

THE RELATIONSHIP BETWEEN WORKPLACE CLIMATE AND JOB SATISFACTION OF SCHOOL TEACHERS IN WALAPANE ZONAL EDUCATION IN NUWARAELIYA DISTRICT

1538

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ABSTRACT

This study attempts to establish the relationships that exist between the different variables of workplace climate and job satisfaction among school teachers in some selected government schools in Walapane Zonal Education. It also sets to ascertain if those related factors in workplace climate can cause satisfaction among teachers thereby impacting on their school excellence.

A total of 200 questionnaires were administered to select from sixteen (16) government schools in Walapane Zonal Education. The study made use of both descriptive and inferential statistics such as frequencies, means, and standard deviation, including Pearson Product Moment Correlation Coefficient. Multiple Regression Analysis.

The results indicate that there is a significant positive relationship between workplace climate and job satisfaction among teachers in Walapane Zonal Education, at Adjusted R Square 0.939, significant at 0.000 and at a correlation of 0.955, also significant at 0.01 level (2-tailed). That the climates of an organization and job satisfaction vary together. Not only that, in the overall analysis that was done on the perception in the way teachers experience their workplace climate, it was found that there is a significant difference in the way teachers experience their workplace climate at R Square 0.939.

The result of this finding workplace climate and job satisfaction were in moderate level. The result of correlation analysis, there was a strong positive relationship between workplace climate and job satisfaction. The result of regression analysis, there was a positive impact dimensions of workplace climate on job satisfaction. Further study research was recommended in comparative study on public school to view their perception of workplace climate in relation to their job satisfaction.

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