

Perception of Teachers on Organizational Climate of School : A Comparative study

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ARTICLE DETAILS

Article History

Published Online: 16 Jan 2020

Keywords

organizational climate, secondary school teachers, gender, management of school.

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ABSTRACT

The present study aimed in studying the perception of organizational climate of school by teachers. The study was conducted over 186 teachers of secondary school, from government school 93 teachers and from private school 93 teachers were included in the sample using proportionate random sampling technique. Organizational Climate Scale (OCS) was used to collect the data. The data collected were analyzed using mean, standard deviation and t-test to measure the differences with respect to management and gender. The results revealed that the secondary school teachers perceived organizational climate as favorable in Lower Subansiri district of Arunachal Pradesh. Moreover, the results showed no significant differences of secondary school teachers in relation to gender and type of school management.

1. Introduction

A school is the core centre for imparting information and knowledge. The school as an organization has certain objectives which it has to achieve (**NPE,1998**). In order to achieve the objectives of the school, organizational climate is important. Organization Climate is the perception that everyone has towards the organization in which they work. It refers to the working condition among the academic and non-academic in order to achieve certain objectives of the school. **Chivenato(2000)** "A set of measureable properties of the perceived work environment, directly or indirectly, created by individual who live and work in this environment and that influences the motivation and behavior of these people." Organizational Climate is the shared meaning organizational members attach to the events, policies, practices, and procedures they experience and the behaviors they see being rewarded, supported, and expected (**Ehrhart et.al.2014**). Organizational climate is related to the quality and suitability of the work environment, where the employees' feel the support they receive from the organization. **Hellriegel and Slocum(2006)** explain that organizations can take steps to build a more positive and employee-centered climate through communication, value, expectations, norms, policies and rules, programs and leadership. Organizational climate reflects the degree of employee motivation. It has positive and negative effects on people's behavior in the workplace. It is important to ensure a good organizational climate for job performance of the employees.

2. Objectives of the study

- 1) To study the organizational climate of government and private secondary school teachers.
- 2) To compare the organizational climate of government and private secondary school teachers.
- 3) To compare the organizational climate of male and female teachers of government and private schools.

3. Hypotheses of the study

- 1) There is no significant difference in the mean scores of organizational climate of government and private teachers.
- 2) There is no significant difference in the mean scores of organizational climate of male and female teachers

4. Methodology of the study

In order to achieve the objectives of the present study, Descriptive survey method was applied to collect the data. The researcher selected 16 secondary schools, that is, 8 government and 8 private schools. From 16 selected schools, 93 government teachers and 93 private teachers were selected by adopting Proportionate random sampling technique.

5. Tools used

Organisational Climate Scale (OCS) developed by Pethe, Chaudhari and Dhar (2001) was used to collect the required data. The scale consists of 22 statements and scoring was done on 7 point scale.

6. Statistical techniques

The statistical technique like mean, standard deviation, t-test and percentage was used to analyze and interpret the data between teachers with respect to management and gender.

7. Data Analysis and Interpretation

The objective of the present study was to know the perception of organizational climate of secondary school teachers of Lower Subansiri District of Arunachal Pradesh. To achieve the objectives, the data were tabulated and suitable statistical methods were applied to analyze the data.

Objective 1: To study the organizational climate of government and private secondary school teachers.

Table.1: Mean Score and Standard Deviation of Organizational Climate of School Teachers

Particular	N	Mean	S.D
Teachers	186	90.88	15.94

It is observed from Table.1 that the mean score of organizational climate of secondary school teachers were 90.88 which shows favorable climate in the interpretation of raw scores of Organizational Climate Scale. Therefore, it is interpreted that 79.6% of secondary school teachers had shown favorable climate and 20.4% have shown unfavorable climate of school teachers. Again the computed S.D(15.94) indicates that there is not much difference of organizational climate. Thus, it can be concluded that the teachers perceive

organizational climate as favorable in Lower Subansiri district of Arunachal Pradesh.

Objective 2: To compare the organizational climate of government and private teachers.

Hypothesis 1: There is no significant difference in the mean scores of organizational climate of government and private teachers.

Table.2: Mean Scores, Standard Deviation and t-value of Organizational Climate of Government and Private School Teachers

Management	N	Mean	S.D	Degree of freedom(df)	t-value	Remarks
Government	93	90.05	13.17	184	0.71	Not significant
Private	93	91.71	18.34			

The Table.2 indicated that the calculated t-value 0.71 is lower than the table value ($t=1.98$) at 0.05 level of significance for 184df. Therefore, the null hypothesis is accepted. From this, it can be interpreted that government school teachers and private school teachers do not differ in their perception of organizational climate. But the mean score of private school teachers (91.71) is slightly higher than the government school

(90.05).Therefore, It signifies that private school shows favorable climate than the government school.

Objective 3: To compare the organizational climate of male and female teachers of secondary school

Hypothesis 2: There is no significant difference in the mean scores of organizational climate of male and female teachers of secondary school.

Table.3: Mean Scores, Standard Deviation and t-value of Organizational Climate of Male and Female teachers.

Gender	N	Mean	Standard Deviation	Degree of freedom(df)	t-value	Remarks
Male	58	89.24	16.48	184	-1.13	Not significant
Female	35	93.48	17.99			

The Table.3 revealed that the calculated t-value (-1.13) is lower than the table value ($t=1.98$) at 0.05 level of significance for 184df. Therefore, the null hypothesis is accepted. It can be concluded that there is no significant difference in the mean scores of organizational climate of male and female teachers of secondary school. Further, it can be understood that female teachers show more favorable climate than male teachers of secondary school in Lower Subansiri district of Arunachal Pradesh.

4. The findings also revealed that there is no difference between male and female teachers. However, the mean scores of female teachers show more favorable climate than male teachers.

8. Findings of the study

The major findings of the study are as follows:

1. The findings showed that 79.6% of secondary school teachers had shown favorable climate and 20.4% have shown unfavorable climate of school.
2. It is observed that there is no significant difference in the organizational climate of government and private school .
3. It has been found that private school show more favorable climate than government school .

9. Conclusions

Organizational climate plays an important role in influencing the performance of the employees in the work environment as it has a major impact on motivation and job satisfaction. In the present study, it has been studied to compare the organizational climate of school with respect to management and gender. And after the study and analysis, it is concluded that there exists no significant difference between the organizational climate of government and private schools. The findings also revealed that male and female teachers also differ in their perception of organizational climate of school. Therefore the findings will be useful for the educational administrators and management to articulate new solutions to improve the working environment of the organization.

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