

IMPACT OF ORGANIZATIONAL CLIMATE ON JOB SATISFACTION OF COLLEGE TEACHERS IN DISTRICT QUETTA.

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Abstract

This study was aimed to identify the impact of organizational climate on college teachers' job satisfaction in District Quetta. Data was collected from six colleges in District Quetta (three boys and three girls' colleges). A questionnaire with 20 statements along with demographical form by using five point scales of likert was used to collect data. The frequencies, percentages and results were drawn after after applying the chi-square test, the co-relation and significance was measured.

The results of five null hypothesises revealed that there is significant relationship between organizational climate and job satisfaction of college teachers. Administrative styles of management, impact of salaries, allowances, transfers and postings on basis of local/domicile, and environment of colleges in terms of safety and security have highly significant relationship with job satisfaction of teachers.

General conclusion drawn from this study identifies that there are significant relationships between organizational climate and different factors of job satisfaction of college teachers in District Quetta.

Key Words: Organizations, Organizational Climate, Job Satisfaction,