APPENDIX 'H'

SCHOOL ORGANISATIONAL CLIMATE DESCRIPTION
QUESTIONNAIRES (SCODQ)

Note: 1 stands for = Rarely Occurs
2 stands for = Sometimes Occurs
3 stands for = Often Occurs
4 stands for = Very frequently occurs.

1. The mannerisms of teachers at this school are annoying 1 2 3 4
2. The headmaster sets an example by working hard himself. 1 2 3 4
3. The morale of the teachers is high. 1 2 3 4
4. The headmaster uses constructive criticism. 1 2 3 4
5. Teachers closest friends are from the staff members of this school. 1 2 3 4
6. The headmaster makes all class scheduling decisions. 1 2 3 4
7. The headmaster is well prepared when he speaks at school functions. 1 2 3 4
8. There is a minority group of teachers who always oppose the majority. 1 2 3 4
9. Routine duties interfere with the job of teaching. 1 2 3 4
10. The headmaster explains his reasons for criticism to teachers.

11. The teachers accomplish their work with great vim, vigour and pleasure.

12. Teachers invite other staff members to visit them at home.

13. The headmaster looks out for the personal welfare of teachers.

14. The headmaster schedules the work for the teachers.

15. Staff meetings are organised according to a tight agenda.

16. The headmaster is in the building before teachers arrive.

17. Teachers at this school show much school spirit.

18. Teachers leave the grounds during the school day.

19. The headmaster tells teachers of new ideas he has run across.

20. The rules set by the headmaster are never questioned.

21. Teachers exert group pressure on non conforming staff members.

22. The headmaster is easy to understand.
23. The headmaster exerts pressure that every work must be done according to his will.

24. Custodial service is available when needed.

25. Teachers know the family background of other staff members.

26. Teacher diary requires too much work.

27. School secretarial service is available for teacher's use.

28. The headmaster checks the subject matter ability of teachers.

29. The headmaster helps teachers to solve personal problems.

30. The headmaster evaluates teacher's behaviour strictly according to rules.

31. The headmaster does personal favours for teachers.

32. Teachers seek special favours from the headmaster.

33. Most of the teachers here accept the faults of their colleagues.

34. Teachers talk about their personal life to other staff members.

35. The headmaster gives suggestions to correct teacher's mistakes.
36. Teachers interrupt other staff members who are talking in staff meetings.
37. The headmaster helps teachers finish their work.
38. School supplies are readily available for use in class work.
39. Teachers are contacted by the headmaster each day.
40. Teachers love fun socialising together during school time.
41. Administrative paper work is burdensome at this school.
42. Teachers are informed of the results of a supervisor's visit.
43. The headmaster ensures that teachers work to their full capacity.
44. Teachers ask non-sensical questions in staff meetings.
45. In staff meetings there is a feeling of "let's get things done".
46. Teachers work together preparing administrative reports.
47. Staff meetings are mainly headmaster's report meetings.
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<tbody>
<tr>
<td>48.</td>
<td>Extra duty for teachers is posted conspicuously.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>49.</td>
<td>Sufficient time is given to prepare administrative reports.</td>
<td>1</td>
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<tr>
<td>50.</td>
<td>The headmaster goes out of his way to help teachers.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>51.</td>
<td>The headmaster helps staff members settle their differences.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>52.</td>
<td>Teachers ramble when they talk in staff meetings.</td>
<td>1</td>
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<td>3</td>
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<tr>
<td>53.</td>
<td>Teachers organise curricular activities in a group spirit.</td>
<td>1</td>
<td>2</td>
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<td>54.</td>
<td>Teachers enjoy lunch together.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>55.</td>
<td>Teachers at this school stay by themselves.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>56.</td>
<td>The headmaster invites suggestions from the teachers in scheduling school activities.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>57.</td>
<td>Teachers talk about leaving the school.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>58.</td>
<td>Teachers spend time after school with students who have individual problems.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>59.</td>
<td>The headmaster tries to get the financial benefits for the teachers.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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</table>
60. There is a considerable laughter when teachers gather informally.

61. Teachers socialise together in small selected groups.

62. The headmaster runs the staff meeting like a business conference.

63. Instructions for the operation of teaching aids are available.

64. The headmaster reminds the teachers of their duties very often.