

Organizational Climate of Special Schools of Jammu Division

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Abstract: The main purpose of this study was to study and compare the organizational climate of government versus private and urban versus rural special schools of jammu division. The sample taken for this study consisted of 12 special schools operative in jammu division and all the teachers working in these special schools. The data was collected with the help of organizational climate scale developed by Sanjyot Pethi, Dhar. The analysis of the data revealed that government special schools have high organizational climate as compared to private special schools. It further revealed that there was no significant difference between urban and rural special schools in the light of organizational climate.

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Key words: Organisational climate, special schools

1 Introduction

An organization can be conceived as hierarchy of super ordinate –subordinate relationships – a structured social system. This hierarchy of relationship serves to facilitate the allocation and integration of roles and resources in order to achieve the organizational goals. While fulfilling the organizational goals, a sort of social interaction takes place among the participating members at each hierarchical level. The feeling that results from the interaction of role participants of the organization housed in a particular building is often referred to as organizational climate. In other words, the climate or environment perceived by persons in an organization is the result of manner in an organization is the result of manner in which the role incumbents at each hierarchical level of the organization interacts with each other. Within the school; the climate is the resulting condition form the interaction between teachers and headmaster and all other human components of the school system.

Sharma (1971, P.19) has stated; Organizational climate may be defined in terms of interaction which takes place between organizational members as they fulfill their prescribed roles while satisfying their individual needs. Furthermore, he specifies that it is the resulting condition within the school, of social interaction among the teachers and between the teachers and the principal.

Special schools provide an all day, segregated experience for differently able children. The special school is usually organized for a specific category of differently able children. It contains special equipment necessary for their care and education. Special school can prove to be a turning point in lives of such children. Therefore special

schools may be defined as school with specific conditions adjusting with the special needs of special children.

2 .Objectives:-

- I. Identification of special schools in Jammu Division.
- II. To study organizational climate of special schools of Jammu division.
- III. To compare government and private special schools of Jammu division Organizational Climate scale.
- IV. To compare urban and rural special schools of Jammu division on Organizational climate scale.

3 .Hypothesis:

1. There would be difference between government and private special schools of Jammu division.
2. There would be difference between urban and rural special of Jammu division.

4. Sample

Sample comprises of (12) special schools operative in Jammu division and all teachers working in these special schools.

5.Tool

The data for the present study was collected with the help of organizational Climate Scale by Sanjyot Pehti, Dhar.

6. Statistical Analysis

Mean, S.D, percentage statistics and t-test was used to analyze the data.

7. Analysis and interpretation

In order to achieve objective formulated for the present study, the data tabulated is presented below:

Table 7.1: Shows list of special schools of Jammu division.

S. No	Name of special school	Pvt./Govt.	Urban/Rural
1	Rotarary Inner Wheels Home For M.R. Children, Channi Ramma.	Pvt.	Urban
2	Samaj Kalian Kendra. School For H.I Shaheedi Chowk	Govt.	Urban
3	Sahara Special School Trikuta Nagar	Pvt.	Urban
4	Sahyog India, Meeran Sahib R.S. Pora.	Pvt.	Rural
5	J.R.C, Home For Handicapped Udawalwa	Pvt.	Rural
6	Aisha Special School, Udampur.	Pvt.	Rural
7	Aisha Tiger Special School Satwari	Pvt.	Urban
8	Sankalp Rehabilitation And Multitherapy Centre For Special Children, Gandhi Nagar	Pvt.	Urban
9	Residential School For Blind.Roop Nagar	Govt.	Rural
10	St.Johns Special School For Handicapped, Mandal	Pvt.	Rural
11	Aasra Special School, Greater Kailash	Pvt.	Urban
12	Loius Braille Memorial School Forsightless, Roop Nagar	Pvt.	Rural.
Total	12	12	12

Table 1st: Gives the description about the identified special schools of Jammu division. It shows that there are only 12 special schools in whole Jammu division, out of which (10) Special schools are run by NGO's and private organization and only (2) are government special schools. A look at the row 1st, 2nd, 3rd, 7th, 8th and 11th of the same table makes it clear that there are (6) special schools in urban areas and (6) in rural.

Table 7.2:- Shows details about organizational climate of special schools of Jammu division.

Organizational climate	Number	Percentage
Special school with highly favourable Organizational Climate	3	25%
Special school with favourable Organizational Climate	8	66.66%
Special school with unfavourable Organizational Climate	1	8.33%
Total	12	100%

A perusal of table 2nd indicates that out of (12) identified special schools of Jammu division three special schools i.e. (25%) have highly favourable organizational climate, the second row of the same table indicates that eight special schools i.e. (66.66%) have favourable organizational climate, and third row indicates that one special school i.e. (8.33%) have unfavourable organizational climate.

Table 7. 3:- Shows details of mean difference between Government & Private Special schools of Jammu division on Organizational Climate Scale.

Subject	Group	Mean	S.D	t- value.	Significance
Special schools of Jammu Division	Govt.	77.85	10.11	5.19	Significant at 0.01 level
	Pvt.	101.41	16.90		

In table 3 Government and Private Special schools of Jammu division have been compared in order to find out the significance of difference between mean scores on organizational climate scale.

A perusal of the table clearly indicates that there is significant difference between Government & Private Special schools of Jammu division on organizational climate scale. Therefore the hypothesis which reads as "There would be difference between government and private special schools of Jammu division" stands accepted.

Table 7. 4:-Shows details of mean difference between urban and rural special schools of Jammu division on Organizational Climate Scale.

Subject	Group	Mean	S.D	t- value	Significance
Special schools of Jammu division	Urban	104.13	19.58	1.94	insignificant
	Rural	94.31	16.89		

In table 4 Urban special schools and rural special schools of Jammu division have been compared in order to find the significance of difference between mean scores on organizational climate scale.

A perusal of the table clearly indicates that there is insignificant difference between urban and rural special schools of Jammu division on organizational climate scale. Therefore the hypothesis which reads as “There would be difference between urban and rural special of Jammu division” stands rejected.

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Conclusion

The present study revealed that there are 12 (Twelve) special schools in Jammu division. The present study also revealed that out of these (12) special schools (10) are private and (2) are government. The present study revealed that out of these (12) special schools (6) are situated in rural areas and (6) in Urban areas. The study also revealed that out of (12) special schools in Jammu division (3) i.e. (25%) had highly favourable organizational climate, (8) i.e. (66.66%) had favourable organization climate and i.e. (8.33%) had unfavourable organization climate.

The study revealed that there is a difference in organizational climate of Government special schools & Private Special schools in Jammu division. The study revealed that there is no difference in organizational climate of urban special schools & rural special schools in Jammu division.

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