

**A STUDY ON ORGANIZATIONAL CLIMATE ON
PROFESSIONAL COMMITMENT OF TEACHER EDUCATORS
OF B.ED COLLEGES UNDER GAUHATI UNIVERSITY**

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ABSTRACT:

The present study was carried out with an objective to explore the influence of organizational climate on professional commitment of teacher educators of B.Ed. colleges under Gauhati University .The sample of this study consists of 250 teacher educators of B.Ed. colleges of different districts under Gauhati University. The data was collected with the help of organizational climate scale developed by Sanjyot Pethe, Sushma Choudhary Upinder Dhar and Professional Commitment Scale developed by Dr. Vishal Sood .The descriptive survey method was employed to carry out the research work.

KEY WORDS: Organizational Climate, Professional Commitment and teacher educators.

INTRODUCTION:

India is a rapidly changing country in which inclusive high quality education is of utmost importance for its future prosperity. The country is currently in a youth bulge phase. It has the largest youth population in the world. The demographic change could be a powerful engine of economic growth and development. India has made great progress by modernizing and expanding its educational system and providing skills to its youth.

Teacher is the main architect of the educational system .Teacher plays model role for young generation. A sound teacher is active, efficient, dynamic and energetic whose teaching is always effective and learner is benefited by high quality of teaching. Teachers play an indispensable role in the social reconstruction and the transmission of knowledge, experience, values, wisdom and norms from one generation to another. Educators have been expected to exhibit strong and healthy collegial relationship in their institution to reduce isolation and enhance professionalism. The organizational climate of an institution influences the behavior of organizational members. The climate of an institution is comprised of a mixture of norms, values, expectations, policies and procedures that influences their motivation to work, behavior and commitment of profession. Positive, supportive and democratic climate of an

institution creates committed teacher educators who behave and act according to certain established and well accepted rules, norms and values concerning mainly student teachers, society, profession, quest to achieve excellence and basic human values. The professional commitment and competencies of teacher educators will enhance their sound performance.

REVIEW OF LITERATURE:

- **KAUR AND KAUR (2013)** had studied about organizational climate of male and female teachers in secondary schools. He reveals significant difference in the perception about organizational climate of male and female teachers in secondary schools. The result was no significant difference in the perception of organizational climate of teachers teaching in aided and private schools.
- **RANI AND RANI (2014)** conducted a study on the influence of organization climate of elementary schools on job satisfaction of elementary teachers. The findings of the study showed that organizational climate of elementary schools is not affected by organizational climate. The study also revealed that there is no co-relation between the organizational climate of elementary schools and job satisfaction of female teachers.
- **GHOSH AND PANDA (2014)** conducted a study to examine on the level of teacher educators job satisfaction in relation to different types of B.Ed. teaching institutions in West Bengal. It was found that the teacher educators of Govt. and Govt. aided colleges are more satisfied regarding their job than the teacher educators of self financing colleges.

OBJECTIVES OF THE STUDY:

- 1) To study the organizational climate of B.Ed. colleges under Gauhati University
- 2) To study the professional commitment of teacher educators of B.Ed. colleges under Gauhati University.

METHODOLOGY:

Research methodology is an important area to solve research problem systematically. Keeping in view of the objective of the study descriptive survey method has been used.

RESEARCH DESIGN:

In the present research study, the population of the study represents all the affiliated B.Ed. colleges under Gauhati University where teacher training courses were

conducted. The total numbers of B.Ed colleges are 36 under Gauhati University out of which the present study was carried out in 25 B.Ed. colleges covering 10 districts .The investigator visited all those B.Ed. colleges and distributed the questionnaires for obtaining data for the study. All the teacher educators were selected on the basis of simple random sampling.

TOOLS OF DATA COLLECTION:

To find out the empirical solution to the research problem the investigator used standardized questionnaire to collect data.The standardized questionnaires are

- (1) “Professional commitment scale” developed by Dr. Vishal Sood.
- (2) “Organizational Climate Scaled “developed by Sanjyot Pethe ,Sushma Choudhari and Upinder Dhar.

VARIABLES OF THE STUDY:

In this study, the investigator had considered mainly two types of variables (a) Independent variables i.e.organizational climate and (b) dependent variables i.e.professional commitment.

PROCEDURE FOR COLLECTION OF DATA:

For administrating tools, the investigators visited personally all the sample B.Ed. colleges affiliated under G.U. located in different districts of Assam.

Statistical Technique used for the data analysis, interpretation and discussion:--

The collected data were systematically analyzed through application of mean, standard deviation and percentage.

The interpretation of data are to be considered an important step and heart of the research paper.In order to present the result systematically, the collected data were analyzed and presented by graphically with the help of Pie Diagram.

OBJECTIVE WISE ANALYSIS OF DATE AND INTERPRETATION OF RESULTS:

Objective 1: To study the organizational climate of B.Ed. Colleges under Gauhati University.

To achieve the objective, various factors like results, rewards, and inter personal relations, organizational process, clarity of roles and sharing information and altruistic behavior were combined together.

To study the status of organizational climate of B.Ed. College, data were analyzed and percentiles were calculated and on the basis of percentile score, researchers have an idea about the status of organizational climate of B.Ed. Colleges. On the basis of

percentile scores the groups were divided into three (3) categories which were presented in the Table (I) and graphically presented in the Figure below –

TABLE-I

Sl. No.	No. of Sample Frequency	Percentage of the Sample (%)	Status of Organizational Climate
1	149	59.6	AV
2	79	31.6	H
3	22	8.8	L
Total	250	100	

Source: Primary Field Survey 2019-20

INTERPRETATION:

From the above Table – I, it is observed that 149 (59.6%) nos. of Teacher Educators responses shows favorable climate of the institution. On the other hand, 79 (31.6%) Nos. of Teacher Educators had high level of organizational climate and 22 (8.8%) Nos. of Teacher Educators responses as low favorable climate of the institution

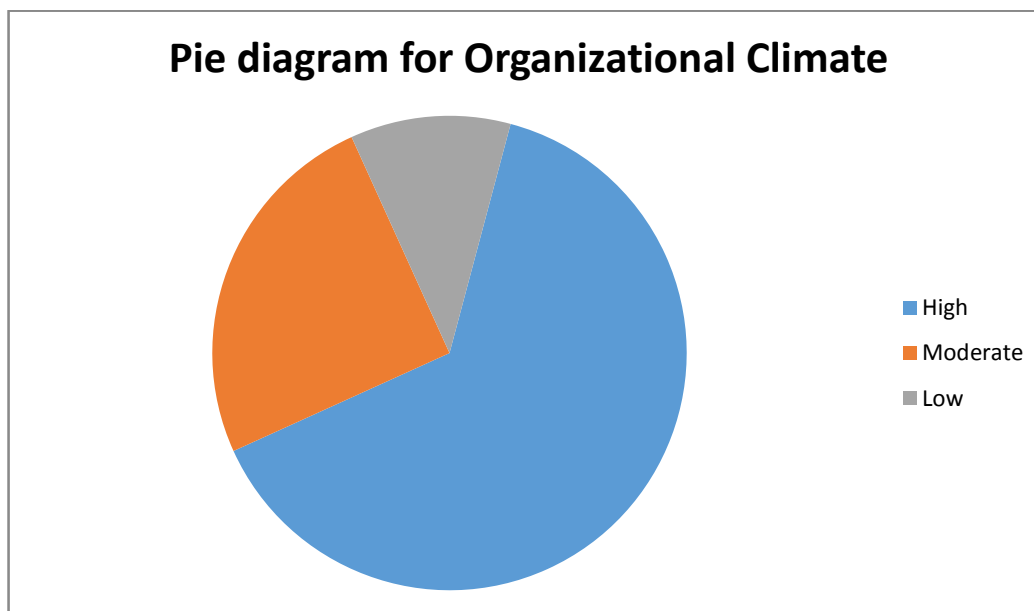


FIG. A

OBJECTIVE 2: PROFESSIONAL COMMITMENT

To study the professional commitment of Teacher Educators of B.Ed. Colleges under Gauhati University:

To study the objective various dimensions like learner, society, profession, excellence for professional exchange and basic values are combined together. For interpretation of the level of professional commitments, the obtained raw scores have been converted to Z-Score Norms for all the 5 dimensions. To ascertain the level of professional commitments for each dimension following divisions are considered such as high commitment, above average commitment, average or moderate commitment, below average commitment and low commitment.

Interpretation of level of professional commitments of Teacher Educators

TABLE - II

Sr. No.	Level of Commitment	No. of Teachers (Frequency)	Percentage (%)
1	Extremely High Commitment	18	7.2
2	High Commitment	78	31.2
3	Above Average Commitment	85	34
4	Average/Moderate Commitment	47	18.8
5	Below Average Commitment	20	8
6	Low Commitment	2	0.8
Total		250	100

Source: Primary Field Survey 2019-2020

From the above Table –II, it is found that 18 (7.2%) Nos. of Teacher Educators is extremely high committed to their profession, 78 (31.2%) Nos. of Teacher Educators have high commitment whereas 47 (18.8%) Nos. of Teacher Educators exhibits average commitments to their profession. On the other hand, 2 (0.8%) Nos. of Teacher Educators has shown low commitment to their profession.

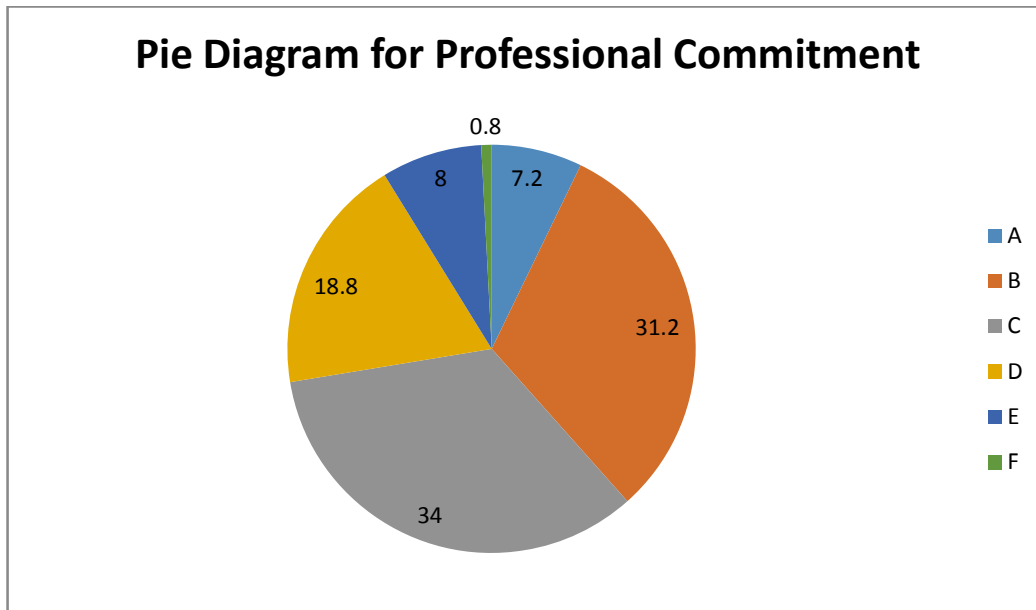


FIG. B

DISCUSSION AND FINDINGS:

In this study, the investigator wants to explore the influence of organizational climate on professional commitment of teacher educators of different B.Ed. colleges in different Districts. The finding of the study reveals that there are significant differences in organizational climate among different B.Ed. colleges under Gauhati University. As per analysis, it has been observed that 59.6% of teacher educators have shown favorable climate in their institution. Regarding the professional commitment level of the teacher educators it is found from the study that there are significant differences in the professional commitment level of the teacher educators in different B.Ed. colleges. Most of the teacher educators i.e. 34% have shown above average level of commitment. While negligible percentages of teacher educators i.e. 0.8% have shown low commitment to their profession. Every college has its own organizational climate. Conducive atmosphere of an institution can motivate the teachers to work for the betterment of an institution and it is also responsible for the development of professionally competent, efficient and committed teacher who played leading role to nourish, faster and develop the young generation.

SUGGESTIONS:

1. Teacher should be continuously involved in their professional growth in terms of undertaking research, writing research papers, attending workshops, seminar etc. That may helpful to bring professionalism among teachers and in turn will enhance their professional commitment.
2. Team work and broad mentality among the teachers should be promoted so that they can work together to achieve the objectives of the institution.

3. Counselling sessions should be arranged to provide ample opportunities that help them to express themselves and become independent thinkers.
4. The principal and management of the college have a strategic position in relation to build a positive work climate. A well prepared and professional head, able to create a congenial climate that helps faculty to grow in their professions.

CONCLUSIONS:

From the study, it has been seen that the organizational climate of different B.Ed. colleges is favorable and investigator also finds that most of the teacher educators have shown above the average level of commitment while negligible percentage has shown low level of professional commitment organizational climate and professional commitment of teacher educators are dependent to each other. A good organizational climate is responsible for the development of competent and committed teacher educators. To raise the professional commitment level of teacher educators, efforts should be taken by the management for their academic development by organizing workshops, orientation programme, refresher course, training programme etc.

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