

APPENDIX - VI

Organisational Climate Description Questionnaire

Out of the four choices given for each of the following items, please select ONE (and only one) and put a circle around the number indicating the choice. (The choices are given on the right hand side of the top of the page). Printed below is an example of a typical item found in this questionnaire.

Example :

1. Teachers call each other by their first name ..1.2.(3).4.

In this example the respondent marked alternative 3 to show the interpersonal relationship described by this item "often occurs" at his school. Of course, any of the other alternatives could be selected, depending upon how often the behaviour described by the item does indeed occur in your school.

Please mark your response clearly, as in the example.

1. Rarely occurs
2. Sometimes occurs
3. Often occurs
4. Very frequently occurs.

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| 1. The closest friends of the teachers of this school are other teachers of this very school. | 1 | 2 | 3 | 4 |
| 2. The mannerism of the teachers in this school is annoying. | 1 | 2 | 3 | 4 |
| 3. Staff members in this school invite their colleagues to visit them at their homes. | 1 | 2 | 3 | 4 |
| 4. There is a minority group on the staff who always oppose the majority. | 1 | 2 | 3 | 4 |

contd...

1. Rarely occurs
2. Sometimes occurs
3. Often occurs
4. Very frequently occurs

5. Sufficient time is given to prepare class records, examination records, etc.	1	2	3	4
6. Staff members knowx the family background of other staff members.	1	2	3	4
7. Group pressure is exerted on non-confirming staff member	1	2	3	4
8. In staff meetings there is a feeling of "let us get things done"..	1	2	3	4
9. Administrative paper work is burdensome in this school.	1	2	3	4
10. Teachers talk about their personal life with their colleagues.	1	2	3	4
11. Teachers seek special favour from the principal.	1	2	3	4
12. Reference books, teaching aids, etc. are readily available for use.	1	2	3	4
13. Preparing monthly reports, progress cards etc. require too much work.	1	2	3	4
14. Teachers have fun socializing together during working hours.	1	2	3	4
15. Teachers interrupt other colleagues who are taking part in staff meetings.	1	2	3	4
16. Most of the teachers here accept the faults of their colleagues.	1	2	3	4
17. Teachers in this school have to work on too many committees.	1	2	3	4
18. Teachers feel quite relaxed when they meet informally.	1	2	3	4
19. Non-sensical questions are asked by various members in staff meetings.	1	2	3	4
20. Routine duties interfere with the teaching work.	1	2	3	4

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| 21. Teachers prepare the reports of projects, examination results and other required material by themselves. | 1 | 2 | 3 | 4 |
| 22. Teachers ramble when they talk at staff meetings. | 1 | 2 | 3 | 4 |
| 23. Teachers show a great deal of 'School spirit' | 1 | 2 | 3 | 4 |
| 24. The principal goes out of his way to help the staff. | 1 | 2 | 3 | 4 |
| 25. The principal helps teachers solve personal problems. | 1 | 2 | 3 | 4 |
| 26. Teachers in this school stay even after school hours by themselves. | 1 | 2 | 3 | 4 |
| 27. Teacher accomplish their work with great vigour and pleasure. | 1 | 2 | 3 | 4 |
| 28. The school principal sets an example by working hard himself. | 1 | 2 | 3 | 4 |
| 29. Each teacher spends his recess time by himself. | 1 | 2 | 3 | 4 |
| 30. The morale of the teachers is high. | 1 | 2 | 3 | 4 |
| 31. The principal uses constructive criticism to improve the teachers' work. | 1 | 2 | 3 | 4 |
| 32. The principal stays after school hours to help teachers finish work. | 1 | 2 | 3 | 4 |
| 33. Teachers socialize together in small selected groups. | 1 | 2 | 3 | 4 |
| 34. The principal contacts teachers each day. | 1 | 2 | 3 | 4 |
| 35. The principal is well planned when he speaks at a school function. | 1 | 2 | 3 | 4 |
| 36. The principal helps teacher to solve minor differences. | 1 | 2 | 3 | 4 |
| 37. The principal prepares programmes of work for the teachers. | 1 | 2 | 3 | 4 |

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2. Sometimes occurs
3. Often occurs
4. Very frequently occurs

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| 38. The principal corrects teachers' mistakes. | 1 | 2 | 33 | 4 |
| 39. The principal talks a great deal in staff meetings. | 1 | 2 | 3 | 4 |
| 40. The principal explains his reasons for criticisms to the staff. | 1 | 2 | 3 | 4 |
| 41. The principal tries to get better conditions of work for the teachers. | 1 | 2 | 3 | 4 |
| 42. The rules framed by the principal are never questioned. | 1 | 2 | 3 | 4 |
| 43. The principal looks out for the personal welfare of teachers. | 1 | 2 | 3 | 4 |
| 44. Adequate clerical help is available for each teacher. | 1 | 2 | 3 | 4 |
| 45. The principal conducts staff meetings like a business conference. | 1 | 2 | 3 | 4 |
| 46. The principal comes to the school before teachers are in the school. | 1 | 2 | 3 | 4 |
| 47. The principal and teachers work together to prepare reports for management and district inspector. | 1 | 2 | 3 | 4 |
| 48. Staff meetings are organised according to tight agenda. | 1 | 2 | 3 | 4 |
| 49. In staff meetings, <u>mainly the Principal</u> speaks and narrates reports. | 1 | 2 | 3 | 4 |
| 50. The principal tells teachers of new ideas, he had thought of. | 1 | 2 | 3 | 4 |
| 51. Teachers in this school talks about leaving the school. | 1 | 2 | 3 | 4 |
| 52. The principal checks on the special abilities of teachers. | 1 | 2 | 3 | 4 |
| 53. Teachers find it easy to understand the principal. | 1 | 2 | 3 | 4 |
| 54. The principal is very keen to ensure that teachers work to full capacity. | 1 | 22 | 3 | 4 |
| 55. The principal does personal favour to staff members to solve their problems. | 1 | 2 | 3 | 4 |