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A STUDY ON ORGANIZATIONAL CLIMATE OF POST GRADUATE TEACHERS IN RELATION TO GENDER

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ABSTRACT: -

The aim of this investigation is to study the organizational climate of post graduate teachers. For the purpose of the study, 600 post graduate teachers are selected though simple random sampling technique fromThiruvallur and Kancheepuram districts. The Mean, SD and t-test were used to analyze the data. Result showed that there is significance difference occurs between male and female post graduate teachers in respect of organizational climate.

KEYWORDS: *Organizational Climate, Post Graduate Teachers, Gender.*

INTRODUCTION :

Education occurs in every human being life,it starts from womb and continue till end of life. Education is the one and only instrument of changing everyone life. Now-a-days education given by both national system and also by other agencies. But national system of education is the only instrument that can reach all people very easily. In democracy, the individual is at the end and the primary purpose of education is to provide him with the widest opportunity to develop his potentialities well. Even though they develop only by their talents, individual growth will be affected if they not have proper co-operative organizational support.

NEED AND IMPORTANCE OF THE STUDY

Teachers with desirable personality will able to equip students' achievement. Also teachers who value their work will be more conscious towards their work which in turn results in competent teaching. In this context, the Post- graduate Teachers should have good Teaching Competency with adequate Organizational Climate. The findings of the study will direct the policy makers, curriculum planners, teacher educators to modify the teaching strategies. In these circumstances, the need for the present study was felt and considered.

OBJECTIVE OF THE STUDY

• To find out whether there is any significant difference between the mean organizational climate scores of post graduate teachers with regard to the gender.

HYPOTHESIS

1. There is no significant difference with respect to organizational climate Scores of Post Graduate Teachers with regard to gender.

DELIMITATIONS OF THE STUDY

• The present study is confined only to teachers working in higher secondary schools in Thiruvallur and Kanchipuram districts of Tamil Nadu state.
• The present study is confined to Gender only.
• The importance and usefulness of the study is limited to the extent to which reliable and authentic information could be obtained from the post graduate teaches themselves and response of the teachers to the questions on the questionnaire.

METHOD & SAMPLE

Normative survey method is used for the study. A simple random sample of 600 post graduate teachers working in different schools situated in Thiruvallur and Kancheepuram districts of Tamil Nadu State was selected.

DISTRIBUTION OF THE SAMPLE

Variable	Category	N
Gender	Male	274
	Female	326

TOOL USED FOR THE STUDY

Organizational Climate Scale was developed and validated by the investigator. It consists of 49 statements. The scoring procedure for the tool for the option Strongly Agree was given a score of 5, Agree was given a score of 4, Neutral was given score of 3, Disagree was given a score of 2, and Strongly Disagree 1 for statements.

VALIDITY AND RELIABILITY

The validity of the tool was found to be 0.84 by test-retest method and 0.91 by Split-Half method. The square root of reliability gives the intrinsic validity. Therefore, the intrinsic validity of the organizational climate tool is 0.84/0.916.

DATA ANALYSIS

Table 1: Comparison of Organisational Climate between School Post Graduate Teachers With Regard To Gender

Gender	N	Mean	SD	t-value	Level of Significance	Result
Male	274	186.20	26.72	0.804	0.05	Not Significant
Female	326	187.96	25.96			

From Table-1, it is concluded that there is no significant difference between the mean Organisational climate scores of male and female Post-Graduate Teachers working in the schools. Male Post-Graduate Teachers have higher Organisational climate than the female Post-Graduate Teachers working in schools. So, the null hypothesis is accepted.

FINDINGS OF THE STUDY

There is significant difference between the mean Organizational Climate scores of male and female Post-Graduate Teachers working in the schools. Male Post-Graduate Teachers have higher Organizational Climate than the female Post-Graduate Teachers working in schools.

CONCLUSION

The results of the study revealed that post graduate teachers like high level of organizational climate in their post graduate. So, that they can teach and continue their work in proper manner and give maximum teaching to the students. Male Post-Graduate Teachers have higher Organizational climate than the female Post-Graduate Teachers working in schools. This clears that male post graduate teachers have higher organizational climate and they can achieve their goal easily when compare to female post graduate teachers.

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