

# Impact of Organizational Climate in terms of type of area and type of administration on Mental Health among secondary school teachers

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## **Abstract:**

Organizational climate plays an important role in any organization. Studies revealed that better organizational climate influence the mental health of teachers in the area of Education. Organization where the efforts of its workers are appreciated and complete freedom is given for expression of ideas is called open organizational climate. However the environment where strict discipline is observed, and strict control is maintained on its worker without giving due importance their actions is termed as closed climate. It has been assessed through many findings that an open organizational climate results in better mental health of its employees in comparison to a closed organizational climate. In order to conduct the study, a sample of 496 school teacher was taken to study the impact of organizational climate on mental health in terms of area and type of administration. It was revealed that organizational climate has an influence on mental health of teachers'.

**Keywords:** Organizational climate, mental health, area, type of administration.

## **Introduction**

Organizational climate is the climate of any organization. It is the term which is perceived by the workers working in any organization. It depends upon value judgment which may vary from individual to individual. Organizational climate directly or indirectly influences the motivation level, work ability and interest of the employees working in any organization. It also affects the output or productivity of an organization. It may also be taken as the perception of each individual towards impact of climate of organization on his or her well-being. It reflects the sentiments of employees towards the policies of employer.

If the employer provides all the facilities like freedom of expression, appropriate salary, due regard to the ideas and feelings of workers, it clearly indicates the formation of an open organizational climate. In open climate the employees enjoy their work and are more motivated for the better productivity. Studies also advocates that better the organizational climate better is the psychological well-being.

Many studies were conducted to see the relationship between organizational climate and psychological factors. One of the important factors is mental health. It may be defined as response of an individual with regard to his psychological and emotional well-being. It is a state of well-being in which one can see his abilities and can handle stress of life and can result in better output. In any organization mental health plays an important role. A mentally healthy person is more productive and energetic in comparison to an unhealthy person. Mental health of employees is important factors which decides the growth and output of any organization.

Many studies in India as well as abroad conducted to see the impact as well as relationship between organizational climate and mental health. It was assessed through the findings of studies that there is impact of organizational climate on mental health.

## **Review of related Literature**

Pandhi & Rajendra (2010) studied organizational climate and teacher's mental health of s school teachers in Chattisgarh. A sample of 160 teachers was selected. Mental health check list developed by kumar was used. The findings suggested that organizational climate has no impact on mental health of teachers.

Burns & Machin (2012) investigated worker and workplace well being. A sample of 68%, 45 + years of age (63.2 %) female teachers with more than 20 years of experience (51%) from rural as well as urban and city areas. IPIP (International personality item pool by Grucza & Goldberg,2007 ) a five point Likert-type scale, School organization health questionnaire (SOHO by Har et al,2000) were the tool used .It was revealed that in rural areas a positive organizational climate and good organizational well being can be observed, it was further observed that personality has

a association with workers well-being and climate of organization. It was also found that rural areas has organizational climate which results in better well being.

Cassie et al (2012) conducted a study on organizational and individual conditions which are associated with depression. The study was conducted among nursing home residents. A sample consisted of 23 nursing homes, 1114 employees and a total of 5497 residents were selected. Depression rating scale and organizational social context scales were the tools used for collecting data. The study revealed that organizational conditions and employees perceived influence of the job climate of their well being has significant influence on the mental health of the resident.

Sharma (2013) studied organizational climate and stress among police employees working in militancy affected areas of J&K..Police stress questionnaire and organizational climate scale for police were used to collect data related to stress and organizational climate. t-test and correlation was used. It was assessed that there is significant relationship between organizational climate and stress among the police employees..

Pan & Wu (2015) investigated the effect of administrative and interpersonal climate on mental health. The study was conducted among university teachers. A sample of 826 teachers of different universities in China was selected. Self made administrative and interpersonal scales by researchers was used also Self-rated health measurement scale (Xu,1999) was used to measure the mental health. The data was analyzed using correlation and regression. It was revealed that Interpersonal and administrative climate is significant positive predictor of mental health.

### Objective of the study

The objective of the study is to assess the significance of impact of Organizational climate, type of area and type of administration on mental health of secondary school teachers.

### Hypothesis

There exist no significant main and joint interaction between Organizational Climate in terms of type of area and type of administration with mental health as dependent variable of secondary school teachers.

### Methodology

#### Sample

A sample of 496 secondary school teachers working in Jammu district of J&k was selected for the study.

#### Tool Used

Employee's Mental health inventory by Dr. Jagdish and Organizational climate scale developed by Sanjyot Pethe, Sushama Chaudhari and Upinder Dhar were the tool used.

#### Analysis.

The obtained data was analyzed using mean, S.D and Analysis of variance. The data was split in terms of good and poor organizational climate using mean and S.D. After splitting a sample of 496 secondary school teachers was put to see the interactional effect of Organizational climate in terms of area and type of administration with mental health as dependent variable.

**Testing of null Hypothesis for significance of interaction between organizational climate in terms of area and type of administration with mental health as dependent variable.**

**Table no. 1 : Between-Subjects Factors**

		Value Label	N
<b>Type of Area</b>	0	Rural	267
	1	Urban	229
<b>Type of Administration</b>	0	Private	257
	1	Govt.	239
<b>Organizational Climate</b>	1	Poor	286
	2	Good	210

Table no.1 shows the data in terms of good organizational and poor organizational climate. The data for the present study was collected from both rural as well as urban area. Also during collection of data due importance was given to the type of administration (Government or Private schools). Here in above table 0 represents rural area, private

administration whereas 1 represents urban area and government administered school. Similarly for organizational climate 1 and 2 represents poor and good organizational climate respectively

**Table no. 2 : Tests of Between-Subjects Effects, Dependent Variable: Mental Health**

Source	Type III Sum of Squares	Df	Mean Square	F	Sig.
Corrected Model	10376.734 <sup>a</sup>	7	1482.391	91.694	.000
Intercept	725051.937	1	725051.937	4.485E4	.000
Type of Area	.032	1	.032	.002	.965
Type of Administration	8.965	1	8.965	.555	.457
Organizational climate	8905.111	1	8905.111	550.828	.000
Type of Area * Type of Administration	227.098	1	227.098	14.047	.000
Type of Area * Organizational climate	467.075	1	467.075	28.891	.000
Type of Administration * Organizational climate	213.346	1	213.346	13.197	.000
Type of Area * Type of Administration * Organizational climate	138.666	1	138.666	8.577	.004
Error	7889.387	488	16.167		
Total	758862.000	496			
Corrected Total	18266.121	495			

a. R Squared = .568 (Adjusted R Squared = .562)

### Reporting

A three-way analysis of variance was conducted to test the influence of three independent variables (Area, Type of administration, and organizational climate) on the mental health scores of teachers in different secondary schools of Jammu district of Jammu and Kashmir.

Area type include two levels (rural, urban), type of administration included (govt., private) and organization climate included (poor and good). One main effect organizational climate, all two factor interaction and three factor interactions were statistically significant at the .05 significance level except for the main effects type of area and type of administration.

The main effect organization climate yielded an F ratio of  $F(1, 496) = 550.828$ ,  $p < .001$ , indicating a significant difference between poor organizational climate ( $< = 99$ ) & good organizational climate ( $> = 122$ ).

The Two factor interactions, area and type of administration  $F(1, 496) = 14.047$ ,  $p < 0.001$ , area and organizational climate  $F(1, 496) = 28.891$ ,  $p < 0.001$ , type of administration and organizational climate  $F(1, 496) = 13.197$ ,  $p < 0.001$ , were significantly effects the mental health score of teachers. Finally, the three factor interaction area, type of administration and organizational climate  $F(1, 496) = 8.577$ ,  $p = 0.004$ , jointly effects the mental health status of the teachers.

This finding favors the results obtained by Cassie et al (2012), Pan & Wu (2015) but the results are in contradiction with the findings of Pandhi & Rajendra (2010).

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