

The organizational climate and the administration of people

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One of the challenges in the administration of people is to maintain a pleased working environment, that it allows the organizational growth and the intellectual potential of the people's development.

Among the factors that permeate the work relationships and influence in the satisfaction of the people have the own human being's motivation and the organizational climate. When the individual is entering in the world of the work, in general, it is covered of expectations, of satisfaction search so much of the needs of belonging to a social group as of self-realization. When it has been elevating motivation, the climate becomes favorable and as consequence, people are satisfied, interested and collaborative. Low motivation is due to frustrations or barriers to the satisfaction of needs, the organizational climate tends to be unfavorable, generating depression states, indifference, apathy and even of widespread complaints.

Some instruments can aid in the of the organizational atmosphere analysis and one of them is the Organizational Climate Research that consists of a rising of opinions, resulting in a mapping of the perceptions about the internal atmosphere of the organization. It can be an important starting point for changes with adoption of new work practices. The organizational climate is considered an administrative tool, an indicator of the professionals' satisfaction degree in relation to different aspects of the culture or organizational reality as politics and people' management model, communication process and professional valorization.

In the context of the nursing practice, characterized by activities that demand high interdependence, the motivation appears as fundamental aspect in the search of larger efficiency and quality in the attendance of rendered nursing, allied to the workers' satisfaction. In the managerial practice of the

nursing, the use of the research of organizational climate becomes necessary, considered as a search of possibilities in the development of sensitive and rational lines for the politics and model of administration of people. As for the people it will promote opportunities to suggest changes and to elevate the self-esteem, with positive consequences in the productivity and quality of the work due to the personal and professional satisfaction.

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