Abstract

In last thirty years, a great number of studies were carried out to study the organizational climate and the job satisfaction. The majority of those researchs were conducted in large corporations. However, the PYME (small and median organization) is the most typical organization in Spain, and therefore could be differences in the relationship between climate and job satisfaction. The present research was directed to study the relationship between climate and satisfaction in a PYME. Results show that climate and satisfaction are two independent variables. However, the interpersonal relation factor is positively correlated with all satisfaction dimensions. Finally, the implications of these results are discussed and directions for future research are suggested.