ABSTRACT

An organization is a social entity that has a collective goal and is linked to an external environment. Each organization has its own personalities. Organizational climate refers to the environment of an organization. It is concerned with the feelings that the employees have about the organization. School is an organization. The climate of the school depends on the morale of the employees. The most important factor which determines the climate of an institution is the teachers. Their satisfaction positively affects the growth of the institution. Job satisfaction is how content one is with his or her job. Researches proved that the more positive the environment of an institution, the better is the job satisfaction and it positively contribute to academic achievement of students. Organizational climate and job satisfaction are closely related. Better the organizational climate higher is the level of job satisfaction of teachers. Achievement of students refer to the marks scored by the students in their exams. In India exams are the measuring tool to measure the performance of the students. The organizational climate, job satisfaction and achievement of students are closely connected.

Various studies have been conducted showing that there is a relation between organizational climate and job satisfaction. “Frank Fredlander” conducted a study on “Multiple Impacts of organizational climate & Individual system upon job satisfaction”. The data gathered from 95 employees of a Research & Development Organization that maximal satisfaction with different areas of one’s work demands different mixes of climate. (Frank Fredlander, personnel psychology 1969, 22, 171 – 183). Another study by “S. P. Deshpande” shows the impact of ethical climate types on various facets of job satisfaction in a large non profit organizations. (S. P. Deshpande, “The impact of ethical climate on facets of job satisfaction”). Journal of Business Ethics June 1996 – Springer volume 15 Issue 6). The above studies shows that the organizational climate affects job satisfaction. The related literature shows that no study is conducted on the relationship between organization climate, job satisfaction and achievement in school subjects of junior college teachers, the researcher has taken up the study.
STATEMENT OF PROBLEM:-
The problem is stated as “THE EFFECT OF ORGANIZATIONAL CLIMATE ON JOB SATISFACTION OF TEACHERS AND THE ACADEMIC ACHIEVEMENT OF STUDENTS WITH RESPECT TO JUNIOR COLLEGES OF GREATER MUMBAI”

DEFINITION OF TERMS

CONCEPTUAL DEFINITION

Organizational climate - It is the process of quantifying the “culture” of an organization, it precedes the nation of organizational culture. It is a set of properties of the work environment, perceived directly or indirectly by the employees, that is assumed to be a major force influencing employee behavior.

Job satisfaction – Satisfaction describes how content an individual is with his or her job, the happier people are within their job the more satisfied they are.

Achievement of students it is the outcome of education – the extent to which a student has achieved the educational goals.

OPERATIONAL DEFINITIONS

- Organization climate is the climate of higher secondary school.
- Job satisfaction is the state of mind of teachers in which rewards are according to the expectations of employees.
- Achievement of students refers to the performance of students in the exams.

OBJECTIVES:-

- To study the relationship between organization climate, job satisfaction of achievement of students.
- To analyse the factors affecting the organizational climate.
- To understand the problems faced by the teachers in the school with respect to climate of the school, job satisfaction
- To study the factors that can enhance the organizational climate, job satisfaction of students.
➢ To study the relationship between organizational climate, job satisfaction, and achievement of students.

**HYPOTHESES:-**

1. There is no significant relationship between organizational climate and job satisfaction of Jr. College teachers.
2. There is no significant relationship between organizational climate and job satisfaction of teachers of aided junior colleges.
3. There is no significant relationship between organizational climate and job satisfaction of teachers of unaided junior colleges.
4. There is no significant relationship between organizational climate and job satisfaction of teachers of minority junior colleges.
5. There is no significant difference in Organizational climate as perceived by the male and female teachers of junior colleges.
6. There is no significant difference in organizational climate as perceived by the male and female teachers of aided junior colleges.
7. There is no significant difference in organizational climate as perceived by the male and female teachers of unaided junior colleges.
8. There is no significant difference in organizational climate as perceived by male and female teachers of minority junior colleges.
9. There is no significant difference between Job satisfaction of male and female teachers of junior colleges.
10. There is no significant difference between the job satisfaction of male and female teachers of aided junior colleges.
11. There is no significant difference between the job satisfaction of male and female teachers of unaided junior colleges.
12. There is no significant difference between the job satisfaction of male and female teachers of minority junior colleges.
13. There is no significant relationship between organizational climate as perceived by the teachers and the academic achievement of the junior college students.
14. There is no significant relationship between job satisfaction of teachers and academic achievement of junior college students.
15. There is no significant relationship between the organizational climate of aided and unaided junior college teachers.
16. There is no significant relationship between job satisfaction of aided and unaided junior college teachers.
17. There is no significant relationship between the academic achievement of the aided and unaided junior college teachers.

NEED OF THE STUDY:-
Review of literature shows that that a strong relationship between organizational climate, job satisfaction and achievement of students exists. An effective and healthy atmosphere in the college would result into job satisfaction, and indirectly result in the achievement of students. It is necessary to find the relationship between the variables which will help in better climate of college, satisfied teachers and good academic achievement of students.

EDUCATIONAL SIGNIFICANCE
The result of the study would help in developing a good organizational climate which is important for the growth of any institution. The study would help in considering the factors to enhance the performance of Jr. College teachers and the achievements of students. In India the students are judged by their performance in the exams. So the study would help to enhance their achievements.

SCOPE OF THE STUDY:-
1. Researcher would study the organizational climate of aided unaided & minority Jr. Colleges.
2. The study would include job satisfaction of male and female teachers of aided unaided & minority Jr. Colleges.

LIMITATIONS AND DELIMITATIONS:

1. The study is limited to Jr. Colleges of Greater Mumbai.
2. The study is restricted to only English Medium Jr. Colleges.
3. The study is restricted to STD- XII students only.
4. Due to time constraint the study is restricted only to the organizational climate & job satisfaction.

RESEARCH METHODOLOGY:

The study will be conducted by Survey method through random sampling technique. 10 junior colleges of different categories like aided, unaided, and minority colleges will be taken for the study.

SAMPLE:


Statistical techniques used; Researcher would use t test, correlation techniques and ANOVA to analyse the collected data and interpretation.