

**AN ANALYTICAL STUDY OF LEADERSHIP STYLE AND  
ORGANIZATIONAL CLIMATE OF ELEMENTARY  
SCHOOLS OF BHOPAL CITY**

D-151

**Dissertation submitted to the Barkatullah University Bhopal,  
in partial fulfillment of the degree of**

**MASTER OF EDUCATION**

**SUDHA SHRIVASTAVA**

**Under the guidance of  
Dr. Sabita Prava Patnaik  
Reader in Education**

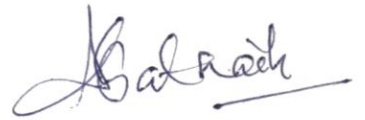
**Regional Institute Of Education  
(NCERT)  
Bhopal  
2002**

## CERTIFICATE

Certified that the dissertation entitled **AN ANALYTICAL STUDY OF LEADERSHIP STYLE AND ORGANIZATIONAL CLIMATE OF ELEMENTARY SCHOOLS OF BHOPAL CITY** submitted in partial fulfillment of the Degree of **MASTER OF EDUCATION** by **SMT. SUDHA SHRIVASTAVA** was undertaken under my guidance. This dissertation has not been previously submitted for any other degree of this university or any other universities and is the result of her own work.

**Date:** 17.4.02

**Place:** Bhopal



**(SABITA PRAVA PATNAIK)**

**Reader in Education,  
Regional Institute of Education,  
Bhopal (M.P.)**



## ACKNOWLEDGMENTS

I wish to express with great pleasure my deep sense of gratitude to my esteemed teacher and guide Dr. Sabita Prava Patnaik, Reader in Regional Institute of education, Bhopal for her constant encouragement, continuous motivation, guidance and suggestions which were of immense help to maintain a high level of confidence throughout the study.

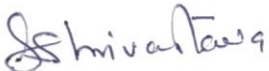
I am grateful to Dr, S.A. Shaffi, Principal and Dr. I.K. Bansal, Dean and Head Of the Department of Education, Regional Institute of Education, Bhopal, for providing necessary facilities.

I express my deep sense of gratitude to all my teachers of RIE, Bhopal for their suggestions and help and the elementary school teachers of Bhopal city for their kind co-operation.

I express heartfelt thanks to my husband Atul Shrivastava for his help and encouragement.

**Date:** 17.04.2002

**Place:** Bhopal

  
( SUDHA SHRIVASTAVA)

# CONTENTS

		<b>Page No.</b>
<b>CHAPTER I</b>	<b>INTRODUCTION</b>	<b>1 - 10</b>
	Need and importance of the study	8
	Statement of the problem	8
	Objectives of the study	8-9
	Research Questions	9
	Delimitation of the study	10
<b>CHAPTER II</b>	<b>REVIEW OF RELATED LITERATURE</b>	<b>11-20</b>
<b>CHAPTER III</b>	<b>METHODOLOGY</b>	<b>21-28</b>
	Design	21
	Sample	21
	Tools	25
	-Leadership style questionnaire	26
	-Organizational climate questionnaire	27
	Data collection.	28
<b>CHAPTER IV</b>	<b>ANALYSIS AND INTERPRETATION OF DATA</b>	<b>29-42</b>
<b>CHAPTER V</b>	<b>SUMMARY AND CONCLUSION</b>	<b>43-48</b>
	Major findings of the study	46
	Educational implications	47
	Suggestions for further research	48
	<b>REFERENCES</b>	<b>49-52</b>
	<b>APPENDICES</b>	<b>53-58</b>

## LIST OF TABLES

Table No.		Page No.
1.	Area wise distribution of teachers.	22
2.	Details of sample.	23-25
3.	The distribution of items under each dimension in perception of leadership style.	26
4.	The distribution of items under each dimensions in perception of organizational climate.	27
5.	Mean Score of total leadership style of government and private elementary school teachers	29
6.	Mean score of dimension and total perception of leadership style of government and private school teachers.	30
7.	Mean, standard deviation and t-value of perception of leadership style scores of male and female teachers..	32
8.	Mean, standard deviation and t-value of perception of leadership style scores of above 40 and below 40 teachers.	33
9.	Mean, standard deviation and t-value of perception of leadership style scores of trained and untrained teachers	34
10.	Mean Score of total organizational climate of government and private elementary school teachers.	36
11.	Mean Score of dimension and total perception of organizational climate of government and private elementary schools.	37
12.	Mean, standard deviation and t-value of perception of organizational climate scores of Male and Female Elementary schools teachers	38
13.	Mean, standard deviation and t-value of perception of organizational climate scores of above 40 and below 40 age of elementary school teachers.	40

14. Mean, standard deviation and t-value of perception of organizational climate scores of trained and untrained elementary school teachers. 41
15. Correlational value of perception of leadership style and organizational climate of elementary school teachers. 42



## LIST OF FIGURES

<b>Figure No.</b>		<b>Page No.</b>
1.	Leadership style of schools.	30-A
2.	Leadership style gender wise.	32-A
3.	Leadership style age wise.	33-A
4.	Leadership style training wise.	34-A
5.	Organizational climate of schools.	37-A
6.	Organizational climate gender wise.	38-A
7.	Organizational climate age wise.	40-A
8.	Organizational climate training wise.	41-A

## APPENDICES

	<b>Page No.</b>
<b>Appendix A :</b> Leadership Style Questionnaire	53-54
<b>Appendix B :</b> School Organizational Climate Questionnaire	55-58