

APPENDIX II

DIMENSIONS OF TOOLS USED TO IDENTIFY LEADERSHIP BEHAVIOUR, ORGANIZATIONAL CLIMATE AND STAFF MORALE OF TEACHERS' COLLEGES

Tool I : Leadership Behaviour Description Questionnaire :

(The LBDQ) by Halpin and Winer, 1952.

Dimensions : (i) Initiating Structure

(ii) Considerations.

Tool II : Organisational Climate Description Questionnaire

(The OCDQ) by Halpin and Don Croft, 1963.

Dimensions :

| <u>Teachers' Behaviour</u> | <u>Leader's behaviour</u> |
|----------------------------|---------------------------|
| i) Disengagement | v) Aloofness |
| ii) Hindrance | vi) Production Emphasis |
| iii) Intimacy | vii) Thrust |
| iv) Esprit | viii) Consideration. |

Tool III : Purdue Teachers' Opinionnaire

(The PTO) by Bentley and Rempel, 1970.

Factors of Staff Morele :

| | |
|-------------------------------------|--------------------------------------|
| i) Teachers' rapport with principal | vi) Curriculum issue |
| ii) Satisfaction with teaching | vii) Teachers Status |
| iii) Rapport among teachers | viii) Community support of education |
| iv) Teacher salary | ix) College facilities and services |
| v) Teacher load. | x) Community pressures. |