CHAPTER V
SUMMING UP

5.10 OVERVIEW

This chapter is the last but not the least. This gives a fitting shape to the research report. It consists of eight sections. The first one gives an overview of the entire chapter. The second one describes the problem. The third section deals with objectives of the study. The fourth section consists of Hypothesis of the study. The fifth one briefly summarises the findings of the study. The sixth section deals with results and implications of the study. The seventh section deals with limitations of the study. The eighth one deals with the scope for further study in the field.

5.20 PROBLEM RESTATED

The problem under investigation is restated as "Organizational climate and Morale of Teacher Educators of Colleges of Education affiliated to Manominium Sundaranar University".

5.30 OBJECTIVES OF THE STUDY

The investigator has undertaken this study with the following objectives.

1. To study the level of the dimensions of morale of teacher Educators affiliated to Manonmanium Sundaranar University.
2. To find the significant difference of the organizational climate of college of education perceived by the teacher educators with respect to their age, gender, Marital Status, Locality, Subject teaching, Teaching experience, Religion, Qualification, Nature of Institution and Professional growth programmes.

3. To find the significant difference between the morale of teacher educators with reference to their age, gender, Marital Status, Locality, Subject teaching, Teaching experience, Religion, Qualification, Nature of Institution and Professional growth programmes.

4. To find the significant relationship between the organizational climate and the morale of teacher educators with respect to their age, gender, Marital Status, Locality, Subject teaching, Teaching experience, Religion, Qualification, Nature of Institution and Professional growth programmes.

5. To find the significant relationship between organizational climate and morale of the teacher educators in dimensionwise and whole of the colleges of education affiliated to Manonmaniam Sundaranar University.
Section I
1. The level of dimensions of morale of teacher educators affiliated to Manonmanium Sundaranar University is average.

Section II
1.a) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators in terms of their age.

b) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with respect to their gender.

c) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with respect to their marital status.

d) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with respect to their locality.

e) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with respect to their subject teaching.

f) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with reference to their experience in Teaching.
g) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with reference to their Religion.

h) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with reference to their Qualification.

i) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with respect to their nature of the institution.

j) There is no significant difference between the organizational climate of the colleges of education perceived by the teacher educators with reference to their professional growth programmes.

a) There is no significant difference between the morale of the teacher educators with respect to their Age.

b) There is no significant difference between the morale of the teacher educators with respect to their Gender.

c) There is no significant difference between the morale of the teacher educators with respect to their Marital status.

d) There is no significant difference between the morale of the teacher educators with respect to their Locality.

e) There is no significant difference between the morale of the teacher educators with respect to their Subject Teaching.
f. There is no significant difference between the morale of the teacher educators with respect to their Teaching Experience.

g. There is no significant difference between the morale of the teacher educators with reference to their Religion.

h. There is no significant difference between the morale of the teacher educators with reference to their qualification.

i. There is no significant difference between the morale of the teacher educators with respect to their nature of the institution.

j. There is no significant difference between the morale of the teacher educators with reference to their professional growth programmes.

Section III

a) There is no significant relationship between the organizational climate and morale of teacher educators in terms of their age.

b) There is no significant relationship between the organizational climate and morale of teacher educators in terms of their gender.

c) There is no significant relationship between the organizational climate and morale of teacher educators in terms of their marital status.

d) There is no significant relationship between the organizational climate and morale of teacher educators with respect to their locality.

e) There is no significant relationship between the organizational climate and morale of teacher education with respect to their subject teaching.
f) There is no significant relationship between the organizational climate and morale of teacher educators with reference to their experience in Teaching.

g) There is no significant relationship between the organizational climate and morale of the teacher educators with reference to their religion.

h) There is no significant relationship between the organizational climate and morale of teacher educators with reference to their Qualification.

i) There is no significant relationship between the organizational climate and morale of the teacher educators with respect to their Nature of the Institution.

j) There is no significant relationship between the organizational climate and morale of the teacher educators with respect to their Professional growth programmes.

2. There is no significant relationship between the dimensions of teacher morale and organizational climate perceived by the teacher educators of the colleges of education affiliated to Manonmanium Sundaranar University.

a) There is no significant relationship between the teacher morale and its individual characteristics with organizational climate perceived by the teacher educators of the colleges of education affiliated to Manonmanium Sundaranar University.
b) There is no significant relationship between the teacher morale and its behavioral characteristics with organizational climate perceived by the teacher educators of the colleges of education affiliated to Manonmanium Sundaranar University.

c) There is no significant relationship between the teacher morale and its groups spirit with organizational climate perceived by the teacher educators of the colleges of education affiliated to Manonmanium Sundaranar University.

d) There is no significant relationship between the teacher morale and its attitude towards job with organizational climate perceived by the teacher educators of the colleges of education affiliated to Manonmanium Sundaranar University.

e) There is no significant relationship between the teacher morale and its community involvement with organizational climate perceived by the teacher educators of the colleges of education affiliated to Manonmanium Sundaranar University.
II. FINDINGS OF THE STUDY

I  Level Of Organizational Climate And Morale

In Individual characteristic 10% of the teacher educators are low level 82% are average and 21.6% are high level. In Behavioural characteristic 28% are low level, 74% are Average and 18% are high level. In group spirit 9.2% of the teaching educators are low morale 98% are average and 9.2% are having high morale. The Dimensions of attitude towards job 17% of the teacher educators are low morale, 96% of them are Average and 2.5% of them having high morale. In Dimension of community involvement 11.6% of the teacher educators are low level 84% of them are Average and 18.3% of them are high morale.

II FINDINGS OF ORGANIZATIONAL CLIMATE

1. a. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with reference to their age. It is inferred that the mean value of less than 40 years of the teacher educator is greater than the above 40 years of the teachers educators.
b. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with reference to their gender.

c. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with respect to their Marital Status.

d. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with respect to their locality.

e. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with respect to their Subject Teaching.

f. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with reference to their Teaching Experience.

g. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with reference to their Religion.
h. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with reference to their Qualification.

i. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with reference to their nature of the institution.

j. There is no significant difference between the organizational climate of colleges of education perceived by the teacher educators with reference to their Professional growth programmes.

III FINDINGS OF THE MORALE

2.a. There is no significant difference between the morale of the teacher educators with respect to their Age.

b. There is no significant difference between the morale of the teacher educators with respect to their gender.

c. There is no significant difference between the morale of the teacher educators with respect to their Marital Status.
d. There is significant difference between the morale of the teacher educators with respect to their Locality. It is inferred that the mean value rural teacher educator is greater than the urban teacher educators.

e. There is no significant difference between the morale of the teacher educators with respect to their Subject teaching.

f. There is no significant difference between the morale of the teacher educators with reference to their Teaching experience.

g. There is significant difference between the morale of the teacher educators with respect to their Religion. It is inferred that the mean value of Christian Teacher educator is greater than the Hindu teacher educators.

h. There is no significant difference between the morale of the teacher educators with respect to their Qualification.

i. There is no significant difference between the morale of the teacher educators with respect to their Nature of the institution.

j. There is no significant difference between the morale of the teacher educators with reference to their Professional growth programmes.
iv) RELATIONSHIP BETWEEN MORALE AND ORGANIZATIONAL CLIMATE.

a. There is no significant relationship between the organizational climate and morale of teacher educators with below Age 40.

There is significant relationship between the organizational climate and morale of teacher educators with above Age 40.

b. There is significant relationship between the organizational climate and morale of the male teacher educators.

There is no significant relationship between the organizational climate and morale of the female teacher educators.

c. There is no significant relationship between the organizational climate and morale of married teacher educators.

There is significant relationship between the organizational climate and morale of the unmarried teacher educators.

d. There is significant relationship between the organizational climate and morale of the Rural teacher educators.

There is no significant relationship between the organizational climate and morale of the urban teacher educators.
e. There is no significant relationship between the organizational climate and morale of the less than 10 years experienced teacher educators.

There is no significant relationship between the organizational climate and morale of the more than 10 years experienced teacher educators.

f. There is significant relationship between the organizational climate and morale of the general subject teaching teacher educator.

There is no significant relationship between the organizational climate and morale of the Optional subject teaching teacher educators.

g. There is significant relationship between the organizational climate and morale of the Christian teacher educators.

There is significant relationship between the organizational climate and morale of the Hindu teacher educators.

h. There is significant relationship between the organizational climate and morale of the Post graduate teacher educators.

There is significant relationship between the organizational climate and morale of the research degree teacher educators.
i. There is no significant relationship between the organizational climate and morale of the teacher educators of aided colleges.

There is no significant relationship between the organizational climate and morale of the teacher educators of unaided colleges.

j. There is significant relationship between the organizational climate and morale of the teacher educators those who participant in professional growth programmes.

There is significant relationship between the organizational climate and morale of the teacher educators those who did not participant in professional growth programmes.

FINDINGS OF THE RELATIONSHIP BETWEEN THE DIMENSIONS OF TEACHER MORALE AND ORGANIZATIONAL CLIMATE PERCEIVED BY THE TEACHERS EDUCATORS.

1) There is significant relationship between the dimension of individual characteristics, and organizational climate perceived by the teacher educators of colleges of education affiliated to Manonmanioum Sundaranar University.

2) There is significant relationship between the dimension of behavioural characteristics, and organizational climate perceived by the teacher educators of colleges of education affiliated to Manonmanioum Sundaranar University.
3) There is significant relationship between the dimension of group spirit and organizational climate perceived by the teacher educators of colleges of education affiliated to Manonmanio University.

4) There is significant relationship between the dimension of attitude towards job and organizational climate perceived by the teacher educators of colleges of education affiliated to Manonmanio University.

5) There is no significant relationship between the dimension of community involvement and organizational climate perceived by the teacher educators of colleges of education affiliated to Manonmanio University.

6) There is significant relationship between organizational climate perceive by the teacher educators and morale of the teacher educators.

The proceeding chapter deals with findings, discussions, implications and recommendations.
IMPLICATIONS OF THE STUDY

1) From the findings of the present study, it is observed that there is significant relationship between the organizational climate and Morale of the teacher educators.

2) The dimensions of the Morale which cater major changes in the Organizational Climate of the institution.

3) From the above study locality, Religion, age, marital status, which shows the significant difference in the morale of the teacher educators. For developing better perception of the organizational climate and high morale, to give special orientation courses or training to the teachers. Better teacher morale and high level organizational climate lead better teaching learning process.

4) Raising teacher morale level is not only making teaching more pleasant for teachers, but also learning more pleasant for the students. This creates an environment that is more conductive to learning.

5) Teacher educators college teachers are social engineers, the guide, and the philosopher to mould the preservice teachers for the development of the nation.
LIMITATIONS OF THE STUDY

1) Organizational climate may depend upon its dimensions and its types. But this study only deals with the factors and this background variables.

2) The study is confined only 12 colleges of Manonmanium Sundaranar University. But Manonmanium Sundaranar University having 35 Colleges of education.

3) The climate and morale have been studied on the basis of respondent's report alone. The actual performance was not observed. Hence there may be a gap between what they say and what they are.

4) Answers given by a few of the teacher educators may subjective.

5) It deals with the morale of the teachers only. Morale of the students, administrative staff and the head of the institutions are not elaborately studied.
SCOPE FOR FURTHER RESEARCH

1. The present study uses limited colleges of Manonmanium Sundaranar University. So it can be extended to all colleges with more sample.

2. Dimensions and Types of the Organizational Climate were not studied.

3. Morale having affect by different factors. If it do by experimental study, morale, can be better studied.

4. Comparative study of two university also give better understanding of Organizational Climate and Morale.

5. Further Studies may be taken in the following areas.

   i) A study on the influence of leader behavior determining organizational climate.

   ii) Organizational Climate and job satisfaction of Teacher educator.

   iii) Organizational climate teacher morale, and academic achievement.

6. The present study conducted on the morale of the teacher educators Similar studies can be conducted in other qualities of the teacher educators also.

   Accordingly the present work may be considered as an original contribution to educational research.