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Effect of flood hazard on organizational commitment

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Abstract

Individuals are continually collaborating with the regular habitat from origination to death, and any adjustment in nature can bring about destroying impacts, yet can likewise represent a danger to mankind. Consideration regarding human-condition connections has assisted with separating the boundaries between social, earth, and organic science. Under this setting this examination was directed to inspect the impact of characteristic risk on workers Organizational. Citizenship Behavior. The example comprised of 100 representatives of both genders, out of which 50 were working in flood inclined zones and 50 were working, in non-flood inclined zones throughout the previous 10 years. They were directed lox et al., OCB Checklist (2011). what's more, Alam's Organizational Commitment Scale (2011). Results showed that workers of flood inclined regions had altogether lower Organizational Citizenship Behavior. what's more, lower Organizational Commitment contrasted with those of flood free regions.

Keywords: flood hazard, organizational commitment

Introduction

Since the artifact, people have should have been delicate to their environmental factors to endure, which implies that individuals have an inborn consciousness of our condition and search out situations with specific characteristics. Individuals look for a situation that could give physical, social just as mental solaces. The earth can impact people groups' conduct, disposition and the inspiration to act. This is on the grounds that our cerebrum and our apprehensive, endocrine, and resistant frameworks are continually interfacing with the earth. Agreeable condition has positive effect where as distressing condition has negative effect on individuals generally recognition, social demeanor and conduct. Not just that, Physical Environment may likewise influence probability of deceptive conduct this Cotext envisioning the negative effect of regular risks, particularly flood on people's word related conduct was examined.

Drawing upon the most recent exploration on Organization Behavior and the Physical Environment (Ayoko and Ashkanasy. 2019) ^[2] give extensive inclusion of the various parts of the common physical and inbuilt condition at work—the structures, decorations, gear, lighting, air quality and their arrangements. So also Ashkanasy et al., (2014) ^[1] try to unload a portion of the wide issues, including the impacts of significant qualities of the physical condition of work, for example, individual space and spatial thickness, personalization and character, territoriality, strife, and feelings that can assist with propelling our insight in this field. It might be realized that The Hawthorne considers were directed on laborers at the Hawthorne plant of the Western Electric Company by Elton Mayo and Fritz Roethlisberger during the years the 1924-1932 demonstrated the effect or brightening, ventilation, and different highlights of work place on representatives' work execution, The Hawthorne contemplates were a piece of a pull together on administrative system consolidating the socio-mental parts of human conduct in associations.

So far the outcomes of flood is concerned it is one of the most well-known catastrophic events and the main source of cataclysmic event fatalities around the world. Danger of calamitous misfortunes because of flooding is critical given deforestation and the expanding closeness of huge populaces to beach front territories, stream bowls and lakeshores (Jonkman and Kelman, 2005) ^[3].

Various investigations have indicated a scope of side effects coming about because of introduction to cataclysmic events, for example, flooding. Among these results, people may

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encounter side effects of post-awful pressure issue (PTSD), misery and nervousness. An examination by Andrews and Upton (2010) was directed to look at the mental effect of flooding in the UK. A cross-sectional overview was utilized to explore the mental side effects related with the result of the flood among grown-ups living in the influenced networks. A survey battery including the Harvard Trauma Questionnaire (injury and side effects related with PTSD), Hopkins Symptom Checklist (tension and misery), Coping Strategies Questionnaire and a scope of inquiries tending to socio demographic attributes and factors identifying with the flood was regulated to family units in flood-influenced zones. 400 and forty four finished polls were returned. 27.9% of members met models for side effects related with PTSD, 24.5% for tension and 35.1% for sorrow. Females had higher mean scores on PTSD, tension and sorrow than guys. Most oftentimes announced adapting methodologies were levelheaded, disconnected and avoidant with the least successive being passionate adapting. Abandoning home after flood past experience of flooding and unforeseen weakness were related with more prominent mental trouble. Withdrawn adapting gave off an impression of being identified with less pain. Despite the fact that it is beyond the realm of imagination to expect to decide if the manifestations were an immediate outcome of the flood, side effects of misery are critical issues among networks influenced by ecological occasions justifying further regard for forestall incessant pain.

Methodology

Sample and Research Tools - The sample consisted of 100 employees of both sexes, out of which 50 were working in flood prone areas and 50 were working in non-flood prone areas for the last 10 years. They were administered Fox et al., OCR Checklist (2011) and Alam's Organization Commitment Scale (2011).

Results

Comparison of Mean OCB scores and Organizational Commitment scores Employees of Flood Prone and flood free areas

Table 1: Comparison of Mean OCB scores and Organizational Commitment scores Employees of Flood Prone and flood free areas

Group	N	Mean OBC	SD	t-ratio	df	p-value
Flood Free	50	62.58	9.05	4.27	98	<.01
Flood Prone	50	55.23	8.15			

Comparison of Mean Organizational Commitment scores Employees of Flood Prone and flood free areas

Table 2: Comparison of Mean Organizational Commitment scores Employees of Flood Prone and flood free areas

Group	N	Mean OBC	SD	t-ratio	df	p-value
Flood Free	50	72.29	9.26	4.09	98	<.01
Flood Prone	50	64.65	9.48			

Conclusion

It is clear from above tables that representatives of flood free regions had altogether higher OCB, and authoritative

responsibility scores contrasted with those of flood inclined regions. These discoveries shed light on authoritative administration to improve monetary and non-budgetary motivations to those representatives working in flood inclined zones.

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