



educational institution because they are in charge of future nation. Need of the nation is not only to attract but also to retain committed teachers. Teachers satisfied with their teaching profession; they will be committed to their profession also, Lack of job satisfaction and commitment leads to lesser self-development, burnout, stress, turnover, less organization, absenteeism and citizenship behavior. Dissatisfied and uncommitted teachers cannot exert their full effort in moulding the future of the nation. When such teachers are satisfied and committed with their profession, they will perform well. Gamoran (2003) has described that through professional development chances, we can enhance teachers professional commitment. According to Gupta and Mir (2013), highly competent teachers have better job satisfaction than low competent teachers. Sergiovanni (1984), stated that all schools have cultures whether it is strong or weak functional or dysfunctional. Successful schools seem to have strong and functional cultures aligned with a vision of the administrators; school administrators should share a clear, articulated vision, a vision that embodies core values and purposes to successfully shape positive school culture. Hence school culture has direct impact on job satisfaction and professional commitment of the teachers. The present study was to investigate the School Culture, Professional Commitment and Job satisfaction of High school teachers.

### OBJECTIVES

- To find out the significant relationship among school culture, professional commitment and job satisfaction of high school teachers.

### HYPOTHESES

- There is no significant relationship between school culture and professional commitment of high school teachers.
- There is no significant relationship between school culture and job satisfaction of high school teachers.
- There is no significant relationship between job satisfaction and professional commitment of high school teachers.

### METHOD & SAMPLE

Survey method was used for the study. All the high school teachers from secondary board of education in Warangal, Khammam and Karimnagar Districts in Telangana form the population of the study. 4%-5% of the population chosen randomly constitutes the sample of the study.

### TOOLS

- School Culture Scale Prepared and Validated by the Researcher.
- Professional Commitment Scale for Teachers by Dr. Ravinder Kaur, Dr. Sarbjit Kaur Ranu & Sarvjeet Kaur Brar (2011),
- Job Satisfaction Scale by Dr. Meera Dixit (1993).

### ANALYSIS OF DATA

**Table 1: Correlation between School Culture and Professional Commitment of High School Teachers**

	School Culture	Professional Commitment
School Culture	1	.056*
Professional Commitment	.056*	1.

\*Significant at 5% level.

Table-1 reveals that the r-value .056 is significant at 0.05 level. Thus there is significant relationship between school culture and professional commitment. Hence the hypothesis-1 is rejected.

**Table 2: Correlation between School Culture and Job Satisfaction of High School Teachers**

	School Culture	Job Satisfaction
School Culture	1	.071*
Job Satisfaction	.071*	1

\*Significant at 5% level

Table-2 shows that the r-value .071 is significant at 0.05 level. Thus there is significant relationship between school culture and job satisfaction of high school teachers. Hence the hypothesis-2 is rejected.

**Table 3: Correlation between Professional Commitment and Job Satisfaction of High School Teachers**

	Professional Commitment	Job Satisfaction
Professional Commitment	1	.075**
Job Satisfaction	.075**	1

\*Significant at 5% level

Table-3 indicates that the r-value .075 is significant at 0.05 level. Thus there is significant relationship between professional commitment and job satisfaction of high school teachers. Hence the hypothesis-3 is rejected.

## CONCLUSION

The clarity of understanding of the researcher about School culture, Professional commitment and Job satisfaction is very much found in the outcome of the correlative analysis. School culture and professional commitment are positively correlated which shows that a teacher who possess good school culture will also have good professional commitment in nature. Likewise professional commitment and job satisfaction are interrelated which shows that those people who are committed in their profession are satisfied in their academic work and job. Similarly job satisfaction and school culture are interrelated, which indicates that if individual possess good school culture then he will be satisfied in the job in which he perform. And hence it is concluded that there exists significant positive relationship among School culture, Professional commitment and Job satisfaction. Professional commitment and job satisfaction shows high correlation.

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