



## CONSTRUCTION AND STANDARDIZATION OF RESEARCH TOOL - ORGANIZATIONAL CLIMATE

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### ABSTRACT

*In the current study is an attempt to construct and standardize a tool for analyzing for Organizational Climate of the School Teachers. A pilot study was conducted among 50 School Teachers in Perambalur District. The reliability score was found to be 0.86 and validity was established getting opinions of the Guide and experts in the field of education. This scale of Organizational Climate is consists of 45 items. The sampling technique is simple random sampling were used for the study. The Cronbach's Alpha Reliability Co-efficient was used to standardize the tool and finally all items are selected for main study.*

**KEYWORDS:** Construction, Standardization, Organizational Climate, School Teachers.

### INTRODUCTION

The Organizational Climate dealing with morale, satisfaction and related concepts is based upon the assumption that the social climate of an organization. Organizational climates may be defined as patterns of social interaction that characterizes an organization. The main units of interaction in this concept of climates are individuals, the group as a group, and the leader.

The Organizational Climate is clarifying the support of the Teachers feel they receive from the organization. The structure of Organization strongly influences the organizational climate. The organizational climate is reflecting of the extent of Teachers motivation. It has optimistic and unconstructive effects on Teachers Behaviour in the Schools Organization.

The Organizational climate is deals with two point of view one is organizational climate is functions as mainly the socio-economic status of the school society and the other one is the school output is measured by Various standard tests of School functions.

The Organizational climate is classifying two types one is Open School Climate another one is Closed School Climate. The Open School Climate is deals Teacher-students Relationship are friendly and freedom. The Character of the principal is supportive and does not professional restrict for the teachers. But the Relationship of the teacher in Closed School Climate is the Teachers are having some restriction of Characters with Students and organization. The principal Characters of the closed climate are Autocratic.

### OPERATIONAL DEFINITION OF THE TERMS

#### Organizational Climate

Organizational climate is deals with large units of institutions. The Organization has many sub units like Correspondent, Principal, Teachers, Non Confirmable Staff and Students. But the Duties and

responsibility are may be changes of various Organizations. The Organizational Climate is favours of all resources and Facility of the Teachers and Students.

### School Teachers

In the present study are the Teachers who are working in the Government and Private School in Various place of Perambalur District.

### CONSTRUCTION OF THE STUDY

#### Pilot Study

The investigator has mostly thinking for my research work and a few readymade tool or standardized tool available but the investigator feels that exact scale needed to complete my research on perfectly. So, the investigator has prepared 45 statements of Organizational Climate scale. In addition to, before went to the pilot study the investigator got it opinion and suggestions from Guide and experts in the department of education. The investigator conducted this study was survey method of research and Random Sampling technique was used for this study. The size of the samples was 50 School Teachers in Government and Private School of Perambalur district in Tamil Nadu state.

#### Scoring Procedure

The investigator has constructed and standardization of Organizational Climate scale used for five point rating scale such as Rarely Occurs, Sometimes Occurs, Often Occurs, Frequently Occurs and Very Frequently Occurs statements are used and the score are given as 1, 2,3,4,5.

#### Collection of Data

The investigator started collecting data from the selected High and Higher Secondary School Teachers. The data was collected. The investigator got prior permission from the Headmasters of the High and Higher Secondary School for collecting the data.

#### Standardization process

##### Reliability

The reliability of the tool was measured by Cronbach's Alpha Reliability Co-efficient, but one which does not require equal variances between the two split forms. Spilt Half Reliability, which also called parallel from Reliability or Internal Consistency Reliability. The reliability score was found to be **0.865**

Selection of items are given below

Item – Total Statistics

Item No	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	Remarks
1	161.82	311.334	0.368	0.862	Selected
2	162.58	304.371	0.388	0.861	Selected
3	162.22	305.971	0.364	0.861	Selected
4	162.36	303.786	0.425	0.86	Selected
5	162.38	312.118	0.216	0.864	Selected
6	162.52	304.336	0.325	0.862	Selected
7	162.48	309.153	0.301	0.862	Selected
8	162.36	297.827	0.506	0.858	Selected
9	162.52	306.949	0.341	0.862	Selected
10	162.24	309.982	0.3	0.862	Selected
11	162.2	310.327	0.237	0.864	Selected
12	162.64	305.909	0.346	0.862	Selected
13	162.34	306.637	0.324	0.862	Selected
14	162.28	303.022	0.448	0.86	Selected
15	162.64	308.602	0.273	0.863	Selected
16	162.32	309.651	0.256	0.863	Selected
17	162.16	306.504	0.351	0.861	Selected
18	162.58	301.555	0.532	0.858	Selected
19	162.4	306.286	0.35	0.861	Selected
20	162.56	306.986	0.317	0.862	Selected
21	162.42	308.493	0.317	0.862	Selected
22	162.48	313.806	0.122	0.866	Selected
23	162.46	311.845	0.168	0.865	Selected
24	162.18	302.763	0.487	0.859	Selected
25	162.74	307.094	0.324	0.862	Selected
26	162.6	303.959	0.407	0.86	Selected
27	162.4	308.531	0.263	0.863	Selected
28	162.26	307.747	0.289	0.863	Selected
29	162.56	308.088	0.293	0.863	Selected
30	162.52	309.887	0.224	0.864	Selected
31	162.42	309.759	0.221	0.864	Selected
32	162.3	308.378	0.28	0.863	Selected
33	162.5	302.908	0.384	0.861	Selected
34	162.28	302.41	0.438	0.86	Selected
35	162.7	309.847	0.241	0.864	Selected

36	162.36	308.153	0.288	0.863	Selected
37	162.46	303.519	0.391	0.861	Selected
38	162.34	308.025	0.306	0.862	Selected
39	162.18	304.6	0.402	0.861	Selected
40	162.7	302.99	0.419	0.86	Selected
41	162.52	312.214	0.196	0.864	Selected
42	162.32	305.651	0.339	0.862	Selected
43	162.5	302.704	0.454	0.86	Selected
44	162.4	301.347	0.491	0.859	Selected
45	162.2	315.673	0.114	0.865	Selected

### ORGANIZATIONAL CLIMATE SCALE

R.O-Rarely Occurs, S.O- Sometimes Occurs, O.O- Often Occurs

F.O- Frequently Occurs, V.F.O Very Frequently Occurs

S. No	Statements	RO	SO	OO	FO	VFO
1	The Teachers behaviour at this school is troublesome / irritating some.					
2	Teachers apply group pressure on non-confirming staff member					
3	Teachers interrupt other staff member who are talking in the staff meeting					
4	Teachers at the school stay by themselves					
5	Routine duties interfere with the job of teaching					
6	Teachers have too many committee requirements					
7	Students progress reports require too much work					
8	Administrative paper work is burdensome at the school					
9	Extra Duties to teachers is posted Conspicuously					
10	Teachers seek special favours from the Headmasters					
11	Teachers talk about the school systems					
12	The teachers finish their work with great, vigor and pleasure					
13	Most of the teachers here accept mistakes of their colleagues					
14	Teachers work together preparing administrative reports					
15	There is a minority group of teachers who always oppose majority					
16	Teachers known the family background of other staff members					
17	Teachers have fun socializing together during school times					
18	Teachers extend help and support each other					
19	Teachers spend time after school with students who have individual problems					
20	Teachers close friends are working in the same school					

21	Teachers invite other staff members to visit them at home					
22	Teachers are contacted by Headmaster each day					
23	The Headmaster is autocratic					
24	The Headmaster Listens to and accepts teacher's Suggestions					
25	The Headmaster Supervised teachers closely					
26	Custodial service (security services) is available when needed					
27	The rules set by Headmaster never questioned					
28	School secretarial service is available for teachers use					
29	The Headmaster checks the subject matter ability of the teachers					
30	The Headmaster scheduling the work for teachers					
31	The Headmaster ensures that teachers work to their full capacity					
32	The Headmaster sets an example by working hard himself					
33	The Headmaster uses constructive criticism					
34	The Headmaster explains his/her reasons for criticisms to teachers					
35	The Headmaster looks out for the personal welfare of teacher					
36	The Headmaster is in the school before the teachers arrive					
37	The Headmaster is easy to understand					
38	The Headmaster helps staff members to settle minor differences					
39	The Headmaster tries to get better salaries for teacher.					
40	The Headmaster treats teachers as equals					
41	Teachers respect the professional competence of their Colleagues					
42	Faculty meeting are organized according to a tight agenda					
43	Faculty meetings are mainly Headmaster speaking meetings					
44	Headmaster runs the staff meeting like a business conference					
45	Teachers eat lunch in their own calls rooms					

### Validity

Validity reveals the merits of our measurement. This Organizational Climate scale was given by the Guide and experts in the department of education in order to find out its content validity. The Guide and experts established that the items in the scale provided sufficient coverage of the concept complete to the work.

### CONCLUSION

The investigator tool consists of 45 statements. Random sampling technique was used for this study. The sample consists of 50 School Teachers are randomly selected. The Cronbach's Alpha Reliability Co-efficient, was used to standardize the tool and finally all items are selected to final study. The investigator is hopeful that this scale would be helpful to measure Organizational Climate of School Teachers. Hence, this tool will be very useful for the investigator and it may be utilized and extended in the same for the future researchers.

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