The most common management issue faced by organisations in these days is search for creative, flexible, healthy and open work environment that promote job satisfaction and institutional commitment. School Climate, Institutional Commitment and Job Satisfaction have been regarded as important constructs in organisational research for many years. Educational organisations such as schools, colleges and universities require satisfied teachers who are committed to their institution, profession and students. The improvement of school and successful execution of innovations in education depend largely on teachers who are primarily responsible for the educational activities in their schools. For this reason, more comprehensive attention should be given to the understanding of teachers’ behaviours and performance within the organizational environment of schools. Job satisfaction and institutional commitment among school teachers have, therefore, been considered vital factors for the improvement of the education system and the success of the educational institution. Identifying the factors affecting job satisfaction among teachers and creating healthy school climate can also have an effectual role in the achievement of educational goals and success of students. This study examines and analyses job satisfaction, school climate and institutional commitment and the impact of job satisfaction and school climate on institutional commitment of randomly selected teachers in Kerala. The present study assessed teachers’ job satisfaction in nine dimensions, viz., pay, promotion, supervision, benefits, contingent rewards, operating procedures, co-workers, nature of work and communication. In order to measure climate, four dimensions of climate were identified. They are collegial leadership, professional teacher behaviour, achievement press, and institutional vulnerability. The concept of commitment covers commitment towards work assignment, image building activities, and commitment towards institution.

The study is based on the data collected from 650 sample teachers selected by applying multi stage random sampling technique. The teachers represent three managements (Govt., Aided and Unaided), two schools (HSS...
and VHSS) across three regions (south, central and north) in Kerala State. The design of the present study is descriptive and analytical in nature. The study describes the dimensions of job satisfaction, school climate and institutional commitment and analyses and compares these dimensions school-wise, location-wise and management-wise. It also analyses the impact of school climate dimensions on the overall job satisfaction and institutional commitment of teachers in Kerala. It also analyses the impact of overall job satisfaction on teacher’s institutional commitment. The instruments used in this study are the Job Satisfaction Survey (JSS), the Organisational Climate Index (OCI), and the Organisational Commitment Questionnaire (OCQ). Tools used for the analysis of data consist of cross tabulation, descriptive statistics such as percentage, arithmetic mean etc. The statistical methods used for hypotheses testing include chi-square testing, three-way ANOVA, Factor Analysis, MANOVA and the Multiple Linear Regression Model.

The study reveals that Overall Job Satisfaction, the dimensions of Job Satisfaction, School Climate and Institutional Commitment of teachers in Kerala vary considerably according to type of school, location and type of management. It also reveals that teachers’ Commitment towards Work Assignment is influenced by three dimensions of school climate such as Collegial Leadership, Professional Teacher Behaviour, and Institutional Vulnerability. Collegial Leadership, Professional Teacher Behaviour and Achievement Press influence teachers’ Commitment towards Image Building Activities. Teachers’ commitment towards their institution is influenced by the four dimensions of school climate, viz., Collegial Leadership, Professional Teacher Behaviour, Achievement Press and Institutional Vulnerability. Similarly all the dimensions of school climate influence teacher’s Overall Job Satisfaction. Further the Overall Job Satisfaction influences teachers’ Commitment towards Work Assignment, Commitment towards Image Building Activities and Commitment towards Institution. All these findings have proven by applying sound statistical modelling.

**Key words:** Job Satisfaction, School Climate, Institutional Commitment