



## THE EFFECT OF ORGANIZATIONAL CLIMATE ON THE TEACHERS' PERFORMANCE AND JOB SATISFACTION IN SELECTED SECONDARY SCHOOLS IN THE DIVISION OF ALBAY

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### ABSTRACT

This study investigated the types of organizational climate and the relationship that exists between the teachers' level of performance and job satisfaction; organizational climate and teachers' level of performance; and organizational climate and teachers' level of job satisfaction in selected secondary schools in the Division of Albay. A descriptive survey was utilized and data was collected from 100 teacher-respondents using questionnaires and was analyzed using percentage, t-test, and Pearson r correlation analysis. Findings revealed that the type of organizational climate that exist in the secondary schools in the Division of Albay is an open school climate. Teachers are highly satisfied with the kind of work environment they have. A total of 10 teachers were noted outstanding in performance and 90 teachers were rated very satisfactory. No one got a satisfactory level performance and below. The level of performance of secondary school teachers is very satisfactory. There is a weak correlation between: the teachers' level of performance and the teachers' job satisfaction; organizational climate, teachers' level of performance, and organizational climate and the teachers' level of job satisfaction. An action plan for a program to support a sound organizational climate was proposed for the secondary school teachers in the Division of Albay. Based on the foregoing findings, the following conclusions were drawn: The type of organizational climate that exists in selected secondary schools in the Division of Albay is an open school climate. The teachers are highly satisfied with their organizational climate. The teachers' level of performance is very satisfactory. There is no significant relationship between teachers' level of performance and level of job satisfaction; organizational climate and teachers' level of performance; and organizational climate and the teachers' level of job satisfaction. The proposed action plan was focused on the least favorable dimensions of an open school climate.

*Keywords: Organizational Climate, Performance, Job satisfaction, Secondary schools*