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Title   *"Development of Organizational Climate Index (OCI) for Secondary Schools and its implication for Management of Government Schools"*

ABSTRACT

The study was carried to develop Organizational climate Index(OCI) and measure the Organizational Climate of Government Schools located in Muslim populated areas and Government Schools Located in other areas, and compare them.

OBJECTIVES

1. To develop technology based teaching strategies for creative learning of concepts in Geography at Senior Secondary Level of Education

2. To compare the effectiveness of technology based teaching strategy with Lecture cum Demonstration strategies in terms of concept attainment in geography.

3. To study the relationship between the Socio-Economic Status (SES) of the students and their concept attainment in Geography.

4. To study the relationship between the methods of teaching and creativity score.

MAJOR FINDINGS

The present study was purported to develop organizational Climate Index (OCI), and its implication to secondary schools located in Muslim minority populated areas and secondary schools in other areas. The findings of the study were as following:

- Four sub scales i.e. Human Relation, Internal Process, Open System and Rational Goal were identified while developing the tool.

- **Organizational Climate of secondary schools**

Organizational climate of secondary school in Delhi was found below average in schools located in Muslim populated areas and above average in schools located in other areas.

- **Human Relation Measures in secondary schools**

    Sub scale Human Relation of organizational climate was found below average in schools located in Muslim areas and above average in schools located in other areas.

- **Internal Process Measures OCI**

    Internal process sub scale measures of OCI was found below average in schools located in Muslim areas and above average in schools located in other areas.

- **Open System Measures of OCI**

    Open System measures of OCI was found below average in schools located in Muslim areas and above average in schools located in other areas.

- **Rational Goal Measures of OCI**

    Rational Goal measures of OCI was found below average in schools located in Muslim areas and above average in schools located in other areas.

IMPLICATIONS OF THE STUDY

The organizational climate provides a reliable and valid diagnostic tool to study the organization. The tool designed was simple and easy to use. School leaders, Educational leaders or Policy makers can use the tool for diagnostic the school climate. The school Principals or teachers can also use the tool to study different of the organizational climate of school organization.

For organizational development, this tool can be used as pre and post analysis of the organization climate. However the organizational climate tool, was not for the solving the problems. This tool only reflects the problem condition which can be addressed and resolved.