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**ABSTRACT:** 
The purpose of this paper is to explore the relationship between the 
job satisfaction and the organizational climate. The study was conducted 
with a sample of 150 employees from a large private sector company. 
The data was collected using a self-administered questionnaire. The 
results showed that job satisfaction was positively related to the 
opportunities for growth and development and the organizational 
climate. The study also revealed that the organizational climate 
was a significant predictor of job satisfaction. These findings 
provide important insights for managers in terms of improving 
workplace conditions and enhancing employee performance.

**Key Words:** Job satisfaction, Organizational Climate