

Relationship between Organization Structure, Role Clarity and Performance of Employees in a Scientific Research Organization

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Abstract

The objective of the present study was to find the correlation between the organization structure and performance of employees in a scientific research organization and the impact of role clarity on performance of employees. The study further aimed at finding the inter-correlation between role clarity, organization structure and performance keeping role clarity and organization structure as predictor variables and performance as the criterion variable. The study was carried out on a scientific research organization covering 287 employees (male and female) between the age group 20 to 60 years and having work experience ranging from 1 to 40 years. Role clarity and organization structure were measured through a self-constructed questionnaire and performance scores were obtained from the records. The validity of the questionnaire was checked with academic experts under whom the employees were working. The reliability of the questionnaire was tested by repeated measurement and by calculating Cronbach's Alpha. Analysis was done using Pearson Product Moment Correlation Coefficient and Linear/ Multiple Linear Regression. Findings revealed that both role clarity and organization structure are positively correlated to performance. The multivariate analysis further shows that both role clarity and organization structure contribute significantly towards predicting performance. The results of this study can be used for enhancing the performance of employees by focusing/ building on the organization structure and defining the roles of employees clearly.

Keywords : Organization Structure, Role Clarity and Performance

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