

ORGANIZATIONAL CLIMATE DESCRIPTION QUESTIONNAIRE.

1. The closest friends of the teachers of this school are other teachers of this very school.
2. The mannerisms of the teachers in this school are annoying.
3. Teachers spend time after school hours with the students who have individual problems.
4. Instructions for the operation of teaching aids are available.
5. Staff members in this school invite their colleagues to visit them at their homes.
6. There is a minority group on the staff who always oppose the majority.
7. Extra books are available for classroom use.
8. Sufficient time is given to prepare class records, examination records, etc.
9. Staff members know the family background of other staff members.
10. Group pressure is exerted on non-confirming staff members.
11. In staff meetings, there is a feeling of "let us get things done".
12. Administrative paper work is burdensome in this school.
13. Teachers talk about their personal life with their colleagues.
14. Teachers seek special favour from the principal.
15. Reference books, teaching aids, etc. are ready available for use.
16. Preparing monthly reports, progress cards etc. require too much work.
17. Teachers have fun socializing together during working hours.

18. Teachers interrupt other colleagues who are taking part in staff meetings.
19. Most of the teachers here accept the faults of their colleagues.
20. Teachers in this school have to work on too many committees.
21. Teachers feel quite relaxed when they meet informally.
22. Nonsensical questions are asked by various members in staff meetings.
23. Custodial service is available when needed.
24. Routine duties interfere with the teaching work.
25. Teachers prepare the reports of projects, examination results and other required materials by themselves.
26. Teachers ramble when they talk at staff meetings.
27. Teachers show a great deal of "school spirit".
28. The principal goes out of his way to help teachers.
29. The principal helps teachers to solve personal problems.
30. Teachers in this school stay even after school hours by themselves.
31. Teachers ~~in this~~ accomplish their work with great vigour and pleasure.
32. The school principal sets an example by working hard himself.
33. The principal does personal favours to staff members to solve their problems.
34. Each teacher spends his recess time by himself/herself.
35. The morale of the teachers is high.
36. The principal uses constructive criticism to improve the teacher's work.
37. The principal stays after school hours to help teachers to finish work.
38. Teachers socialize together in small selected groups.

39. The principal makes all class-scheduling decisions.
40. The principal contacts teachers each day.
41. The principal is well prepared when he/she speaks at a school function.
42. The principal helps teacher to solve minor differences.
43. The principal prepares programmes of work for the teachers.
44. Teachers leave the grounds during the school day.
45. The principal ~~tal~~ corrects teacher's mistakes.
46. Teachers help to select which courses will be taught.
47. The principal talks a great deal in staff meeting.
48. The principal ~~explains his~~her reasons for criticisms to the staff.
49. The principal tries to get better conditions of work for the teachers.
50. Extra duty for teachers is posted conspicuously.
51. The rules framed by the principal are never questioned.
52. The p~~ri~~ncipal looks out for the personal welfare of teachers.
53. Adequate clerical help is available for each teacher.
54. The principal conducts staff meetings like a business conference.
55. The principal comes to the school before teachers arrive in the school..
56. The principal and teachers work together to p~~re~~pare reports for management and District Inspector.
57. Staff meetings are organized according to tight agenda.
58. In staff meetings, mainly the principal speaks and narrates reports.
59. The principal tells teachers of new ideas, he/she has thought of.

60. Teachers in this school talk about leaving the school.
61. The principal checks on the subject-matter ability of teachers.
62. Teachers find it easy to understand the principal.
63. Teachers are informed of the results of a supervisor's visit.
64. The principal is very keen to insure that teachers work to full capacity.