CHAPTER-I

THE PROBLEM

1.1 Introduction
1.2 Teacher and Secondary Education
1.3 Role of Teacher in Education
1.4 Teaching Profession
1.5 Job Satisfaction
1.6 Sources of Job Satisfaction
1.7 Teachers and Job Satisfaction
1.8 Job Satisfaction and Job Performance
1.9 Relationship between Job Satisfaction, Personal Effectiveness, Teachers Attitude, Role Efficacy, Teachers Involvement, Organizational Culture and Organizational Climate
   1.9.1 Job Satisfaction and Personal Effectiveness
1.9.2 Job Satisfaction and Teacher's Attitude
1.9.3 Job Satisfaction and Role Efficacy
1.9.4 Job Satisfaction and Teachers' Involvement
1.9.5 Job satisfaction and Organizational Culture
1.9.6 Job Satisfaction and Organizational Climate

1.10 Significance of the Study
1.11 The Problem
1.12 Objectives of the Study
1.13 Operational Definitions of the Terms Used
1.14 Limitations of the Study

CHAPTER-II

THEORETICAL BACKGROUND

2.1 Introduction
2.2 Concept of Job Satisfaction
   2.2.1 Definitions
   2.2.2 Factors Influencing Job Satisfaction
   2.2.3 Theories of Job Satisfaction
2.3 Concept of Personal Effectiveness
   2.3.1 Aspects of Personal Effectiveness
   2.3.2 Developing Personal Effectiveness
2.4 Concept of Teachers' Attitude
   2.4.1 Meaning and Definitions of the term Attitude
   2.4.2 The Nature of Attitude
   2.4.3 Dimensions of Attitude
   2.4.4 Factors Influencing the Development of
      Attitudes
2.4.5 Importance of Right Attitudes of Teachers in Education

2.5 Concept of Role Efficacy
   2.5.1 Aspects of Role Efficacy
   2.5.2 Role Efficacy and Effectiveness

2.6 Concept of Teachers' Involvement
   2.6.1 Meaning of Involvement
   2.6.2 Job Satisfaction and Teacher Involvement

2.7 Concept of Organizational Culture
   2.7.1 Meaning of Culture
   2.7.2 Strong and Weak Cultures
   2.7.3 Functions of Organizational Culture
   2.7.4 The School Culture

2.8 Concept of Organizational Climate
   2.8.1 Meaning and Definitions of School Climate
   2.8.2 Conceptualization of School Climate
   2.8.3 Determinants of School Climate
   2.8.4 Importance of Organizational and Better School Climate
   2.8.5 School Climate and Teachers
   2.8.6 Types of School Climate

CHAPTER-III

REVIEW OF RELATED LITERATURE

3.1 Introduction
3.2 Previous Studies
3.3 Conclusion
CHAPTER-IV

RESEARCH METHODOLOGY

4.1 Introduction
4.2 Research Design
4.3 Variables of the Study
4.4 Hypotheses of the Study
4.5 Tools Used
   4.5.1 Job Satisfaction Scale
   4.5.2 Personal Effectiveness Scale
   4.5.3 Teacher Attitude Inventory
   4.5.4 Role Efficacy Scale
   4.5.5 Teacher Involvement Scale
   4.5.6 Organizational Culture Scale: (OCTAPACE Profile)
   4.5.7 Organizational Climate Inventory
4.6 Population and Sample
4.7 Data Collection
4.8 Statistical Techniques Used for Analysis of the Data
4.9 Conclusion

CHAPTER -V

DATA ANALYSES AND RESULTS

5.1 Introduction
5.2 Descriptive Analysis
5.3 Differential Analysis
5.4 Correlation Analysis
5.5 Multiple Regression Analysis

5.5.1 Organizational Culture, Teacher Efficacy, Teacher Commitment and Leadership Behaviour Dimensions

5.5.1.1 Teacher Efficacy
5.5.1.2 Teacher Commitment

5.5.2 Teacher and School Related Variables

5.6 Discrimination Function Analysis

CHAPTER-VI

RETROSPECTS AND PROSPECTS

6.1 Introduction
6.2 The Problem
6.3 The Objectives of the Study
6.4 Hypotheses of the Study
6.5 Methodology

6.5.1 Population and Sample
6.5.2 Tools Used
6.5.3 Data Collection
6.5.4 Statistical Techniques Used for Analyses of the Data

6.6 Major Findings of the Study

6.6.1 Findings of Differential Analysis
6.6.2 Findings of Correlation Analysis
6.6.3 Findings of Regression Analysis
6.6.4 Findings of Discrimination Function Analysis

6.7 Conclusions and Discussion
6.8 Educational Implications of the Study
6.9 Suggestions for Further Research

BIBLIOGRAPHY

APPENDICES

Appendix-I: Job Satisfaction Scale
Appendix-II: Personal Effectiveness Scale
Appendix-III: Teacher Attitude Scale
Appendix-IV: Role Efficacy Scale
Appendix-V: Teacher Involvement Questionnaire
Appendix-VI: Organizational Culture Scale (OCTAPACE Profile)
Appendix-VII: Organizational Climate Inventory