

CHAPTER – V

SUMMARY AND CONCLUSION

## Chapter V

# Summary and Conclusion

In the present study efforts were made to study the status of school organizational climate and the role efficiency of elementary teachers of Kendriya Vidyalayas and Missionary schools of Bhopal.

**Objectives of the study:** To find out the

1. status of school organizational climate of Kendriya Vidyalayas and Missionary schools..
2. status of role efficiency of teachers of Kendriya Vidyalayas and Missionary schools.
3. difference in the status of organizational climate of Kendriya Vidyalayas and Missionary schools.
4. difference between the role efficiency of teachers of Kendriya Vidyalayas and Missionary schools.
5. correlation between school organizational climate, role efficiency of teachers and achievement of students of Kendriya Vidyalayas and Missionary schools.
6. the role efficiency of teachers and achievement of students with respect to high SOC and low SOC in Kendriya Vidyalayas.
7. the role efficiency of teachers and achievement of students with respect to high SOC and low SOC in Missionary schools.
8. the achievement of students with respect to high and low role efficiency of teachers in Kendriya Vidyalayas.
9. the achievement of students with respect to high and low role efficiency of teachers in Missionary schools.

### **Hypotheses/Research questions**

1. Whether school organizational climate of Kendriya Vidyalayas and Missionary schools are satisfactory?
2. Whether the teachers of Kendriya Vidyalayas and Missionary schools efficient in playing their roles?
3. Whether the Kendriya Vidyalayas and Missionary schools differ in their school organizational climate?
4. Whether both the schools differ with respect to role efficiency of their teachers?
5. Is there any correlation between school organizational climate, role efficiency of teachers and achievement of students of Kendriya Vidyalayas and Missionary schools?
6. Whether the Kendriya Vidyalayas with high SOC are better in role efficiency of teachers and achievement of students than that of low SOC?
7. Whether the Missionary schools with high SOC are better in role efficiency of teachers and achievement of students than that of low SOC?
8. Whether the Kendriya Vidyalayas with high role efficiency are better in achievement of students than that of low role efficiency of teachers?
9. Whether the Missionary schools with high role efficiency are better in achievement of students than that of low role efficiency of teachers?

### **Design**

In the present study survey design was used to find out the status of school organizational climate and role efficiency of teachers of Kendriya Vidyalayas and Missionary schools of Bhopal.

## **Sample**

The total number of 162 elementary teachers from four Kendriya Vidyalaya and Missionary schools of Bhopal were considered as sample for the present study.

## **Tools**

Following tools were used in the study to find out the status of school organizational climate and role efficiency of teachers of KVS and Missionary schools of Bhopal.

1. School Organizational Climate Inventory by S.P. Anand.
2. Role Efficiency Scale by Udai Pareek.

Data was collected by administering both the tools by giving appropriate instructions to the elementary teachers of Kendriya Vidyalayas and Missionary schools of Bhopal.

## **Major Findings**

1. The status of school organizational climate in Kendriya Vidyalayas is satisfactory.
2. The status of school organizational climate in Missionary schools is highly satisfactory.
3. The role efficiency of teachers is highly satisfactory in both the schools.
4. There is significant difference in school organizational climate in Kendriya Vidyalayas and Missionary schools and Missionary schools are better than Kendriya Vidyalayas.

5. There is a significant difference in role efficiency in teachers of Kendriya Vidyalayas and Missionary schools and Kendriya Vidyalayas are better than Missionary schools.
6. There is no significant relationship in school organizational climate, role efficiency of teachers and achievement of students for Kendriya Vidyalayas, Missionary schools and both the schools together.
7. In Kendriya Vidyalayas the role efficiency of teachers is higher for high SOC and in Missionary schools the role efficiency is higher for low SOC.
8. In Kendriya Vidyalayas, achievement of students is higher for low SOC and in Missionary schools achievement is higher for high SOC.
9. In Kendriya Vidyalayas achievement of students is higher for low role efficiency and in Missionary schools the achievement of students is higher for high role efficiency of teachers.

### **Educational implications**

1. There should be orientation of teachers of both the Kendriya Vidyalayas and Missionary schools in order to improve their role efficiency, which ultimately affects academic achievement of students.
2. There should be proper training of teachers of both the schools, which would contribute towards the enhancement of organizational climate of schools.
3. It is essential to improve the organizational climate of schools in order to increase the role efficiency of teachers as well as school effectiveness.
4. It is essential to improve both the school organizational climate and role efficiency of teachers in order to increase the academic achievement of students of Kendriya Vidyalayas and Missionary schools.

## **Suggestions for further research**

1. Study can be conducted to find out the school organizational climate and role efficiency of elementary teachers of different schools such as state government schools and private schools.
2. Research can be conducted to study the effect of school organizational climate and role efficiency of elementary teachers on scholastic achievement of students of different schools in state government schools, private schools.
3. Study can be carried out to find out role efficiency of elementary teachers of Navodaya Vidyalayas.
4. Study can be conducted to compare the school organizational climate and role efficiency of teachers of urban, rural and tribal and non-tribal elementary schools.
5. Study can be taken up to find out the organizational climate of DIETs and the role efficiency of their faculties.