The organizational climate survey should address not only the various groups that interact with the organization, but the various dimensions related to internal employees. Thus, one should give preference to a multi-dimensional approach, for example, human motivation research at work, quality of life research at work, satisfaction survey of external clients and socioeconomic survey of employees. This paper deals with the analysis of the variables intervening in the organizational climate of the companies and the need for an approach that addresses the various groups of individuals. The model fulfills the conceptual requirements and meets the different organizational climate approaches and includes the various dimensions to be surveyed to assess the organizational climate.