CHAPTER V
CONCLUSION
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5.1 Conclusion

Following conclusions were drawn in the light of findings of the study:

According to results of current study, there is significant association between level of school and organizational climate. Primary schools appear more open with an energetic, lively organization which is moving toward its goals, and which provides satisfaction for the group members' social needs. Leadership acts emerge easily and appropriately from both the group and the leader. It can be concluded that gender and type of school are the factors that can effect on teachers’ perception of leadership behavior and school climate. In recent years many social scientists, management consultants, and other writers have addressed the topic of gender and leadership style. Quantitative reviews of researches have established the presence rather than the absence of overall sex differences. These differences, although typically not large, tend to be comparable in magnitude to most other findings reported in social psychological research. On the average, sex appears to be a variable that has neither especially impactful nor especially weak effect on social behavior and that produces findings consistent with laypeople's ideas about how the sexes differ. The quality of the relationships between managers and employees affects the employee performance and leadership effectiveness.

The atmosphere of a school has a major impact on the organizational behavior and because administrators can have a significant positive influence on the development of the personality of the school. Although, private schools tend to have more autonomy, better resources, school climate and performance than government schools, But Results of current
study revealed that most of the teachers’ perceptions of school climate are Open, Autonomous and Controlled types in Government schools.

5.2 Recommendations

On the basis of conclusions and delimitations, following recommendations are made:

1. It is recommended to do the same study in different region of India to generalize the suitable findings.
2. It is recommended that sample of future studies includes both urban and rural areas.
3. In the special children schools, teachers and principals have different conditions. It is recommended to explore school climate and job performance of teachers in these schools.
4. It is recommended to study other variables in relation to leadership, organizational climate and job performance of teachers.