Organizational Climate in a Nutshell

Measured by the OCI (Organizational Climate Inventory)   Published by ePsy Consultancy.

The Organizational Climate Inventory (OCI) gauges eight distinct contributors, as they underlie employees' overall work situation, that are known to impact and predict three different dimensions that matter greatly in the workplace. These are:

- **Stress tolerance**   Employees' capability to tolerate stress at present
- **Retention**   The organization's likelihood to retain the most valuable employees at the moment
- **Change readiness**   Employees' current readiness for change

Engagement

A show of principled agreement, active involvement and commitment with a high degree of pleasure wherein a free obligation is felt and attention is interlocked.

Membership

Distinct participation in a group in which collective acknowledgement is given, and through which a sense of belonging is felt and shown.

Performance

An outward presentation of work to others displaying functioning, behaviour, accomplishment, or fulfilment in accordance to a particular way or standard deemed to be effective, which may or may not include mastery.

Responsibility

A state or position of being accountable and taking personal liability while having the ownership and authority to act upon it and make independent decisions about the best means to ensure reliable results.

Motivation

An act of will or intent based on want, reason, want, affect, or incentive that reveals interest or enthusiasm, drawing from biological, cognitive, emotional and/or social forces.

Trust

Consistently being fair, while showing honor, care, reliance, and safekeeping, which instills confidence, credit, faith, and hope in others.

Communication

Being accessible to speak, write, or gesture to achieve mutual understanding, rapport, and a feeling of connectedness.

Suitability

Being equipped, appropriate, or fit for demands in the workplace by showing a readiness to agree with, or be in accordance with what is deemed worthy, deserving, or healthy.