

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

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HYPOTHESES

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

FINDINGS

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A STUDY ON TEACHER'S OPINION ABOUT ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES IN MATRICULATION HIGHER SECONDARY SCHOOLS IN VIRUDHUNAGAR DISTRICT

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ABSTRACT

The organisational climate that exists in a matriculation school and the infrastructural facilities provided by the school has a deep impact on the satisfaction of a teacher. This study tries to identify the key factors that add to the opinion about organizational climate and the infrastructural facilities. Thus, for this study we largely draw data from the primary census survey conducted among matriculation higher secondary teachers of virudhunagar District, TamilNadu. All the matriculation higher secondary teachers of virudhunagar District were contacted and their opinion about the Organisational Climate and Infrastructural facilities identified were gathered. There are 32 Matriculation Higher Secondary schools in virudhunagar District in which 475 teachers are having more than 3 years experience.

KEYWORDS

organisational climate, infrastructural facilities.

INTRODUCTION

Schools are the nurseries of the Nation' and 'Teachers are the Architects of the future' are no mere figurative expressions but truthful statements, as significant as they are suggestive. Victories are won, peace is preserved, progress is achieved, civilization is built up and history is made in educational institutions, which are the seed beds of culture, where children in whose hands quiver the destiny of the future, are trained and from their ranks will come out when they grow up, statesman and soldiers, patriots and philosophers who will determine the progress of the land. In their attitude to life and their approach to problems they will bear the imprint and the influence of the training they received at the hands of their teachers. The teacher's role is thus an important as his responsibility is onerous. The concept of Organizational climate and infrastructure facilities have become part of the standard rhetoric in contemporary discussion of school effectiveness

REVIEW OF LITERATURE

The concept of teacher job satisfaction is defined as the "teacher's affective relation to his or her teaching role and is a function of the perceived relationship between what one wants from teaching and what one perceives it is offering to a teacher". According to Spector (1997, 2), job satisfaction is defined as "simply how people feel about their different aspects of their jobs. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs." Moreover, job satisfaction is defined as "the amount of importance a school places on its human resources". They also refer to it as job morale which according to Luthans, "has been replaced by job satisfaction". On the basis of the above definitions, in this study, the study use the concept of teacher job satisfaction to simply refer to the teachers' attitudes, perceptions and feelings that they have towards their job. Teacher job satisfaction refers to whether teachers are happy with their job or not. In other words, if teachers have positive attitudes or good feelings about their job, these qualities are taken to describe a satisfied dimension.

SIGNIFICANCE/NEED OF THE STUDY

A study on the opinion among the matriculation teachers about the organisational climate and infrastructural facilities will help to develop climate and infrastructure that make them effective teachers.

OBJECTIVES

The objectives of this study are

1. To identify the opinion of matriculation teachers about the organisational climate and infrastructural facilities.
2. To develop a model of over all opinion about the organisational climate and infrastructural facilities.
3. To factorize the organisational climate and infrastructural facilities into important ones.

HYPOTHESES

Hypothesis H0 – The various factors extracted from statements describing agreement towards Organizational climate and infrastructure facilities adopted do not vary with the religion of the respondents at 5%.

RESEARCH METHODOLOGY

The study has used a "Descriptive design" of conclusive nature. Census survey was adopted. The present study is geographically limited to virudhunagar District, TamilNadu. The study covers 32 Matriculation Higher Secondary schools in virudhunagar District, in which 475 teachers are having more than 3 years experience were met and the data was gathered through a structured questionnaire A pilot study was conducted with the initial questionnaire to sample of size 32, after knowing its drawbacks some questions were removed and some of the words were made simpler to improve understanding. The data thus collected was analyzed and interpreted with relevant statistical tools for drawing conclusions. For analyzing the data, SPSS (statistical package for social sciences) was used. Relevant tools such as percentage analysis, factor analysis, regression analysis, inferential statistics, and tests of hypothesis were used.

RESULTS AND DISCUSSION

OVER ALL OPINION ABOUT ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

The table shows the opinion about Organizational climate and Infrastructural facilities.

TABLE 1: OVER ALL OPINION ABOUT ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

OPINION	NUMBER OF TEACHERS	PERCENTAGE
Good	422	88.8
Fair	52	10.9
Poor	1	.2
Total	475	100.0

Source: Primary data

The above table shows that out of the total 475 school teachers of the study, 422 school teachers forming 88.8% felt good about the Organizational climate and Infrastructural facilities, 52 school teachers forming 10.9% felt the Organizational climate and Infrastructural facilities were fair, and 1 school teacher forming .2% felt the Organizational climate and Infrastructural facilities were poor.

It is clear that; the major proportion of the teachers felt good about the Organizational climate and Infrastructural facilities of their school.

AGREEMENT TOWARDS ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

The table below shows the agreement towards organizational climate and infrastructural facilities.

TABLE 2: AGREEMENT TOWARDS ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

STATEMENTS for organizational climate and infrastructural facilities	Mean	Std. Deviation	Highly disagree		Disagree		Neither agree nor disagree		Agree		Highly agree	
			Count	%	Count	%	Count	%	Count	%	Count	%
Adequate books, Journals magazines available.	4.3621	.72292	3	.6%	13	2.7%	12	2.5%	228	48.0%	219	46.1%
Well furnished staff room is provided.	3.9811	1.09547	7	1.5%	73	15.4%	28	5.9%	181	38.1%	186	39.2%
Everyone is given freedom to do the job effectively.	4.1895	.85308	1	.2%	26	5.5%	52	10.9%	199	41.9%	197	41.5%
There is good co-operation among staff.	4.1453	.83814	2	.4%	28	5.9%	41	8.6%	232	48.8%	172	36.2%
Everyone abide by the rules and regulations.	4.2274	.85369	12	2.5%	9	1.9%	32	6.7%	228	48.0%	194	40.8%
Browsing and photocopying facilities available.	3.7832	1.22446	14	2.9%	97	20.4%	43	9.1%	145	30.5%	176	37.1%
Fresh drinking water facilities available.	4.1832	1.03020	10	2.1%	43	9.1%	27	5.7%	165	34.7%	230	48.4%
The work causes more mental strain.	2.7768	1.17314	63	13.3%	167	35.2%	93	19.6%	117	24.6%	35	7.4%
My colleagues share dead line work loads.	3.4968	1.02165	20	4.2%	64	13.5%	115	24.2%	212	44.6%	64	13.5%
Communications are passed in time.	4.0505	.91031	8	1.7%	29	6.1%	50	10.5%	232	48.8%	156	32.8%
Variety of sports materials is available.	4.1811	.84747	2	.4%	27	5.7%	42	8.8%	216	45.5%	188	39.6%
Enough space for parking is provided.	4.1095	.94390	8	1.7%	36	7.6%	32	6.7%	219	46.1%	180	37.9%
I do get peace and rest in my free period.	3.7537	1.11016	23	4.8%	51	10.7%	74	15.6%	199	41.9%	128	26.9%
I can easily adjust myself to organization members.	4.2484	.80437	6	1.3%	15	3.2%	28	5.9%	232	48.8%	194	40.8%
Great care is taken for professional progress.	4.2842	.75001	7	1.5%	5	1.1%	28	5.9%	241	50.7%	194	40.8%
Computer lab and science lab are adequate.	4.3347	.82648	7	1.5%	14	2.9%	25	5.3%	196	41.3%	233	49.1%
Canteen facilities are satisfactory.	3.2358	1.32454	57	12.0%	106	22.3%	76	16.0%	140	29.5%	96	20.2%
I accept the responsibility willingly and discharge to the best.	4.1579	.91074	10	2.1%	22	4.6%	39	8.2%	216	45.5%	188	39.6%
I could voice my point of view though it is contradiction	3.5389	1.04339	21	4.4%	54	11.4%	130	27.4%	188	39.6%	82	17.3%
Security and discipline maintained properly.	4.3326	.73697	1	.2%	12	2.5%	34	7.2%	209	44.0%	219	46.1%
Adequate computers are available.	4.3726	.76727	5	1.1%	7	1.5%	33	6.9%	191	40.2%	239	50.3%
Essential equipments & requisite materials exist.	4.1705	.91309	11	2.3%	22	4.6%	32	6.7%	220	46.3%	190	40.0%
There are some more activities other than teaching.	4.2253	.74474	0	.0%	12	2.5%	54	11.4%	224	47.2%	185	38.9%
Any inter-personal conflict is off set among ourselves.	3.2337	1.17916	45	9.5%	92	19.4%	105	22.1%	173	36.4%	60	12.6%
All feel proud of the school	4.4358	.81234	2	.4%	24	5.1%	14	2.9%	160	33.7%	275	57.9%

Source: Computed from Primary data

Highest agreement towards organisational climate and infrastructural facilities was for all feel proud of the school with a mean score of 4.4358, Second highest agreement towards organisational climate and infrastructural facilities was for adequate computers are available with a mean score of 4.3726, and third highest agreement towards organisational climate and infrastructural facilities was for adequate books, Journals magazines available with a mean score of 4.3621.

Highest variation in agreement towards organizational climate and infrastructural facilities was for Canteen facilities are satisfactory with a standard deviation of 1.32454, Second highest variation in agreement towards organizational climate and infrastructural facilities was for browsing and photocopying facilities available with a standard deviation of 1.22446, and third highest variation in agreement towards organizational climate and infrastructural facilities was for any inter-personal conflict is off set among our selves with a standard deviation of 1.17916.

MODEL OF OVER ALL OPINION ABOUT ORGANISATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES FROM AGREEMENT TOWARDS ORGANISATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

A model of over all opinion about organisational climate and infrastructural facilities has been built by having agreement towards organisational climate and infrastructural facilities such as All feel proud of the school, Canteen facilities are satisfactory, I could voice my point of view though it is contradiction, My colleagues share dead line work loads, Any inter-personal conflict is off set among ourselves, Adequate books, Journals magazines available, There are some more activities other than teaching, The work causes more mental strain, I do get peace and rest in my free period, Communications are passed in time, Computer lab and science lab are adequate, Browsing and photocopying facilities available, There is good co-operation among staff, Adequate computers are available, Great care is taken for professional progress, I accept the responsibility willingly and discharge to the best, Enough space for parking is provided, Variety of sports materials is available, Security and discipline maintained properly, Fresh drinking water facilities available, Everyone abide by the rules and regulations, Well furnished staff room is provided, Everyone is given freedom to do the job effectively, Essential equipments & requisite materials exist, I can easily adjust myself to organization members as predictors.

TABLE 3: SUMMARY OF OVER ALL OPINION ABOUT ORGANISATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES FROM AGREEMENT TOWARDS ORGANISATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

R	R Square	Source of variation	Sum of Squares	df	Mean Square	F	Sig.
.981	.962	Regression	17.803	25	.712	9.974	.000
		Residual	32.058	449	.071		
		Total	49.861	474			

Over all opinion about organisational climate and infrastructural facilities = $a + b_1X_1 + b_2X_2 + \dots + b_{25}X_{25}$

The power of the regression model is represented by the R^2 is a highly healthy .962 and the F test of the model shows that the significance of the model is high as the significance of F is .000 which is less than .05. To decide which variables are good explanatory variables t-test for each variable is analysed and presented in table below.

TABLE 4: t-TEST SHOWING REGRESSION COEFFICIENTS ACCEPTED BY THE MODEL FOR OVER ALL OPINION ABOUT ORGANISATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES FROM AGREEMENT TOWARDS ORGANISATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

Predictors	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.425	.142		17.137	.000
Adequate books, Journals magazines available.	.004	.020	.010	.213	.832
Well furnished staff room is provided.	.024	.016	.080	1.478	.140
Everyone is given freedom to do the job effectively.	-.040	.021	-.105	-1.870	.062
There is good co-operation among staff.	-.025	.019	-.065	-1.311	.191
Everyone abide by the rules and regulations.	-.035	.020	-.091	-1.727	.085
Browsing and photocopying facilities available.	-.011	.013	-.040	-.837	.403
Fresh drinking water facilities available.	.004	.016	.014	.264	.792
The work causes more mental strain.	.009	.012	.032	.735	.463
My colleagues share dead line work loads.	-.003	.013	-.008	-.194	.846
Communications are passed in time.	-.009	.016	-.026	-.573	.567
Variety of sports materials is available.	-.044	.019	-.116	-2.341	.020*
Enough space for parking is provided.	-.019	.017	-.054	-1.081	.280
I do get peace and rest in my free period.	.013	.013	.043	1.002	.317
I can easily adjust myself to organization members.	-.010	.023	-.026	-.445	.656
Great care is taken for professional progress.	-.006	.022	-.014	-.280	.780
Computer lab and science lab are adequate.	-.009	.019	-.024	-.502	.616
Canteen facilities are satisfactory.	-.021	.010	-.087	-2.049	.041*
I accept the responsibility willingly and discharge to the best.	.013	.019	.037	.686	.493
I could voice my point of view though it is contradiction	-.013	.013	-.041	-1.022	.307
Security and discipline maintained properly.	-.048	.022	-.109	-2.156	.032*
Adequate computers are available.	.042	.020	.100	2.097	.037*
Essential equipments & requisite materials exist.	-.089	.020	-.250	-4.460	.000*
There are some more activities other than teaching.	.000	.021	.001	.019	.985
Any inter-personal conflict is off set among ourselves.	-.009	.012	-.033	-.775	.439
All feel proud of the school	-.035	.021	-.088	-1.666	.097

All feel proud of the school -.035 .021 -.088 -1.666 .097

* = significant at 5% (If the sig. of t is less than 0.05 it indicates that the concerned variable is significant in the model)

The model's t test shows that the predictors, Variety of sports materials is available, Canteen facilities are satisfactory, Security and discipline maintained properly, Adequate computers are available, and Essential equipments & requisite materials exist are significant in the estimation of over all opinion about organisational climate and infrastructural facilities.

FACTOR ANALYSIS OF STATEMENTS DESCRIBING AGREEMENT TOWARDS ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

The statements describing the agreement towards Organizational climate and Infrastructural facilities were subjected to a factor analysis using Principal Component Analysis to identify the important Organizational climate and Infrastructural facilities. Kaiser-Meyer-Olkin Measure of Sampling Adequacy was computed and is shown below in table 5.

TABLE 5: KMO AND BARTLETT'S TEST

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.904
Bartlett's Test of Sphericity	Approx. Chi-Square	3976.895
	df	300
	Sig.	.000

Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) is .904. This means the sample size is adequate. Bartlett test of Sphericity is a statistical test for the presence of correlations among the variables and it clearly shows that the test static chi-square is significant as it is less than 0.05.

TABLE 6: TOTAL VARIANCE EXPLAINED

FACTOR COMPONENT	EXTRACTION SUMS OF SQUARED LOADINGS			ROTATION SUMS OF SQUARED LOADINGS		
	TOTAL	% OF VARIANCE	CUMULATIVE %	TOTAL	% OF VARIANCE	CUMULATIVE %
1	7.595	30.380	30.380	7.595	30.380	30.380
2	1.732	6.928	37.308	1.732	6.928	37.308
3	1.388	5.553	42.861	1.388	5.553	42.861
4	1.321	5.283	48.144	1.321	5.283	48.144
5	1.116	4.464	52.608	1.116	4.464	52.608
6	1.017	4.067	56.675	1.017	4.067	56.675

The above table shows the variance explained by the rotated Sums of Squared Loadings for all the six factor components. The 6 factors are able to explain 56.675% of the variance.

TABLE 7: ROTATED COMPONENT MATRIX

Variable	Factor Component					
	1	2	3	4	5	6
Great care is taken for professional progress.	.779	.217	.014	-.009	.093	-.011
Security and discipline maintained properly.	.708	.162	.204	.064	-.064	-.055
Essential equipments & requisite materials exist.	.618	.334	.263	.061	-.194	.174
Everyone abide by the rules and regulations.	.608	.158	.373	.060	-.072	.015
There is good co-operation among staff.	.471	.212	.313	.102	-.264	-.037
Communications are passed in time.	.436	.174	.188	.379	.043	-.238
Computer lab and science lab are adequate.	.428	.380	.224	-.346	-.096	.053
There are some more activities other than teaching.	.378	.377	.327	-.182	.077	-.053
Well furnished staff room is provided.	.089	.696	.189	.321	-.166	-.174
Adequate books, Journals magazines available.	.144	.691	-.020	.060	.138	.049
Browsing and photocopying facilities available.	.153	.602	.116	.175	-.172	.158
Fresh drinking water facilities available.	.213	.586	.331	-.020	-.135	-.025
Variety of sports materials is available.	.265	.550	.298	.118	.077	.038
Everyone is given freedom to do the job effectively.	.378	.525	.368	.051	-.046	-.205
Enough space for parking is provided.	.277	.500	.405	.006	.092	-.135
Adequate computers are available.	.390	.428	.093	.067	-.290	.123
I accept the responsibility willingly and discharge to the best.	.101	.181	.806	.049	.020	.076
I can easily adjust myself to organization members.	.293	.176	.735	-.062	-.069	.149
All feel proud of the school	.307	.276	.615	.035	-.103	.075
Canteen facilities are satisfactory.	-.173	.230	-.020	.701	.129	.087
I do get peace and rest in my free period.	.276	.117	-.022	.637	-.142	.019
Any inter-personal conflict is off set among ourselves.	-.172	.054	-.046	-.121	.786	.018
I could voice my point of view though it is contradiction	.290	-.226	.216	.312	.505	-.140
The work causes more mental strain.	-.054	-.043	-.399	.202	.494	.318
My colleagues share dead line work loads.	.006	.019	.180	.025	.029	.872

Extraction Method used was Principal Component Analysis. Rotation Method used was Varimax with Kaiser Normalization. The Rotation converged in 8 iterations.

The factor 1 is named as "Organizational climate"

The factor 2 is named as "Infrastructure"

The factor 3 is named as "Work culture"

The factor 4 is named as "Amenities"

The factor 5 is named as "Relationship"

The factor 6 is named as "Support From Colleagues"

ONE-WAY ANOVA BETWEEN RELIGION OF THE RESPONDENTS AND THE FACTORS EXTRACTED FROM STATEMENTS DESCRIBING AGREEMENT ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

TABLE 8: ANOVA BETWEEN RELIGION OF THE RESPONDENTS AND THE FACTORS EXTRACTED FROM STATEMENTS DESCRIBING AGREEMENT TOWARDS ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

FACTOR	Source of variation	Sum of Squares	df	Mean Square	F	Sig.
Organizational climate	Between Groups	.519	2	.259	.258	.772 [#]
	Within Groups	473.481	472	1.003		
	Total	474.000	474			
Infrastructure	Between Groups	1.979	2	.990	.990	.373 [#]
	Within Groups	472.021	472	1.000		
	Total	474.000	474			
Work culture	Between Groups	5.069	2	2.535	2.551	.079 [#]
	Within Groups	468.931	472	.993		
	Total	474.000	474			
Amenities	Between Groups	7.542	2	3.771	3.816	.023
	Within Groups	466.458	472	.988		
	Total	474.000	474			
Relationship	Between Groups	6.086	2	3.043	3.069	.047
	Within Groups	467.914	472	.991		
	Total	474.000	474			
Support From Colleagues	Between Groups	5.606	2	2.803	2.825	.060 [#]
	Within Groups	468.394	472	.992		
	Total	474.000	474			

#H0 accepted at 5%

Hypothesis H0 – The various factors extracted from statements describing agreement towards Organizational climate and Infrastructural facilities do not vary with the religion of the respondents at 5%.

The significance of 'F' is more than 0.05 for the factors Organizational climate, Infrastructure, Work culture, Support From Colleagues do not vary with religion of the respondents at 5%. The significance of 'F' is less than 0.05 for the factors Amenities and Relationship do vary with religion of the respondents at 5%.

CONCLUSION

It is clear that Organizational climate, Work Culture, Infrastructure, and Support From Colleagues are the key organizational climate aspects and Relationship and Amenities are the key infrastructural factors of the study. Perhaps one of the most important and significant characteristics of great work place is its organizational climate and infrastructural facility influences the success of an institution

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