

“A Comparative Study of Organizational climate of Private Managed School with Govt. Managed School in relations to their Job satisfaction”

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Abstract--

This study mainly focuses as on organizational climate in private managed school and Government managed schools and to find out the job satisfaction level of teachers in private managed school and Government managed school. Also consider the factor which influences the educational implication at private managed school and Government managed school. This study attempts to understand or raise the issue of the gap of job satisfaction level of teachers in private managed school and Government managed school. Organizational climate, employee (Teacher) and infrastructure play a very vital role to enhance the standard of educational institution because educational institutional shapes and moulds the child into perfect human being who ultimately builds a strong nation. As “Today's child is citizen of nation”.

Keywords --organizational climate, Job satisfaction, Govt. Managed School, Private Managed School, open and closed organizational climate.

Introduction --

The school education has emerged as a significant component of national education system and its potential has been realised in the context of socio-economic and political development, cultural, moral and spiritual of the society as well as nation. Being at the apex of the educational pyramid, it has also a key role in producing best students in the country. School education in India has exceptionally high rate of growth ever since the country attained the independence.

Objectives of the study--The objectives of the study are:--

1. To identify the secondary schools of Delhi according to their respective climates.
2. To study the status of diffusion of innovations in the secondary schools of Delhi.
3. To investigate into the relationship between organizational climate of schools and job Satisfaction of teachers.
4. To investigate the organizational climate types of schools divided on the basis of Gender.
5. To investigate the organizational climate of schools on the basis of management.

6. To investigate the organizational climate of schools on the basis of size.
7. To investigate the job satisfaction level of teachers on the basis of management.

Hypothesis of the study --The hypotheses of the study are as follows:--

- (i) There is no significant difference between the organizational climate of government and private managed schools.
- (ii) There is no significant difference between the job satisfaction of teachers of government and private managed schools.
- (iii) There is no significant difference between the job satisfaction of open and closed organizational climates.

Delimitation of the study--The present investigation has been delimited to:

- i. The organizational climate of government and private managed school of Delhi only.
- ii. The job satisfaction of teachers of government and private managed school of Delhi only.
- iii. This study will be delimited to the male and female teachers of Government and private managed school of Delhi.

Method of study: - The researcher used descriptive study of relation type in this present study.

Sample-- Twenty schools were taken as sample of the study. Out of 20 schools 10 govt. Schools and 10 private schools are chosen. Investigator has chosen 100 teachers from private schools and 100 teacher's govt. managed schools.

Tools --The researcher Investigator developed organizational climate. Description Questionnaire to study organizational climate between private and govt. managed schools.

Statistical Technique Used -- Mean, standard deviation, 't' test and 'F' ratio is calculated for criterion.

Interpretation of Data---

Hypothesis Test-(1)There is no significant difference between the organizational climate of government and private managed schools.

Table -1**Organizational climate in relation to management variation**

Type of Management	Number (N)	Mean (M)	Standard Deviation(SD)	't'
Govt. managed school	10	133.25	16.86	12.23
Private managed school	10	68.94	7.73	

In hypothesis (1) the 't' value is significant in 0.001 level as it is 12.23 that states the null hypothesis is rejected that means there is significant differences in the organizational climate of Government managed school and private managed schools.

Hypothesis Test-(2) There is no significant difference between the job satisfaction of teachers of government and private managed schools.

Table-2**Job satisfaction in relation to management variation**

Teachers of management variation	NUMBER	Mean	Standard Deviation	't'
Govt. School Teachers	100	65.39	14.81	12.39
Private school Teachers	100	45.21	9.93	

In hypothesis (2) the 't' value is significant at 0.001 level. Therefore null hypothesis is rejected as 't' value is 12.39. That means there is significant differences in the Job satisfaction of teachers of Government managed school and private managed schools.

Hypothesis Test-(3) There is no significant difference between the job satisfaction of open and closed organizational climates.

Table-3**Relationship between open and closed organizational climate and Job satisfaction**

Source	DF	Sum of squares	Mean Square	'F' Ratio
Between the groups	3	69902.3050	36425.3929	42.1324
Within the groups	1629	12160904.1832	7249.24	

The null hypothesis (3) is rejected as 'F' ratio is 42.1324. 'F' value is significant at 0.001 level. So job satisfaction of teachers in different organizational climates like high, average and low differs significantly.

Major findings:-

- (1.) Organizational climates of Government schools differ from private schools.
- (2.) Job satisfaction of Government schools teachers differ from private schools.
- (3.) Job satisfaction of teachers in different organizational climate like high, average and low differs significantly from each others.

Recommendation ---

Keeping the research into fore front, the following suggestions are given:-

- ❖ Location of school should be away from town.
- ❖ Every school should have adequate infrastructure.
- ❖ Pay scale of private schools teachers should be par with Government teachers.
- ❖ Private schools teachers should get Job security.
- ❖ Principal of schools should follow democratic principle.
- ❖ Principal and management should assess teachers' performance in unbiased way.

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