

Analyzing Perceptions of Teachers about Organizational Health of Primary Schools in Turkey

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Summary

INTRODUCTION

The concept of organizational health was used by Argyris for the first time in the late 1950s. However the concept is explained and developed together with its dimensions by Matthew Miles in 1965. Miles (1965) studied and innovative processes in the schools and emphasized the impact of the environment on productivity Miles formulated a model of ten dimensions in order to explain the characteristics of a healthy school. These dimensions are: goal focus, communication adequacy, optimal power equalization, resource utilization, cohesiveness, morale, innovativeness, autonomy, adaptation, and problem-solving adequacy. According to Miles (1969), organizational health refers to organizations that not only survive in their environments but also continue to cope over the long haul while continuously developing and extending their survival and coping capabilities.

Hoy and Feldman (1987) developed organizational health scale consisting of seven subscales which aims to measure the health of school. This dimension is supported by the researches done by Hoy, Tarter and Kottkamp (1991). It is possible to group this dimensions in institutional, managerial, and technical level as organizational health dimensions. Institutional level includes institutional integrity; managerial level includes principal influence, consideration, initiating structure and resource support; technical level includes morale and academic emphasis dimensions (Hoy and Feldman, 1987; Hoy and Miskel, 1991; Hoy and Miskel, 2010). This study is also based on these dimensions. The aim of this study is to analyze teacher perceptions about organizational health of the primary schools in which they work.

METHOD

This is a descriptive research in the survey model which tries to detect the current situation. According to Karasar (1999) scanning models are research approaches which aim to define a past or present situation. The population of the study is teachers who work in the primary schools in Kastamonu province in 2009-2010 and 2010-2011 Education year. 1046 teachers who work in the 70 primary schools were reached in the process of data collection. "Organizational Health Inventory" was used as a data collection instrument. In data analysis, the frequency, percentage, arithmetical mean and standard deviation of the answers were calculated, Independent t-Test and One-Way ANOVA, Dunnett's C and Scheffe testls were performed.

RESULTS AND CONCLUSION

According to research findings, teacher perceptions about organizational health of the primary schools can be evaluated as positive. Teacher perceptions about initiating structure dimension of organizational health of the primary schools are highest level while teacher perceptions about academic emphasis dimension of organizational health of the primary

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schools are lowest level. In addition, while there are statistically significant differences in perceptions of teachers on the organizational health of primary schools in terms of teachers' gender, age, years in profession, years in current school and branch; there aren't statistically significant differences in perceptions of teachers on the organizational health of primary schools in terms of teachers' educational level.

In order to improve the organizational health of the primary schools, academic emphasis and principal influence dimension of organizational health which have the lowest average must be primarily thought. For teachers, a high and clear objectives that is possible to achieve and understood by everyone should be defined. In this study "Organizational Health Inventory" developed by Hoy ve Miskel (1991) was used as a data collection instrument in order to measure organizational health. Perceptions of teachers on organizational health can be analyzed with new and different data collection instruments. In this study teacher perceptions about organizational health of the primary schools in which they work was analyzed. Besides opinions of teachers; opinions of students, principals and managers about organizational health can be analyzed and compared in primary, secondary schools and higher education institutions in different provinces and countries.