



Quick Start Guide

The South African Journal of Industrial Psychology And The South African Journal of Human Resource Management

This guide is intended to help you start searching these journals, both of which are open access.

Searching

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Original Research

Open Access

The role of leadership in shaping organisational climate in a fast moving consumer goods industry

Angela Eustace, Nico Martins

SA Journal of Industrial Psychology; Vol 40, No 1 (2014), 13 pages. doi: 10.4102/sajip.v40i1.1112

Submitted: 21 March 2013
Published: 14 March 2014

Abstract

Orientation: The 21st century has presented challenges and opportunities to competitive economy in sub-Saharan Africa, the country needs to focus on the Although there is research on leadership and organisational climate, a debate organisational climate and the role of leadership to creating the desired organisational climate.

Research purpose: The aim was to explore the relationship between leadership and organisational climate in a South African fast moving consumer goods (FMCG) organisation.

Motivation for the study: Few studies focus on leadership and organisational climate in South Africa. This study builds on the knowledge that exists. An understanding of the effective leadership practices allows for customised solutions to the problems of leadership.

Research design, approach and method: Using a qualitative approach, 100 participants (all of whom worked in one organisation) participated in the study.

Main findings: An exploratory factor analysis (EFA) of 100 participants revealed a new set of organisational dimensions, confirmed the relationship between organisational climate and its various components.

Practical/managerial implications: The findings emphasised the importance of certain generic and specific leadership practices for creating the desired organisational climate in South Africa and in the FMCG environment.

Contribution/value-add: This study contributes to the body of knowledge about the relationship between leadership and organisational climate in South Africa.

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