Abstract

The present study aimed to investigate job involvement in relation to Socio-emotional and Motivational Climate among teachers of Government and Private educational institutions. The teacher, constituting the sample, were in the age range of 35 years to 45 years. Their median age was 40.28 years and mean was 40.12 years. To measure the impact of independent variables (motivational climate and Socio-emotional climate) on dependent variable (job involvement), The Socio-emotional School Climate Inventory - Renuka Kumari Sinha and Rajni Bhargava Motivational climate Scale - Santosh Dhar & Upinder Dhar and Job Involvement Scale - A.P. Singh were administered over the respondents. The results indicate that

(i) the values of Skewness and Kurtosis were found respectively .037 and .246 statistically in significant at any respectable level of significance. The nature of distribution as viewed from the value of Kurtosis (.246) and skewness (.037) is found to be normal.

(ii) The obtained data indicate that feeling high socio-emotional climate in their institution have scored comparatively higher mean values (M = 167.23) on Job Involvement Scale than the respondents feeling low socio-emotional climate group (M = 157.91). Likewise respondents serving in Govt. institutions (M = 164.28) have obtained comparatively higher mean value on Job Involvement Scale than respondents serving in private institution (M = 160.83). It was found that obtained F ratio for
types of school \((F = 5.22 > .05)\), type of perceptions of socio-emotional school climate \((F = 8.29 > .01)\) and Interaction \((F = 5.79 > .05)\) were found statistically significantly at respectable level of significance.

(iii) Respondents belonging to high Motivational Climate Group have scored highest mean score \((M = 164.93)\) than the respondents of low Motivational Climate Group \((M = 86.7)\). The mean value of teachers serving in govt. and private institutions is concerned, it is evident that teachers serving in govt. institution have shown more job involvement \((M = 156.00)\) than the teachers serving in private institution \((M = 145.65)\).

It is evident that obtained \(F\) value for Type of Institution and Motivational climate and interaction thereof were found 9.79, 9.44 and 7.37 respectively. Obtained \(F\) value for different variables and interaction were found statistically significant at \(.01\) level of significance.