



## Feeling of happiness among teacher educators in relation to their organizational climate

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### Abstract

Teaching requires effectiveness as well as qualitative improvement for the betterment of the learners at present it is felt that there is a decline in the quality of teaching for the teacher to be effective certain amount of autonomy should be provided so that he is able to meet the diverse needs of children as much as the learner requires Space free down flexibility and respect the teacher also same the teachers and their heads must share a relationship based on a quality and mutual respect to create a better and positive organizational climate.

**Keywords:** Happiness, organizational climate, teaching effectiveness, quality of teaching, teacher autonomy

### Introduction

Organizational climate is the formal system of task and reporting relationships that controls co-ordinate and motivates employees so that they cooperate to achieve an organizations goals this includes the leadership focus authority and responsibility resource policy and planning deployment or implementation the task of an administrator is to create an organizational structure and culture that encourages employees to work hard and to develop spirit team and attitude and allows people and group and work together affectively the way a climate or culture is designed or evolves over time affects the way people and Groups behave within the organization the organizational climate affects the People's processes and decisions behaviour and motivation teamwork and Corporation social relationships and rewards of good performances.

### Happiness

Happiness is a state of well being and contentment. It is a pleasurable or satisfying experience of mind. It is the degree to which an individual judge the overall quality of his own life as a whole favorably and it is generally considered to be an Ultimate aim of life. Aristotle concluded that anything else, men & women seek happiness. Every other goal-health, beauty, money or power is valued only with the expectations that these will make us happy. The idea of conducting research on happiness is relatively new. Seligman (2012) proposed that the term could be decomposed into five scientifically manageable realms. These are positive emotions, positive relationship and accomplishment.

### Organization

Organization means an organized body or system or structure or arrangement or framework or manner of being or is planning and structure. It is related to a group of people who form a business, club etc. together in order to achieve particular aim. organizations are the integral part of our life. All of us are born in them mature up and finally win our daily bread through working in them. All the activities of any enterprise are initiated or determined by the persons who make that Institution.

### Definition of Organization

Ryburn (1998) " organization simply means the practical measures which are take to ensure that the system of work we use will be the greatest possible assistance in carrying out of the greatest benefit to our children"

### Climate

The word climate is comprehensive one. It includes within itself the word 'environment' The human elements around the child is called environment It includes social physical and emotional activities. Climate refers to an atmosphere or a situation which exists in particular place. Climate as a metaphor is helpful e. g temperature is a measurable element of geographical climate but it is not the absolute temperature that matters as much as human perception of it. The word climate as used in the organization context consists of the total effective system of a human groups organizations including feelings and attitude towards the system, sub system, super ordinate system or other system of persons tasks providing conceptualization of persons. The concept of organizational climate embraces a range of psychological and sociological in interaction and attitude and special system.

### Organizational Climate

Organizational climate is combination of two words 'organization and climate' organization is planning and structure. It is related to a group of people who form a business club etc. together in order to achieve particular aim. Climate refers to an atmosphere or a situation which exists in a particular place. Organizational climate is about the perceptions of the climate and about absolute measures. Climate as a metaphor is helpful e. g. temperature is a measurable element of graphic climate it is only after knowing what temperature means in terms of human comfort. Similarly, for organizations the climate may be regarded in absolute terms and measured by instruments, but is felt differently by individuals. The absolute climate may suit one person and not another,"what is like to work here" or "how I feel when I work here". The term organizational climate refers to the overall atmosphere in an organization which includes the member to play the role with varying degree of effectiveness. Organizational climate represents the entire social system of a work group.

### Definitions

Sharma and Gaba (1989) viewed "Organizational climate as the interpersonal relationship with an group between the groups and its leader"

Hallin and Crofts (1963) stated that "Organizational Climate can be constructed as organization personality of school"

The term organizational climate clearance the environment that affects the behavior of the teachers and students School climate, the focus of this brief is evident in the feelings and attitudes about a school expressed by students, teachers, staff and parents the way students and staff, "feel" about being School each day. Organizational climate is a significant element in discussion about improving academic performance it is also mentioned in discussion of potential solutions to problems such as bullying inter students' conflicts, inter teacher conflicts, character education and moral education.

The concept of organizational climate has a rich history into a social science literature. in the easily 1960's George Sterns was one of the first psychologist who saw analogy with individual personally and used the concept of organizational climate to study Institutions of Higher Education. The use of Concept quickly spread to schools and business organization, each with the some what different conceptual view of climate.

Although there are variety of conceptualizations, there is general agreement that organizational climate arises from routine organizational practices that are important to an organizations members that it is defined by member preparations, and that it influences members attitude and behavior .Thus school climate is a relatively in enduring character of a school that is experienced by its participants that effects their actions and that is based on the collective perceptions of behavior in the school.

### Several aspects of organizational climate

1. Appearance and physical plant
2. Faculty relations
3. Student interactions
4. Leadership decision making
5. Disciplined environment
6. Learning environment
7. Attitude environment
8. School- community relations

The competence, motivation, satisfaction and general effectiveness of its human organization determine every aspect of the Institution. An organizational climate where the different members function collectively and positively to advance the goal and the other objective of the organization provide healthy organizational climate.

The organizational climate is considered as an aspect of the total environment of the organization. Human behavior in organization has always been phenomena of interest and concern. However, it is only been in recent years that organizational climate has emerged as a field of systematic study.

The study of major concern of school organizations education defines, "Climate as used in organizational group of organization includes feeling and attitudes towards the system" .As such when an individual visit a number of Institutions, he notes quickly how institution differ from one another in their feel he finds that the teachers and the students restful and confident in what they are doing in one

institution, Whereas in other the teachers are discontented and inactive on their trying hard to his/her incomplete and poor leadership. Sharma (1973) identified 6 types of organizational climate

### Open climate

Open climate refers to the organizational climate where teachers are fully satisfied and happy.

Sharma (1973) "open climate is an environment in which teachers obtain social needs satisfaction as well as job satisfaction and enjoy your sense and complement in their job."

### Autonomous climate

Autonomous climate is that in which headmaster is the dictator, who merely gives orders to the staff members, while teachers are themselves highly cooperative.

Sharma (1973) in autonomous climate teacher enjoys a friendly relationship, absence activities mixed with average controls on the parts of the principal is perceived as an element of psychological hindrances. "

### Familiar climate

Teachers and head both are highly Cooperative in the Familiar climate

Sharma (1973) "Familiar climate is characterized by the constitutionally friendly behavior of both the principal and teachers"

### Controlled climate

It is highly task oriented at the cost of social needs and satisfactions of the members.

Sharma (1973),"The human aspect of the individual is neglected and communication is always on one sided. Teachers get little job satisfaction out of task accomplishment."

### Conclusion

The organizational climate represents entire social system of a working group the term organizational climate refers to the overall atmosphere in an organization which includes the members to play the role with varying degree of effectiveness. It means an inter-personal relationship with the group and between the group (staff) and its leader (Principal). The atmosphere in which the school conducts itself is technically known as an organizational climate. organizations are the integral part of our life. All of us born in them mature up and finally win our daily bread through working in them. All the activities of any enterprise are initiated or determined by the persons who make up that institution.

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