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## STUDY OF SELF-ACTUALIZATION OF DEGREE TEACHERS IN RELATION TO THEIR ORGANIZATIONAL COMMITMENT

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**Abstract:-**The purpose of this investigation was to study the self-actualization of Degree teachers in relation to their organizational commitment, work values and leadership behaviour of principals. The investigator attempted to find out the main and interaction effect of the independent variables on the dependent variable, self-actualization of teachers. It was also the intention of the investigator to find out whether in the independent variables namely organizational commitment, work values and leadership behaviour of principals, gender, age, experience, marital status, type of management, and subject specialization would account for significant difference in the self-actualization of Degree level teachers.

**Keywords:** self-actualization, organizational commitment, leadership, Degree level teachers.

### INTRODUCTION:-

For the purpose of the present study the investigator has adapted four tools namely Organizational Commitment Questionnaire by Allen and Meyer (1990), Work Values Scale by Wollock et al., (1971), Self-actualization inventory by K.N. Sharma and Leader Behaviour Description Questionnaire (LBDQ) devised by the Bureau of Business Research, Ohio State university, (Halpin and Winer, 1957). The procedure followed in adapting these tools are also given in this article.

Sl. No.	Variables	Tools of the Study
1	Organizational Commitment	Organizational Commitment Questionnaire (3 components) by Allen and Meyer. The Questionnaire was adapted
2	Work Values	Work Values Scale by Wollack S. <i>et al.</i> , The scale was adapted
3	Leader Behaviour	Leader Behaviour Description Questionnaire (LBDQ) by Halpin and Winer.
4	Self-actualization	Self-actualization Inventory by K.M. Sharma The inventory was adapted.
5	Demographic Variables	A self-developed proforma was used to obtain information on the biographical variables.

### ORGANIZATIONAL COMMITMENT QUESTIONNAIRE

A great deal of attention has been concentrated recently on the study of commitment to the organization (Mowday, Porter and Steers, 1982). Like many constructs in Organizational psychology, commitment has been conceptualized and measured in various ways. Common to all the conceptualizations of commitment found in the literature is a link with turnover, employees who are strongly committed are those who are least likely to leave the organizations. Perhaps more important than this similarity, however, are the differences between the various conceptualizations of commitment. These differences involve the psychological state reflected in commitment, the antecedent conditions leading to its development and the behaviours (other than remaining) that are expected to result from commitment.

## WORK VALUES SCALE

A few scales have been constructed for the purpose of measuring work values (Steffre, 1959 ; Super, 1957, 1962) and occupational values (Kilpatrick, Cummings and Jennings 1964 ; Rosenberg, 1957). Although these measures have been carefully developed, they seem to be extremely global. The Survey of Work Value Scale developed by Wollack Goodale, Witjing and Smith differs from previous scales in that it is directed towards separate areas of values and is limited to the construct of secularized protestant Ethic with which work values seem to be closely linked. The principal aspects of Protestant Ethic as described by Weber (1958) are individualism, asceticism and industriousness. The emphasis placed on a man's industriousness probably represents the most critical aspect of Protestant Ethic. The ethic has been presumed to index this concept. Amount of industrialization, amount of education, economic level and occupation has been among the more frequently used indexes. Correlations between attitudes and supposedly logically related behaviours have usually been found to be low. Frequently, a variety of considerations intervene to inhibit the behavioural manifestations of an attitude. Economic and social factors may greatly limit the alternative behaviours available to an individual regardless of his attitudes. It would, therefore, be naïve to expect indirect measures to index accurately an individual's work values. Attitude scales should provide more direct measures of these concepts.

## LEADER BEHAVIOUR

Extensive research on leadership behavior during the past half century has yielded many different behavior taxonomies and a lack of clear results about effective behaviors. One purpose of this article is to describe what has been learned about effective leadership behavior in organizations. A hierarchical taxonomy with four meta-categories and 15 specific component behaviors was used to interpret results in the diverse and extensive literature and to identify conditions that influence the effectiveness of these behaviors. Limitations and potential extensions of the hierarchical taxonomy are discussed, and suggestions for improving research on effective leadership behavior are provided.

## SELF-ACTUALIZATION

Sadly, numerous associations in today's information driven society are awkward of the significance of building compelling human asset administration. In some occurrence, supervisors give almost no regard for worker's goal for abnormal state needs (Bolman, 2005; vonDran, 2005). This is on the grounds that they concentrate to a great extent on low-level needs (i.e. physiological, security and social needs) to the detriment of abnormal state require (i.e. self regard and self-realization) which thus, prompted a crisscross between association objective and representatives desire that frequently result in authoritative clash, counter-beneficial conduct, poor execution and absence of development, high work turnover rate and misuse of assets in the association. Substantively, these occasions have negative results on the general hierarchical execution and efficiency. In light of this, the review inspected the nexus between representative's self-completion and association's execution in a key Nigerian speculation organization.

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