

## LIST OF ABBREVIATIONS

N	Number
RC	Role Clarity
JA	Job Affect
PV	Performance Value
JEF	Job Expectations and Fulfillment
JS	Job Satisfaction
SPO	Socio-Personal Obligations
S OCD	School Organizational Climate Description
LS 1	Leadership Style 1 (initiating structure)
LS 2	Leadership Style 2 (consideration)
Vs	Versus
IDV	Individualism
ANOVA	Analysis of Variance
df	Degrees of freedom
M	Mean
S.D	Standard Deviation