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## **Perception of Teacher Educators about Organizational Climate and their Job Satisfaction**

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**Abstract :** *The present study aims to study the Job satisfaction of Teacher educators in relation to their perception of organizational climate. The study was conducted with the objectives like to study the level of job satisfaction of Teacher educators, to study the pattern of organizational climate of B.Ed colleges as perceived by the teachers, to study the relationship of perception of organizational climate and job satisfaction of the Teacher educators and to compare the male and female teachers perception on job satisfaction and organizational climate. It was conducted on a sample of 55 Teachers (Male=19 & Female=36) of 10 Government B.Ed colleges of Odisha. The findings of the study are, no significant difference exist in the perception of male and female teachers on the organizational climate, no significant difference exist in the level of job satisfaction of male and female teachers, the organizational climate of the B.Ed colleges has no significant relationship with job satisfaction of teachers, the perception of male teachers regarding the organizational climate has no significant relationship with their job satisfaction and the perception of female teachers regarding the organizational climate has no significant relationship with their job satisfaction.*

**Keywords:** *Organizational Climate, Job satisfaction, Teacher educators*

### **Introduction**

The human interaction that takes place in an institution plays an important role. This interaction environment of the institution leads to organizational climate. The organizational climate is the catholic pattern giving identity to sub groups and the interpersonal relations in a living organization. Organizational climate arising from routine organizational practices that are important to the organizations members is defined by member perceptions and influences members' attitude and behavior. Thus organizational climate is a relatively enduring character of an institution that is experienced by its participants, affects their actions and is based on the collective perception of behavior in an institution.

Job satisfaction of teachers is as important as organizational climate of any educational institution. Job satisfaction refers to the perceived feelings of an employee towards his job. It is a psychological feeling and has both rational and emotional elements. Job satisfaction being a global aspect is affected

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by a large array of variables such as salary, promotion, primary and secondary needs, opportunities for advancement, congenial working conditions, competent and fair supervision, and degree of participation in goal setting and perception of the employees. One of the most pivot variables in any organization is the job satisfaction. A large number of factors determine this satisfaction and is affected by the totality of the situation. This totality of situation may also be called as the organizational climate of an institution. Thus the way in which an employee perceives the organizational climate of an institution influences the level of his job satisfaction.

The teacher is the heart of every educational institution and the success of an institution in the attainment of educational goals depends largely on the quality of its teachers. Effective teaching requires a feeling of satisfaction and positive identification with the institution. If the facilities provided by an institution is up to the expectation of the teachers and the teachers are free to perform their then satisfaction level is automatically obtained. But if duties are imposed forcefully and facilities are either not provided or not up to the mark then satisfaction level is not achieved. According to Moorhead and Griffin (2000) there are five major organizational factors towards which employees form attitudes, pay, opportunities for promotion, the nature of the work, policies and procedures of the organization and working conditions. Thus satisfaction in job is affected by all these organizational factors. Satisfied teachers help in establishing a congenial environment in the institution and quality of institution, educational and research output and student teachers relationship is improved. Further, the Job satisfaction of teachers is supposed to be dependent upon their pattern of perception of organizational climate.

### **Objectives of the Study**

The objectives of the study were as following:

1. To study the level of job satisfaction of Teacher educators.
2. To study the pattern of organizational climate of B.Ed colleges as perceived by the teachers.
3. To study the relationship of perception of organizational climate and job satisfaction of the Teacher educators.
4. To compare the male and female teachers perception on job satisfaction and organizational climate.

### **Hypotheses of the Study**

Corresponding to the objectives of the study, the following hypotheses were formulated:

- H<sub>01</sub> The male and female teachers do not differ significantly on their perception of job satisfaction.
- H<sub>02</sub> The male and female teachers do not differ significantly on their perception of Organizational Climate.
- H<sub>03</sub> The organizational climate of the institutions do not significantly related with the job Satisfaction of the teachers.
- H<sub>04</sub> The male teachers' perception on organizational climate do not significantly related with their Job satisfaction.
- H<sub>05</sub> The female teachers' perception on organizational climate do not significantly related with their job satisfaction.

### **Delimitations of the Study**

The present study has been delimited to the following points:

1. The study has been conducted on 55 Teachers i.e.36 female & 19 male.
2. The study is confined to Government B.Ed colleges of Odisha.
3. The study is confined two variables only like Job satisfaction and Organizational climate.

### Design of the Study

The present study is descriptive in nature. It focuses on studying the relationship between the Independent variable "organizational climate" and the dependent variable "job satisfaction".

### Population and Sample

The population of the study comprised all the teachers of 14 Government B.Ed colleges of Odisha and the sample of the study comprised of 10 government B.Ed colleges. It may be mentioned here that 55 teachers (Female=36 & Male=19) were included in the sample. All the samples were selected purposively keeping in mind the factor of gender and locale into special Consideration.

### Tool Used

The investigator of the study used a standardized tool "Teachers' Job Satisfaction Scale" developed by Mudgil, Muhar and Bhatia (1991). For collecting data on the independent variable organizational climate of Colleges' the questionnaire developed by the investigator was used considering the factors such as infrastructure, finance, management, administration, curricular and co curricular activities.

### Techniques of Analysis

The collected data were tabulated and analyzed by adopting statistical technique of 't' test i.e. finding out the significance of difference between the concerned means.

### Analysis and Interpretation

Analysis and interpretation is the heart of the research work. The raw scores fail to reveal the result unless they are critically analyzed and scientifically interpreted. Such analysis and interpretation is generally made with reference to the earlier stated objectives and hypothesis. This study deals with the aspect of studying the relationship between the organizational climate and job satisfaction of B.Ed teachers.

**Table-1: Gender wise score distribution on job satisfaction of teachers**

Category	N	Mean	SD	SED	't'	Remark
Male	19	252.58	11.5	3.53	1.93	N.S
Female	36	245.75	14.57			

*Note-N.S=Not Significant.*

Table-1 reveals the mean scores of 252.58 and 245.75; and standard deviation of 11.5 and 14.57 in case of the job satisfaction of the male and female Teacher educators respectively. When such mean scores were subjected to the testing of their significance of mean differences, the obtained t ratio was found to be 1.93 which is less than the table value of 't' that is 2.00 at 0.05 level of significance and 2.26 at 0.01 level of significance with degrees of freedom 54 . Therefore, the result was not significant and it can be inferred that no significant difference exist in the perception of male and female teachers on the job satisfaction.

**Table-2: Gender wise score distribution on perception of organizational climate of teachers.**

Category	N	Mean	SD	SED	't'	Remark
Male	19	79	8.89	2.5	0.92	N.S
Female	36	81.31	8.68			

*Note-N.S=Not Significant.*

Table-2 reveals the mean scores of 79 and 81.31; and standard deviation of 8.89 and 8.68 in case of the organizational climate of the male and female Teacher educators respectively. When such mean scores were subjected to the testing of their significance of mean differences, the obtained t ratio was found to be 0.92 which is less than the table value of 't' that is 2.00 at 0.05 level of significance and 2.26 at 0.01 level of significance with degrees of freedom 54 . Therefore, the result was not significant and it can be inferred that no significant difference exist in the perception of male and female teachers on the organizational climate.

**Table-3: Study of relationship between perception of organizational climate and job Satisfaction of teachers**

Variables	N	Mean	SD	r	't'	Remark
Organizational Climate	55	80.51	8.74	-0.19	1.40	N.S
Job Satisfaction	55	248.11	13.78			

*Note-N.S=Not Significant.*

Table-3 reveals the mean scores of 80.51 and 248.11; and standard deviation of 8.74 and 13.78 in case of the organizational climate and job satisfaction of Teacher educators respectively. When such mean scores were subjected to the testing of their significance of mean differences, the obtained t ratio was found to be 1.40 which is less than the table value of 't' that is 2.00 at 0.05 level of significance and 2.26 at 0.01 level of significance with degrees of freedom 54 . Therefore, the result was not significant and it can be inferred that no significant relationship exist between the perception on organizational climate and job satisfaction of teachers.

**Table-4: Study of relationship between Male teachers' perception on organizational climate and its relation with their job Satisfaction**

Variables	N	Mean	SD	r	't'	Remark
Male Organizational Climate	19	79	8.89	-0.28	1.20	N.S
Male Job Satisfaction	19	252.58	11.15			

*Note-N.S=Not Significant.*

Table-4 reveals the mean scores of 79 and 252.58; and standard deviation of 8.89 and 11.15 in case of the organizational climate and job satisfaction of male Teacher educators respectively. When such mean scores were subjected to the testing of their significance of mean differences, the obtained t ratio was found to be 1.20 which is less than the table value of 't' that is 2.10 at 0.05 level of significance and 2.88 at 0.01 level of significance with degrees of freedom 18. Therefore, the result was not significant

and it can be inferred that no significant relationship exist between the perception on organizational climate and job satisfaction of male teachers.

**Table-5: Study of relationship between female teachers' perception on organizational climate and its relation with their job Satisfaction.**

Variables	N	Mean	SD	r	't'	Remark
Female Organizational Climate	36	81.31	8.68	-	0.76	N.S
Female Job Satisfaction	36	245.75	14.57	0.13		

*Note-N.S=Not Significant.*

Table-5 reveals the mean scores of 81.31 and 245.75; and standard deviation of 8.68 and 14.57 in case of the organizational climate and job satisfaction of female Teacher educators respectively. When such mean scores were subjected to the testing of their significance of mean differences, the obtained t ratio was found to be 0.76 which is less than the table value of 't' that is 2.03 at 0.05 level of significance and 2.72 at 0.01 level of significance with degrees of freedom 35. Therefore, the result was not significant and it can be inferred that no significant relationship exist between the perception on organizational climate and job satisfaction of female teachers.

### Major Findings

The major findings of the study are as follows:

1. No significant difference exists in the perception of male and female teachers on the job satisfaction.
2. No significant difference exists in the perception of male and female teachers on the organizational climate.
3. No significant relationship exists between the perception on organizational climate and job satisfaction of teachers.
4. No significant relationship exists between the perception on organizational climate and job satisfaction of male teachers.
5. No significant relationship exists between the perception on organizational climate and job satisfaction of female teachers.

### Educational Implications

The following implications may be derived on the basis of the findings of the study:

1. The teachers should be internally motivated to teach the students.
2. No such impartial treatment should be found between the male and female teachers.
3. The organizational climate should be conducive which develops better job satisfaction among the teachers.

### Conclusion

Organizational climate and job satisfaction both plays a vital role in the life of a teacher. If the organizational climate is good, democratic and conducive only then the individual is motivated to do something better. By providing better working conditions teacher will more satisfied to work in the

institution they are working. Organizational climate and job satisfaction are two sides of the same coin. They could be considered as dependent on each other.

In the present study the investigator studied the relationship between job satisfaction and organizational climate on B.Ed. college teachers. The conclusion is that both the variables are not significantly related to each other. The male and female teachers do not differ significantly on the variables job satisfaction and Organizational climate. It has also been found that the male teachers perception on Organizational climate does not significantly related with their job satisfaction. The female teachers' perception on Organizational climate does not differ significantly than the male teacher. The male and female teachers also do not differ on job satisfaction.

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