

Development of Organizational Climate Scale for the High Schools

By

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Abstract

The present study was carried out to develop and validate a scale for the measurement of organizational climate of high schools. For this standardized procedure was adopted. Initially for the items generation, the literature was reviewed and discussions with schools heads and teachers were conducted. Initially an item-pool consisted of 80 items were generated through this process but after experts' opinion, some items were eliminated and remaining items 50 were left for empirical evaluation through factor analysis, for this purpose a random sample of 150 private and public school teachers were collected from Islamabad. On the basis of factor analysis through SPSS .17 insignificant items were deleted from the proposed scale and rest of the 38 items were retained in the scale and grouped into 5 factors or categories named as organizational clarity and standards (13 items), team Commitment (08 items), Intimacy and support (05 items), Autonomy (05 items) and Rewards & Risks (07 items). The finalized organizational climate scale for the high school demonstrate enough reliability and validity to claim as valid scale for the measurement of climate in private and public secondary schools.

Keywords: *Organizational Climate, Organizational Clarity Resources and Team Commitment, Autonomy, Support Intimacy and Risk and Rewards.*