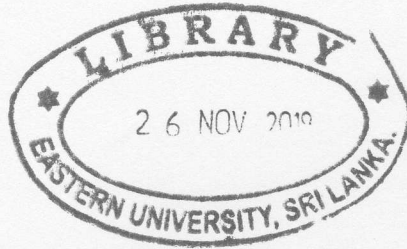


**A STUDY ON THE IMPACT OF SCHOOL CULTURE ON JOB
SATISFACTION OF TEACHERS**



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ABSTRACT

The success of every school depends on culture. There are many references that confirm the school culture to influence different aspects of a school. School culture is both related to and highly predictive of teacher satisfaction. Stronger school culture with shared participation, charismatic leadership, and intimacy, teachers experience higher job satisfaction and increased productivity.

This research presents the results of into the impact of School culture on teacher Job satisfaction. The participants were 160 teachers from 10 schools in Paddiruppu Educational Zonal. Three dimensions of school culture (Teacher Professionalism and Goal Setting, Professional Treatment by the Administration, Teacher Collaboration) and nine dimensions of job satisfaction (Pay, Promotion, Supervision, Fringe Benefits, Contingent Rewards, Operating Procedures, Co-Workers, Nature of Work, and Communication) were measured. The results indicate that all three dimensions of school culture are directly related to the job satisfaction of teachers in Paddiruppu Educational Zonal Schools, but that Professional Treatment by the Administration has the strongest influence. School culture has been shown to influence teachers' job satisfaction. Considering that school culture can be improved, it is possible to improve teachers' job satisfaction as well.

Keywords: School culture, Job satisfaction, Teacher Professionalism and Goal Setting, Professional Treatment by the Administration, Teacher Collaborations.

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