



**GNITED MINDS**  
Journals

*International Journal of  
Physical Education and  
Sports Sciences*

*Vol. VI, No.I, October-2013,  
ISSN 2231-3745*

## REVIEW ARTICLE

# ORGANIZATIONAL CLIMATE OF PHYSICAL EDUCATION TEACHERS WORKING IN DIFFERENT MANAGEMENT OF SCHOOLS IN UTTAR PRADESH: A COMPARATIVE STUDY

# Organizational Climate of Physical Education Teachers Working In Different Management of Schools in Uttar Pradesh: A Comparative Study

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## INTRODUCTION:-

One of the characteristics of modern way of life is the great prevalence of organisations. They are created when a group of people comes together to accomplish certain objectives that as individuals they could not do for themselves or could not do as well. It is apparent that such organisations, as educational institutions, hospitals, factories, banks and government departments can render a quality of service that could never be offered by individuals working independently. **Btzioni (1964)** stated, "We are born in organisations, educated in organisations and generally spend much of our lives working for organisations."

Organisations are unique. Each one has its own culture, tradition and method of action. Educational institutions are no exception. Each institution has its own personality, which can be noticed by closely observing them. For instance, in one such educational institution, the teachers and the principal are zestful and show confidence in what they are doing. They find pleasure in working with one another and this pleasure is transmitted to the students who thus are given a fighting chance to discover that the institution can be a happy experience. Every institution has something specific that differentiates it from the other. It is this something that is called the "Personality" of the institution, which, in turn, is termed as the organisational climate of the institution. Analogously, personality is too individual what organisational climate is to organisation.

Organisational climate reflects the history of internal and external struggle, the types of people the organisation attracts its work process, the modes of communication and the exercise of authority within the system. Just as society has a cultural heritage, likewise the social organisation possesses a distinctive pattern of collective feelings. In organisational climate, the focus is generally on the interpersonal relationship, between members and the organisation.

## PURPOSE OF THE STUDY

The purpose of the study was to compare the organisational climate of physical education teachers working in different management of schools in Uttar Pradesh.

## SIGNIFICANCE OF THE STUDY

The finding of the present study would help the physical educationists in their professional work in the following way: -

1. The results of the study would find out the organisational climate of physical education teachers working in different management of schools in Uttar Pradesh.
2. The results of the study would give information regarding the organisational climate of physical education teachers working in different management of schools in Uttar Pradesh.
3. The finding of study would provide the guideline to the future research investigation in sports psychology and sports sciences to conduct further research in this field

## METHOD

### Selection of subjects

The subjects were physical education teachers both male and female of the different management of schools that is government schools, government aided schools, and unaided schools were selected randomly from the whole population of physical education teachers of various regions of the Uttar Pradesh. Two hundred and ten (210) each from government schools, government aided schools, and unaided schools totaling 630 subjects were selected. The age of the subjects selected were ranging from 25-40 years.

Six hundred and thirty (630) physical education teachers who were working or had worked at least one year in anyone of the different management of schools that is government schools, government

aided schools and unaided schools from the various regions both rural and urban of the Uttar Pradesh (Agra, Allahabad, Azamgarh, Bareilly, Basti, Faizabad, Gorakhpur, Jhansi, Kanpur, Lucknow, Meerut, Mirzapur, Muradabad, Sharanpur, Varanasi.)

### Criterion measures

The following were the criterion measures chosen for testing the hypothesis in the study.

1. Organisational climate was measure by organisational climate scale prepared by SanjoyPethe, SushmaChaudhari and UpinderDhar. This scale contain 22 items and measures organisational climate on the basis of factor analysis into 4 areas – (i) results, rewards and interpersonal relations, (ii) organisational process, (iii) clarity of roles and sharing of information (iv) altruistic behaviour.

## INTRODUCTION OF THE QUESTIONNAIRES

### Organisational Climate Scale (OCS)

It was prepared by Sanjoy Pethe, Sushma Chaudhari and Upinder Dhar. The test had widely used for measuring organisational climate. The test reliability was 0.87 and validity was 0.93. Rate the situation and people working in your organisation by placing cross mark (X) on each of the following 22 dichotomous attributes. These items were compiled in the form of a bipolar scale with affirmative and negative poles or ends. The scale was being administered only to explore the general opinion of working people. Item 2, 3, 4, 5, 10, 11, 12, 14 and 15 measure factor (Results, rewards and interpersonal relations). Item 13, 16, 17, 18, 19, 20, 21 and 22 measure factor (Organisational process). Item 6, 7, 8, and 9 measure factor (Clarity of roles and sharing of information). Item 1 measure factor Altruistic behaviour)

**Scoring:** The scholar scrutinized the completed questionnaire in order to insure that the subjects have responded to every item and there was no question left unanswered. Manual scoring was done conveniently; hence no scoring key was provided. Each item had two opposite adjectives on a 7-point semantic differential scale. The respective score was summed up to obtain final score. The highest score possible was 154 and lowest score possible was 22. The normal range (favourable) score were 84 – 124. The score were considered high score when the obtained score in the range of 125 and above. The score were considered low score when the obtained score in the range of 83 and below. Scores obtained by each subject on each item were added up which represented one's total score on organisational climate scale (OCS).

### Administration of Questionnaires

The research scholar administered the questionnaires, through mail as well as direct contact with the respondents. For this purpose, the physical education teachers of government schools, government aided schools, and unaided schools of the Uttar Pradesh state were approached for their help and cooperation in this study. The physical education teachers were requested to answer the questionnaires. After obtaining the permission they all were contacted and were also personally requested by the research scholar to respond to the questionnaires. A total of 825 subjects (275 physical education teachers from each group the government schools, government aided schools, and unaided schools of the Uttar Pradesh state) were administered the questionnaires. A total of 645 questionnaires were obtained duly filled from physical education teachers. The remaining subjects were either not available consistently or kept on delaying the filling-up of the questionnaire on some pretext or the other. These subjects were dropped from the list after having been approached a number of times. To make all the three groups equal 4 and 11 questionnaires from government aided and unaided schools respectively were randomly taken out and not considered for the study. Finally a total of 630 questionnaires were selected (210 physical education teachers from each group the government schools, government aided schools, and unaided schools of the Uttar Pradesh).

### Statistical Technique

To compare the differences in the organisational climate of physical education teachers working in different management of schools in Uttar Pradesh were analysed using the Analysis of Variance ('F' ratio test). To test the hypothesis, 0.05 level of significance was chosen based on the nature of the study

## RESULTS

**Findings:** The mean scores of the organisational climate of physical education teachers working in different management of schools that is government schools, government aided schools, and unaided schools in Uttar Pradesh is given in table-1.

**Table – 1 Mean scores of the organisational climate of physical education teachers working in different management of schools in Uttar Pradesh**

S.No.	Variables	Means	
		Govt.Aided	Unaided
!	Organisational Climate	93.36	93.43 94.11

Findings of the study of the organisational climate of physical education teachers working in different management of schools that is government schools, government aided schools, and unaided schools in Uttar Pradesh has been presented below.

'F' ratio test computed with regard to the organisational climate of physical education teacher working in different management of schools that is government schools, government aided schools, and unaided schools in Uttar Pradesh has been presented in table-2.

**Table – 2 Analysis of variance for organisation climate of physical education teachers working in different management of schools in Uttar Pradesh**

Source of variance	Df	SS	MSS	F' Ratio
Between groups	2	24.47	12.23	0.03
Within groups	207	80447.3	388.63	
Level of significance .05 level, F .05 (2, 207) = 3.04				

Table-2 reveals that there were insignificant difference in organisational climate of physical education teachers working in different management of schools in Uttar Pradesh as the obtained 'F' ratio 0.03 was not higher than the tabular value of 3.04 required for the 'F' ratio to be significant at .05 level with (2, 207) degree of freedom

## DISCUSSION / CONCLUSIONS

The results of the study have shown insignificant difference in organisational climate of physical education teachers working in different management of school.

On the basis of the findings and within the limitations of study, the following conclusions are drawn:

1. The study revealed that the unaided schools teachers have better organisational climate than the aided and government school.
2. The study revealed that the aided and government school teachers have shown nearly same organisational climate.

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