The secret to protecting trade secrets: How to create positive secrecy climates in organizations

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Creating a Positive Organizational Climate

Presented by Ashley Marie, Douglas Sechrist, Joey Tatro, Jones Yen, Wills Manley & Ye Jin Oh

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Takeaway

Climate factors that have significant relationship with productivity:

• Employee welfare
• Skill development
• Performance feedback

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A positive organizational climate corresponds with higher productivity.

- Importance of an Organizational Climate
- Improving Your Organizational Climate
- Leadership in Organizations
- Impact of Ethics
Importance of a Positive Organizational Climate

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Organizational climate makes an impact on motivation and performance.
Statistics

- Nearly 1/3 of employees say that their managers do not effectively communicate.
- More than 40% report that they do not receive clear feedback.
- 30% of employees indicate that they do not have enough authority.

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Path to a Positive Organizational Climate

- Measuring organizational climate
- Eliminating frustrations
- Resulting in an increase in employee motivation and productivity

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Signs of a Negative Organizational Climate

Employee's Perspective
• Emotional exhaustion
• Depersonalization
• Diminished personal accomplishment

Organization's Perspective
• Unproductivity