ORGANIZATIONAL CLIMATE AND ORGANIZATIONAL COMMITMENT OF LHASA TEACHERS COLLEGE IN TIBET, CHINA

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ABSTRACT
The purposes of this study were to determine the organizational
climate and organizational commitment, to compare the staff’s perception of the
organizational climate and organizational commitment based on demographic
factors such as educational background, work position, and experience, and to
investigate the relationship between the organizational climate and organizational
commitment among staff members of Lhasa Teachers College in Tibet, China.

The sample group used in this research was composed of 204 staff
members. Quantitative data was collected using two sets of questionnaires. The
data was analyzed by descriptive statistics and inferential statistics, including t-
test, one-way ANOVA, and Pearson’s correlation coefficient.

The results showed that the staff’s perception of the organizational
climate was at a low level, with a mean of 2.27. Meanwhile, the staff’s perception
of organizational commitment was at a moderate level, with a mean of 2.64.

It was found that there was a significant difference in the staff’s
perception of the organizational climate based on their educational background
and work position. Meanwhile, it was also found that there was a significant
difference in the staff’s perception of organizational commitment based on their
educational background. The findings show that there is a positive relationship
between the staff’s perception of the organizational climate and organizational
commitment.

Based on the findings, it is recommended that the college provide
short-courses and clarify their mission and vision statements. Additionally, it is
recommended that the supervisor apply the self-esteem method in order to
encourage staff involvement in activities as much as possible, so as to enhance
their sense of belonging within the organization.

KEY WORDS: ORGANIZATIONAL CLIMATE/ ORGANIZATIONAL
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