieve its goals and objectives, or its relations with the surrounding environment, Therefore, the ability of organizations to find the appropriate organizational climate is largely reflected in the degree of their success, reaching their desired goals, and achieving their goals. Given the importance of the organizational climate in achieving the goals of the organization and those of its employees, A number of researchers, such as Rinses Likert, Lawler, Kozlowski, and Gilmer, have set out to design models of the organizational climate as desired by organizations. With the aim of achieving high efficiency and effectiveness, and ensuring outstanding productivity of workers.

When looking at the organizational climate in contemporary educational organizations, we find a painful reality in some of them and a thriving reality in others, From my point of view, this may be due to a difference in the concept of management prevailing in the educational organization, or to the philosophies in which the managers believe, or to the type of training that the managers and administrative leaders received in the educational organization, or to the prevailing form of communication or the pattern of applied decision-making or to the form of Paying attention to the workers or the nature of the motivation that may suit my work to satisfy the needs of the workers, which change periodically.

Based on the Foregoing, We Find that Contemporary Educational Organizations Live Within Three Different Organizational Climates

Bee Kingdom Style

As it prevails according to this participatory pattern among the workers in the organization, and highlights their love of work and its advancement, The goals of the organization are embedded in their concerns, and the

advancement and development of the organization becomes a concern that they live with. They think about it at all times, so that they give priority to the interest of the organization over their interests, and the goals and objectives of the work over their desires and needs. They deal with the organization and its achievements from the point of view of patriarchal inheritance, and the organization prevails in light of this pattern of continuous change based on innovation, the desire for modernization, Exploiting the capabilities and organizational capabilities available in order to advance the individual, rehabilitate him and develop his talents, so that this pattern stems from the trinity of reverence for the young, the few and less, Where the association of maternity leadership based on love, kindness and self-denial is manifested in order to advance the organization, and in that organizational health is achieved. It denies the characteristics of regression, frustration, despair, hatred of responsibility, and functional arrogance, and organizational justice prevails at the various levels of the system. In light of that, this pattern calls for the necessity of openness, the rule of benefit in the organization's internal environment as well as the external one, and the establishment of an effective social contract between workers in which individualism is denied and collectivism is prominent. And work under its management, so that everyone benefits from the achieved interests, and they face skepticism, lack of honesty, and the absence of justice with sincere work and self-denial.

Ants Village Style

In this style, a clear and emerging social contract emerges, as individuals work in high-level symbiosis. They strive to work, exerting their utmost energies and potentials, keeping in mind the interest of the organization from which their personal interests are derived. But such a scene stands out clearly and clearly at the time of the work; while in the time of leisure and leisure, organized selfishness appears. In which individualism is manifested and imprinted with a negative control policy entitled catching errors, and working with a scapegoat policy in the event of a mistake from the workers, In light of this, the individual does not show interest in advice, guidance, and guidance, but rather demands more proofs and evidence to reach a mental conviction that his act, which has been unanimously agreed upon, requires a pause for self-reflection. And that his behavior may need to be considered, and that is within an individual intellectual framework that guarantees that his opinion is correct, and that it is a permanent right that does not tolerate error and doubt. In the light of this pattern, the management of the organization begins by closing in on itself after being satisfied and obtaining what it wants. Reverence for the great and the greater and above prevails, and the underestimation of the small, the few and less, and the trust and lack of intimacy and affection among the members of

the same organization recede. So that each individual in the organization's environment seeks to form an environment of his own that takes into account his needs and desires, regardless of what is going on in his organization. And the conditions and variables you are going through, and dealing with them in a static way is boring, and therefore we find that the prevailing regulatory environment in light of this is characterized by fragility, The multiplicity of informal groups of unknown affiliation, which seeks to maximize the values of individuality at work in light of the multiplicity of irregular orders-issuing bodies, Which stems from multiple parties at the various levels of the organization, which marks the beginning of a new organizational era characterized by a state of organizational conflict between the different administrative levels, And within the same administrative level, and therefore we find that the individual under this pattern lives in a state of isolation and administrative chaos, and the search for informal leadership to console him in his pursuit of achieving his desires.

Spiders Home Style

In this style, the values of conspiracies and intrigues are manifested, and the values of loyalty and organizational loyalty are denied. Through it, the bonds of cooperation and the bonds of intimacy and affection are violated. The levels of the organization that live under that pattern prevail in a state of instability, weakness, weakness and lack of confidence among the workers themselves as well as their superiors. In it, immoral behaviors and their irresponsible justifications emerge, and the organization prevails in a state of illogicality in decision-making and the form of communication. The melancholy of the organizational scene becomes clear in it, and the diseases of revenge and unfair competition resolve in the organization, and Machiavellianism prevails in its clearest form. Hopes and aspirations are absent in light of this pattern in the depths of the dungeon, and the atmosphere of the organization is dominated by organizational diseases such as organizational conflicts, bureaucratic procedures, The routine of work and the loss of the rights of others, and the prevalence of a pathological - unhealthy - climate in which the strong eat the weak, Equality prevails between the good and the bad, and the wheat with the fat, and the loser is given the prestigious position and the penultimate opportunity. The successful person lives on the edge of the abyss, so that his senior management is hunting for his unintended mistakes. It becomes a lost word on the page of oblivion, and organizational alienation lives under an organizational management characterized by pragmatism.