INFLUENCE OF GENDER AND TYPE OF SCHOOL ON LEADERSHIP BEHAVIOR, ORGANIZATIONAL CLIMATE AND JOB PERFORMANCE OF SCHOOL TEACHERS

Abstract

The present investigation was a descriptive ex-post facto design to study influence of gender and type of school on leadership behavior, organizational climate and job performance of school teachers. The purpose of this investigation was to examine how certain demographic variables (gender and type of school) affect perception of teachers of their principals' leadership behavior, organizational climate and job performance. In addition, the study aimed to find out the relationship between leadership behavior, organizational climate and job performance among school teachers in Mysore city, Karnataka, India. The study was carried on teachers who were working in private/government primary and high schools in Mysore (India). The sample for the present study was drawn using stratified random sampling technique and considered of 434 primary and 388 high school teachers in government and private sectors. The data collected was analyzed using contingency coefficient analysis, independent samples \( t \) tests, one way ANOVA and Post Hoc tests. Data were collected using three standardized questionnaires: 1) Leader Behavior Description Questionnaire-Form XII (LBDQ), 2) Organizational Climate Description Questionnaire (OCDQ), 3) Job Performance Questionnaire (JPQ). The study revealed that there is significant association between organizational climate and gender, type and level of school. The job performance and perception of male and female teachers was significantly different in primary school level. Although, in leadership behavior, primary and high school teachers differed significantly but, in job performance, the difference was not significant. High school teachers were significantly different in leadership behavior in government and private schools. But their job performance did not differ significantly. Government and private school teachers were significantly different in job leadership behavior and job performance at the primary level. And at last, there was significant relationship between leadership behavior, job performance and organizational climate among school teachers. Based on these findings, implications were recommended.