# CONTENTS

<table>
<thead>
<tr>
<th>CHAPTER NO.</th>
<th>TITLE</th>
<th>PAGE NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>List of Tables</td>
<td></td>
</tr>
<tr>
<td></td>
<td>List of Figures</td>
<td></td>
</tr>
<tr>
<td>I.</td>
<td>INTRODUCTION</td>
<td>1 - 32</td>
</tr>
<tr>
<td>1.1</td>
<td>Conceptual Frame Work</td>
<td>4</td>
</tr>
<tr>
<td>1.1.1</td>
<td>Teacher Effectiveness</td>
<td>4</td>
</tr>
<tr>
<td>1.1.2</td>
<td>School Organizational Climate</td>
<td>15</td>
</tr>
<tr>
<td>1.2</td>
<td>Significance of the Study</td>
<td>28</td>
</tr>
<tr>
<td>1.3</td>
<td>Statement of the Problem</td>
<td>29</td>
</tr>
<tr>
<td>1.4</td>
<td>Objectives of the Study</td>
<td>29</td>
</tr>
<tr>
<td>1.5</td>
<td>Delimitations of the Study</td>
<td>29</td>
</tr>
<tr>
<td>1.6</td>
<td>Operational Definitions</td>
<td>30</td>
</tr>
<tr>
<td>1.6.1</td>
<td>School Organization Climate</td>
<td>30</td>
</tr>
<tr>
<td>1.6.2</td>
<td>Teacher Effectiveness</td>
<td>31</td>
</tr>
<tr>
<td>1.6.3</td>
<td>Attitude towards Teaching</td>
<td>32</td>
</tr>
<tr>
<td>1.6.4</td>
<td>Teacher’s Job Satisfaction</td>
<td>32</td>
</tr>
<tr>
<td>II.</td>
<td>REVIEW OF RELATED LITERATURE</td>
<td>33 - 84</td>
</tr>
<tr>
<td>2.1</td>
<td>Studies Related to Teacher Effectiveness</td>
<td>34</td>
</tr>
<tr>
<td>2.2</td>
<td>Studies Related with Organizational Climate</td>
<td>62</td>
</tr>
<tr>
<td>2.3</td>
<td>Studies Related with Teacher Effectiveness and School Organizational Climate</td>
<td>75</td>
</tr>
<tr>
<td>2.4</td>
<td>Hypotheses</td>
<td>84</td>
</tr>
<tr>
<td>III.</td>
<td>METHODOLOGY</td>
<td>85 - 112</td>
</tr>
<tr>
<td>3.1</td>
<td>Sample</td>
<td>85</td>
</tr>
<tr>
<td>3.2</td>
<td>Tools Used</td>
<td>89</td>
</tr>
<tr>
<td>3.2.1</td>
<td>Teacher Effectiveness Scale</td>
<td>90</td>
</tr>
<tr>
<td>CHAPTER NO.</td>
<td>TITLE</td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>3.2.2</td>
<td>School Organizational Climate Description Questionnaire (SOCDQ)</td>
<td></td>
</tr>
<tr>
<td>3.2.3</td>
<td>Teacher Attitudes Inventory</td>
<td></td>
</tr>
<tr>
<td>3.2.4</td>
<td>Teacher Job-Satisfaction Questionnaire</td>
<td></td>
</tr>
<tr>
<td>3.3</td>
<td>Administration of Tools</td>
<td></td>
</tr>
<tr>
<td>3.4</td>
<td>Scoring of Tools</td>
<td></td>
</tr>
<tr>
<td>3.5</td>
<td>Formulation of Factorial Design and Statistical Treatment of Data</td>
<td></td>
</tr>
<tr>
<td>IV.</td>
<td>ANALYSIS AND INTERPRETATION OF DATA</td>
<td></td>
</tr>
<tr>
<td>4.1</td>
<td>Identification of School Organization Climate and Classification of Teachers in Different Types of School Organizational Climate</td>
<td></td>
</tr>
<tr>
<td>4.2</td>
<td>Teacher Effectiveness in Relation to School Organizational Climate and Gender</td>
<td></td>
</tr>
<tr>
<td>4.3</td>
<td>Teacher Effectiveness in Relation to School Organizational Climate and Location</td>
<td></td>
</tr>
<tr>
<td>4.4</td>
<td>Teacher Effectiveness in Relation to School Organizational Climate and Stream</td>
<td></td>
</tr>
<tr>
<td>4.5</td>
<td>Teacher Effectiveness in Relation to School Organizational Climate and Teaching Experience</td>
<td></td>
</tr>
<tr>
<td>4.6</td>
<td>Teacher Effectiveness in Relation to Gender, Location and Stream</td>
<td></td>
</tr>
<tr>
<td>4.7</td>
<td>Teacher Effectiveness in Relation to Gender, Location and Experience</td>
<td></td>
</tr>
<tr>
<td>4.8</td>
<td>Teacher Effectiveness in Relation to Gender, Stream and Teaching Experience</td>
<td></td>
</tr>
<tr>
<td>4.9</td>
<td>Teacher Effectiveness in Relation to Location, Stream and Teaching Experience</td>
<td></td>
</tr>
<tr>
<td>4.10</td>
<td>Comparison of Less and More Effective School Teachers</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PAGE NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>96</td>
</tr>
<tr>
<td>103</td>
</tr>
<tr>
<td>108</td>
</tr>
<tr>
<td>111</td>
</tr>
<tr>
<td>111</td>
</tr>
<tr>
<td>111</td>
</tr>
<tr>
<td>113-158</td>
</tr>
<tr>
<td>113</td>
</tr>
<tr>
<td>116</td>
</tr>
<tr>
<td>119</td>
</tr>
<tr>
<td>121</td>
</tr>
<tr>
<td>124</td>
</tr>
<tr>
<td>126</td>
</tr>
<tr>
<td>132</td>
</tr>
<tr>
<td>137</td>
</tr>
<tr>
<td>140</td>
</tr>
<tr>
<td>143</td>
</tr>
<tr>
<td>CHAPTER NO.</td>
</tr>
<tr>
<td>------------</td>
</tr>
<tr>
<td>4.10.1</td>
</tr>
<tr>
<td>4.10.2</td>
</tr>
<tr>
<td>4.10.3</td>
</tr>
<tr>
<td>4.11</td>
</tr>
<tr>
<td>4.12</td>
</tr>
<tr>
<td>4.13</td>
</tr>
<tr>
<td>4.14</td>
</tr>
<tr>
<td>4.15</td>
</tr>
</tbody>
</table>

V. SUMMARY, CONCLUSIONS AND SUGGESTIONS 159-171

| 5.1        | Summary                                                    | 159      |
| 5.1.1      | Objectives                                                 | 161      |
| 5.1.2      | Hypotheses                                                 | 161      |
| 5.1.3      | Delimitations of the Study                                 | 162      |
| 5.1.4      | Operational Definitions                                    | 163      |
| 5.1.5      | Methodology                                                | 165      |
| 5.1.6      | Statistical Treatment of Data                              | 166      |
| 5.2        | Conclusions                                                | 166      |
| 5.3        | Suggestion for Educational Implications                   | 168      |
| 5.4        | Suggestions for Further Research                           | 170      |

BIBLIOGRAPHY 172-191

APPENDICES

- Appendix-I School Organizational Climate Description Questionnaire
- Appendix-II Teacher Effectiveness Scale
- Appendix-III Job Satisfaction Questionnaire
- Appendix-IV Teacher Attitude Inventory