



Sajid Jamal

# Organizational Commitment Among School Teachers



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# Organizational Commitment Among School Teachers

**Panch Ramalingam**



## **Organizational Commitment Among School Teachers:**

Organizational Commitment Among School Teachers Sajid Jamal, 2014-11-11 Organizational commitment appears to be highly important for not only a teacher's success but also for systems in seeking to make India a developed nation till 2020 A D Among all the possible factors that affect teacher's organizational commitment are occupational stress job satisfaction employee's morale and socio emotional school climate The present book focuses on how organizational commitment is related to the above mentioned variables The data have been obtained from 615 secondary school teachers and latest statistical techniques have been applied to make the findings of immense importance to the planners administrators

bureaucrats managers principals and teachers **Relationship Between Perceived Organizational Support and Organizational Commitment Among Primary Private School Teachers** Mazida Ismail, 2010 **Organizational Commitment and Knowledge Sharing in Contemporary Companies** Anna Wziątek-Staśko, Regina

Lenart-Gansiniec, Izabela Michalik, 2022-03-08 When evaluating the success of an organization the value of employees organizational commitment and the process of knowledge sharing among staff must be considered As illustrated in this volume these two concepts are key conditions for organizational success in the contemporary world This book explores the concept of organizational commitment what it is and how to use and understand the value in knowledge management and sharing for both employees and organizations as a whole A profound analysis of the global literature exposes organizational commitment and knowledge sharing as key determinants of the effectiveness of the organization management process including human capital management While much space in the literature on the subject is devoted to the exploration of the above mentioned concepts treated as categories subject to separate analysis the diagnosis and analysis of the relationship between them should be treated as a poorly recognized process This book fills a research gap providing a theoretical foundation and important information on organizational commitment and knowledge sharing highlighting the relationship between both research categories It will be of interest to researchers academics practitioners and students in the fields of human resource management leadership and organizational studies *A Study of the Organizational Commitment of Secondary School Teachers In Relation To Administrative Behavior of School Heads* B.R. Rangannavar, 2017-01-07 From the time immemorial education was considered to be the means of getting knowledge throughout the ages and in all the parts of the world Education is an important agency for all round development of the individual and society **Emotions and Leadership in Organizations and Educational Institutes** Osman Titrek, Anna Stavicka, Ana Campina, Gozde

Sezen-Gultekin, Carlos Francisco De Sousa Reis, 2023-11-28 Emotion management is an important source of social capital and synergy for organizations Managers have a great role in the creation of this synergy A manager who can cope with their emotions indirectly contributes to organizational effectiveness This situation is especially important in human oriented organizations providing services rather than goods such as educational institutions Leadership is a process of social influence

which maximizes the efforts of others towards the achievement of a goal Leadership stems from social influence rather than authority or power In terms of system approach the input output process and feedback of educational organizations are always related to human behaviors Therefore organizations must address the nature of human beings in all of their managerial processes Although organizations in which people are at the foreground try to continue their functioning on a rational and formal basis throughout the managerial process they sometimes have to manage emotional and informal phenomena In this case there is a need for managers and school leaders who can shape the rationale in line with the requirements of human nature What is expected from this administrator is that they do not ignore human needs and emotions while providing the management of educational institutions For this reason these managers should be leaders rather than executives who only work in a formal framework of organization management Moreover principals and teachers should also be leaders in all educational processes Emotions are the main catalyst of positive organizational culture Leaders can create an effective organizational culture with the main source of positive emotions between employers Positive emotions also motivate employees for organizational purposes If a leader wishes to create and maintain an effective organizational culture it is essential to support positive behavior and emotional climate in their institutes and schools Leaders school managers and teachers therefore need to develop emotion management abilities Educational organizations need to shape their organizational culture climate and psychology to support their leaders in efficiently managing their employees emotions Up to now this topic has been usually addressed as the main catalyst and a sub dimension of emotional intelligence Moreover current evidence classifies social and empathy skills as other sub dimensions of emotional intelligence For this reason this collection of peer reviewed articles will draw attention to the contemporary term emotional management and contribute to educational fields by means of exploring the relationship between emotions and leadership

**SURVEY OF RESEARCHES IN EDUCATION** Prof. Sunil Kumar Singh, 2020-03-01 Education is a positive construct which empowers people to make use of its potentialities in the best ways to achieve excellence Research in this endeavour tries to resolve various problems related to education educational process and educational advancements Thereby keeping education updated and advanced in turn preparing updated positive and constructive citizens of the society Today an educated person is expected to be equipped with the most advanced knowledge skills humane values and digitalisation including evaluation of existing policies and bringing out components variables to be covered by forthcoming policies Thus research is positively correlated with the human and material development ensuring humane and developed society The strength of an institution is reflected by the researches undertaken by the members over there It gives me immense pleasure to note that survey of research abstracts in Faculty of Education Banaras Hindu University has been completed and ready for its publication in hard and soft mode The present volume includes 256 abstracts since 1952 including most recent D Litt abstract in education This survey no doubt presents a trend of researches under study These abstracts will certainly pave educational paths to solving recent educational

issues A commendable contribution has been done by the team of publication This will have a long term impact on future researchers Moreover preservation of research knowledge covering 33 identified educational areas and its dissemination were much needed and expected for the cause of quality research I am sure the volume will serve its qualitative purpose to researchers teachers administrators and policy makers in India and abroad We are grateful to Prof D P Singh Chairman University Grants Commission New Delhi India for writing foreword for this volume and motivating us I convey my heartfelt gratitude to all the members of publication team for their concerted efforts in bringing out this precious volume Date 13th April 2020 Prof R P Shukla Banaras Hindu University Head and Dean Varanasi 10 Faculty of Education

Organizational Justice and Organizational Commitment Among Secondary School Teachers Alaa S. Jameel, Yazen N. Mahmood, Swarn J. Jwmaa, 2020 The purpose of this study is to find the relationship between organizational justice OJ and organizational commitment OC among secondary school teachers The sample consisted of 98 teachers working in 8 public secondary schools OJ consists of three dimensions namely distributive justice DJ procedural justice PJ and interactional justice IJ which were used to measure the level of perception of justice among teachers whereas to determine the level of commitment among teachers the study used OC questionnaire Pearson correlation and regression analysis methods were used to find the relationship and the impact of OJ on OC The main findings of the study indicated that there is a positive and significant relationship between OJ dimensions and OC DJ found highly correlated with OC However PJ and IJ positively and significantly predicted OC among secondary school teachers The study could provide some significant literature contributions on the OJ and OC of secondary school teachers in developing countries

**Organizational Citizenship Behavior in Schools** Anit Somech, Izhar Oplatka, 2014-10-10 This book extends our understanding of the attitudes and behaviors of teachers who improve their schools consistently and considerably It sets out to critically analyze and examine organizational citizenship behaviors OCB in schools from a contextual perspective and to display the uniqueness of the concept in the context of school its dimensions boundaries antecedents and consequences from a multi level perspective Chapters consider understandings of teachers OCB its nature components and salience in schools personal organizational and cultural factors which might facilitate or inhibit teachers OCB contributions and the drawbacks of OCB for the improvement of educational systems schools and educators a new conceptualization of teachers OCB based on the unique characteristics of school and the teaching profession and consequences for theory and practice practical tools for guiding educational policy makers principals and teacher educators on how to assimilate and enhance teachers OCB Organizational Citizenship Behavior in Schools will appeal to scholars and researchers in educational administration educational policy school leadership and teacher education It will also be of interest to supervisors policy makers and postgraduate students in the field of education

Teacher Collegiality and Commitment in High- and Low-achieving Secondary Schools in Islamabad, Pakistan Madiha Shah, 2012-05 Doctoral Thesis Dissertation from the year 2011 in the subject Pedagogy The Teacher Educational Leadership The University

of Malaya language English abstract This study analyzed the impact of teachers collegiality on their organizational and professional commitment in public secondary schools in Islamabad Pakistan The study also examined the differences of teacher collegiality organizational commitment and professional commitment in high achieving and low achieving schools The effects of teacher personal variables e g gender educational level and professional experience on teacher collegiality organizational commitment and professional commitment were also investigated A teacher collegiality scale TCS was developed and tested using exploratory and confirmatory factor analytic techniques The final TCS comprised seven dimensions namely 1 Demonstrating Mutual Support and Trust 2 Observing one another Teaching 3 Joint Planning and Assessment 4 Sharing Ideas and Expertise 5 Teaching each other 6 Developing Curriculum together and 7 Sharing Resources The instruments of organizational commitment and professional commitment were adapted from Meyer Allen and Smith 1993 The survey instrument comprising the TCS and Commitment Scale was distributed to a sample of 364 secondary school teachers in eight high achieving and nine low achieving schools located in Islamabad Structural Equation Modeling SEM was used to assess the impact of teacher collegiality on teachers organizational and professional commitment Latent Mean Structure Analysis was used to determine the differences in teacher collegiality and teacher commitment between high achieving and low achieving school teachers The effects of demographic variables on study main variables were analyzed using MANOVA The analysis confirmed that teacher collegiality positively impacted organizational commitment and professional commitment among secondary school teachers

**Teacher Empowerment in Secondary Schools** Ee Kuan Boey,2010 *Successful Teacher: Personality and Other Correlates* Elena Mirela Samfira,Tiberiu Sandu Dughi,Jesus de la Fuente,2023-11-08 The question of what makes a good teacher has been asked by practitioners policymakers and researchers Teachers are important drivers of student success in the immediate term such as academic success Nowadays the education process is influenced by various factors which can all have a strong effect on the quality of teaching and learning Having the intention to create high quality teaching and learning it is very important to clearly determine what those factors are and what kind of effect they have on the education process Different teacher characteristics and competencies have been distinguished in the literature as being relevant predictors of their instructional quality Even though educational psychology has emphasized the significance of the personality role in the education process the empirical evidence on the relationship between teacher characteristics and instructional quality is not yet conclusive Certainly there is much more to find out

**Successful Mental Health and Well-being** Panch Ramalingam,2019-01-01 School Psychology is a specialized branch of psychology to provide services that enhance academic performance design strategies and programmes to address problems of adjustment consult with other educators and parents on issues of social development and behavioural and academic difficulties conduct psycho educational assessment for purposes of identifying special needs provide psychological counselling for individuals groups and families and coordinate intervention strategies for management

of individuals and school wide crises It is a field that applies principles of clinical psychology and educational psychology to the diagnosis and treatment of children s and adolescents behavioural and learning problems As such the term also refers to and is meant to include educational psychologists and others who display qualities this document associates with school psychology The primary role of school psychologists ranges from consultation to assessment to intervention in several aspects including mental health and well being They use a high level of training as well as collaboration with those in his or her setting to develop programmes of prevention and intervention so that a level playing ground can be provided to all the students Hence it is understood that the school psychologists are the key persons to mould the characters of the children in collaboration with the teachers and parents This volume is an outcome of the some of the papers presented during the 3rd International Conference and 6th InSPA International Conference on Successful Mental Health and Well being held on 13 15 October 2016 at Pondicherry University Puducherry The conference was organized with the collaboration of Indian School Psychology Association InSPA by the Department of Applied Psychology of the Pondicherry University There are twenty two papers included in this volume Hope this will help the researchers and professionals to find it useful resources for their research in the particular field of study

**JOB SATISFACTION OF SECONDARY AND HIGHER SECONDARY EDUCATION TEACHERS IN RELATION TO THEIR MENTAL HEALTH AND PROFESSIONAL COMPETENCIES** Dr. C.

Ashok Kumar & Dr. K. K. Rajendran,2021-03-15 *Organizational Justice and Job Attitudes* Dr Suganya, *International Journal of Indian Psychology, Volume 6, Issue 2, (No. 2) IJIP.IN,2018-07-30* 1st International Conference on Lifelong Education and Leadership for ALL-ICLEL 2015 Assoc.Prof.Dr. Osman TITREK,Ress. Asst. Gözed Sezen Gültekin,Dr. Subhan EKŞİOĞLU,Asst. Prof. Dr. Demet ZAFER GÜNEŞ,Asst. Prof. Dr. Regec VOJTECH,2016-03-01 Copyright 2015 ICLEL Conferences All rights reserved by ICLEL Conferences Motivation in Learning and Performance in the Arts and Sports

Adina Mornell, Frank Heuser, Margaret S. Osborne, Noa Kageyama, 2025-02-27 Motivation is a crucial factor in achieving success in any field but especially in the performing arts and sports where consistent practice discipline and creativity are required to maintain a high level of performance The science of motivation is relevant today more than ever for several reasons First motivation is a fundamental aspect of human behavior and understanding what drives individuals to perform at their best is essential in many contexts including education athletics and the workplace In this period of recovery and reset after pandemic related lockdowns knowledge about motivation can inform personal and policy decisions moving forward Second motivation is critical for achieving goals and an understanding of what motivates individuals can help them aspire to set and achieve realistic and meaningful aims Third motivation is essential for maintaining mental and physical health and wellbeing and an exploration of contributory factors can help individuals manage stress and anxiety **Leveraging Technology for Organizational Adaptability** Carvalho, Luísa Cagica, Reis, Leonilde, Neves de Almeida Baptista Figueiredo, Ana Maria, Russo, Nelson, 2025-03-19 As industries face constant change driven by market demands technological

advancements and global challenges organizations must remain agile Technology enables businesses to quickly adjust their processes optimize workflows and improve decision making through data driven insights Whether through cloud computing AI powered analytics or collaborative tools digital solutions provide the flexibility to adapt to new conditions respond to customer needs and maintain a competitive edge Embracing these technologies will enhance efficiency while fostering innovation and resilience allowing organizations to pivot effectively in the face of uncertainty and capitalize on emerging opportunities Leveraging Technology for Organizational Adaptability explores the interplay between organizational resilience and the transformative forces of digital transformation digitalization Internet of Things IoT innovation and sustainability and cloud computing It examines how technological advancements shape and fortify organizational resilience in the face of adversity bridging the gap between conceptual understanding and practical application This book covers topics such as digital technology personalized education and information systems and is a useful resource for computer engineers data scientists business owners educators academicians and researchers

**Understanding Organizational Behavior of Colleges of Education** Dr.Geeta R. Thakur, **International Journal of Educational Management and Development Studies**

Noel P. Munda, Ma. Niña S. Gache, Lynard Bobby L. Asirit, Emetia Swart, Flip Schutte, Hosanna Joy R. Asuncion, Kristine Joy F. Ayeras, Shama Joyse Allizon J. Bausing, Bea Chan, Trishajan Alliah R. Marzan, Gladys C. Peralta, Christian M. Santiago, Jocelyn H. Hua, Emerson Chakma, 2024-05-31 International Journal of Educational Management and Development Studies IJEMDS is an open access peer reviewed quarterly journal focused on the many facets of education and educational development It emphasizes the theory and application of education accross all levels and disciplines and societal issues on educational development As the journal celebrates the very dynamic and complex nature of education it provides educators and researchers a platform for their research findings Since the field of education has been continuously evolving as influenced by its nature and the societal factors it allows researchers to apply multiple designs to describe analyze and evaluate the history current state and the future direction of education in regional and international contexts



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