



ISSN: 2249-894X  
 IMPACT FACTOR : 5.7631 (UIF)  
 UGC APPROVED JOURNAL NO. 48514  
 VOLUME - 8 | ISSUE - 8 | MAY - 2019

## A STUDY ON THE LEVEL OF ORGANISATIONAL CLIMATE, LEADERSHIP TRAITS AND PROFESSIONAL VALUES OF HIGHER SECONDARY TEACHERS

R. Elavarasi<sup>1</sup> and Dr. K. Vijaya<sup>2</sup>

<sup>1</sup>Ph.D. Research Scholar, TNTEU, Chennai, Tamil Nadu.

<sup>2</sup>Assistant Professor, TNTEU, Chennai, Tamil Nadu.



### ABSTRACT:

The present investigation was carried out to assess the level of organizational climate, leadership traits and professional values of higher secondary teachers. The stratified random sample included 400 higher secondary teachers in Kancheepuram district. Self-made tools were used for data collection. Data was analyzed by using percentage. Results found that the level of organization climate, leadership traits and professional values of higher secondary teachers is moderate.

**KEYWORDS:** Organizational Climate, Leadership Traits, Professional Values, Higher Secondary Teachers.

### INTRODUCTION

Teachers are being asked to accomplish more in their institutions today than ever before. Expectations that are being placed on them seem to be expanding exponentially. Not only are teachers expected to teach specific content for high-stakes testing and mentor students in the love of learning, but they must also function as frontline social workers (Lumsden, 1998). Coupled with this broad range of social problems that find their way into our educational institutions, many other pressures affect teachers and their classrooms. Many components of education including teaching society find it difficult to cope with these new changes. Teachers are being

stretched to the limit. Expectations placed on them seem to be expanding exponentially. Increasingly their role encompasses not only teaching specific content and mentoring students in the love of learning, but functioning as frontline social workers. There are many qualities of an effective teacher which include professional values, leadership traits, communication skills etc.

### SIGNIFICANCE OF THE STUDY

Teacher plays a vital role in the education system, the institutions acts as a foundation upon which the edifice of the whole education system rests. If the teacher education system is spoiled it will collapse the entire educational edifice. It is in this context that teacher and teacher education institutions gets utmost importance. Revamping and restructuring of teacher

education institutions and ensuring the quality of teacher, thus become one of the most important priority of our society. It is a fact that all dedicated teachers will show high loyalty to their institution. In the same way dedicated and sincere teacher maintain a cordial relation with their institution. They used to enjoy working in their institutions. Institutions provide them satisfaction and a good environment for working. This might prove that organization climate as perceived by the teachers can influence the effective teaching and learning process. Hence, in this study will bring forth helpful guidelines to teacher and to authorities of institutions to improve themselves, with the help of its relationship with

Perception of Institutional Climate among teachers. Such a study may prove beneficial for those interested in making the teacher education programs more productive.

### OBJECTIVES OF THE STUDY

- To assess the level of organizational climate among higher secondary teachers.
- To assess the level of leadership traits among higher secondary teachers.
- To assess the level of professional values among higher secondary teachers.

### METHODOLOGY

Survey method was adopted for the present study. A stratified sample of 400 teachers was chosen from 40 higher secondary schools located in Kancheepuram district. Organisational Climate Scale, Leadership Traits Scale and Professional Values Scales were developed and standardized by the investigator as research tools for this study. Percentage was used to analyze the data.

### RESULT AND DISCUSSION

**Table 1: Level of Organizational Climate of Higher Secondary Teachers**

Level of Organizational Climate	N	Percentage
Low	60	15.00
Moderate	250	62.50
Excellent	90	22.50

Table-1 reveals that there exists moderate level (62.50%) of organization climate perceived by higher secondary teachers.

**Table 2: Level of Leadership Traits of Higher Secondary Teachers**

Level of Leadership Traits	N	Percentage
Low	50	12.50
Moderate	280	70.00
High	70	17.50
Total	400	100.00

Table-2 depicts that 70% of the respondents fall under moderate level of leadership traits.

**Table 3: The level of PROFESSIONAL VALUES of higher secondary teachers**

Level of Professional Values	N	Percentage
Low	70	17.50
Moderate	250	62.50
High	80	20.00
Total	400	100.00

Table-3 shows that the level of leadership traits of higher secondary teachers is found to be moderate (62.50%).

### RECOMMENDATIONS

Based on the findings the investigator would like to suggest the following recommendations:

1. The result of the present study shows that there exists moderate level of organization climate perceived by higher secondary teachers. So, this has to be increased to high level by providing suitable environment for the teachers to do their work efficiently. The management can provide latest equipments and laboratory facilities enhanced with ICT for the teachers.

2. The level of leadership traits of teachers is found to be moderate so this can be increased by conducting various leadership training to the teachers to improve themselves.
3. The present study result shows that the professional values of teachers are found to be moderate and this can be achieved through various programmes exclusively for teachers.
4. The female teachers can be given leadership training so that their level of leadership traits will be achieved.

#### **SUGGESTIONS FOR FURTHER STUDY**

1. A similar study should be carried out among other primary and high schools teachers.
2. Further studies can investigate the effect of these psychological variables on any application of innovative tool.
3. Further research is needed to investigate the effects techno pedagogical competencies on other psychological variables.

#### **REFERENCES**

1. Aggrwal, Y.P. (1998). Statistical Methods Concepts, Applications and Computation. Sterling Publishers Pvt. Ltd., New Delhi.
2. Arumugam & Issac. (2002). Statistics. New Goma Publishing House, Palayamkottai.
3. Gupta, Santhosh. (1999). Research Methodology and Statistical Techniques. Deep and Deep Publications, New Delhi.
4. Thiyam Kiran Singh. (2017). Personality, adjustment and emotional intelligence of college going graduates, Indian Journal of Health and Wellbeing 8(5), 352-355.