

**EFFECT OF COLLEGE CLIMATE ON TEACHER
PERFORMANCE IN TEACHER TRAINING COLLEGE IN LAO
PEOPLE'S DEMOCRATIC REPUBLIC**



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REPUBLIC

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ABSTRACT

The aim of this research was to study the effect of college climate on teacher performance in Teacher Training Colleges in the Lao People's Democratic Republic (Lao PDR). The purposes of paper were 1) to study the levels of teacher performance in teacher training colleges of LAO PDR, 2) to study the levels of college climate in teacher training colleges of LAO PDR and 3) to examine the factors affecting teacher performance in teacher training colleges of LAO PDR. The study initially applied simple random sampling to choose 8 colleges from North, Central and the Southern part of Lao PDR. The study finally employed 285 teachers from a total of 1,019 teachers based on the Krejcie and Morgan table to respond to the questionnaire.

The data obtained from the questionnaire were processed electronically using the program package. The descriptive statistical analysis was used to analyze the personal factors, such as age, gender, education level and teaching experience while frequency, percentages, mean and standard deviation were used to analyze the levels of college climate and teacher performance. Furthermore, the Stepwise Multiple Regression Analysis (MRA) was used to analyze effect of college climate affecting teacher's performance

The findings confirmed the high level of college climate with mean labeled at 4.05 and the level of teacher performance was recorded as the highest with mean value labeled at 4.36. The MRA results indicated that there were two variable i.e. Organization/Competency (X5) at 51.4% ($R^2 = .514^{***}$) and Reward and Recognition (X3) at 53.2% ($R^2 = .532^{***}$)

Recommendations to improve teacher performance in teacher training colleges in Lao PDR include another study to conduct a larger sample size of the teachers and covering large areas of other teacher training colleges and there are so many factors that affect teacher performance. It important to develop and improve teaching-learning for teachers in Lao PDR in the future.

KEY WORDS: TEACHER PERFORMANCE / TEACHER TRAINING

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