ABSTRACT

Professional education has expanded rapidly in the last few decades. Specifically the growth of private engineering colleges has been spectacular which are established with the purpose of developing quality professionals. These professionals are molded by the teachers who inspire and encourage them towards the learning process. To provide a higher quality of education, the teachers should be happy in their work places and hence the climate prevailing in the work place deserves a greater attention. Since a teacher is a role model for the students, job performance of teachers becomes very vital in the fields of education. Thus the researcher felt the need to investigate the organizational climate and performance of teachers in different self financing engineering colleges under Anna University Tirunelveli which covers the region of four districts in Tamilnadu namely Tuticorin, Kanyakumari, Virudhunagar and Tirunelveli.

The objectives of this study were to find out the perception of teachers towards the various dimensions of organizational climate; to study the job performance of teachers in self financing engineering colleges; to study the relationship between organizational climate and teachers’ job performance; and to suggest the recommendations to improve the organizational climate.

From the total population, a sample of 728 teachers was drawn. They were selected based on stratified proportionate random sampling. Both primary and secondary data were used. A structured questionnaire was used to collect the primary data. The study made use of both descriptive and inferential statistics such as frequencies, means, and standard deviation, including Pearson Product Moment Correlation Coefficient, Factor analysis,
Regression, Analysis of Variance (ANOVA) and MANOVA (Multivariate Analysis of Variance) to obtain results. To test the theoretical model, the researcher applied structural equation modeling (SEM) multivariate analysis to determine and confirm the relationship between the construct of organizational climate and the variable of job performance.

The results of the study indicated that teachers in self financing engineering colleges had a moderate organizational climate and also showed a moderate level of performance in their jobs. The overall highest, moderate and lowest perception scores have been found respectively for the dimensions management support, communication and role clarity. It was also found that there is a positive correlation between organizational climate and teachers’ job performance. Organizational climate is characterized by positive attributes such as management support, communication, leadership and organizational commitment.

In terms of organizational climate dimensions role clarity, communication, leadership and organizational commitment were found to be critical factors in enhancing teachers’ job performance. Absence of cordial atmosphere was the most important problem faced by the teachers at work. While studying district-wise comparison it was found that Tuticorin district was the one with the best organizational climate among the four districts and Tirunelveli district was the one with the worst organizational climate. Virudhunagar and Kanyakumari districts were in the second and third places respectively. Based on the findings, this study also provides suggestions for practices. Further study research was recommended in comparative study on private and public University academics to view their perception of organizational climate in relation to their job performance.