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TITLE: The Views of Primary School Teachers on Organizational Change

ABSTRACT

The aim of this study is to determine the views of the primary school teachers working in Siirt City on organizational change and to provide suggestions.

The population of this study is composed of 1150 teachers working in Siirt City center primary schools in 2010-2011 education year. The sample of this study is composed of 315 teachers.

In the study, the data gathered by the implementation of “Organizational Change Questionnaire” developed by Prof. Dr. Abdurrahman TANRIGÖREN and Res. Asst. Aydan KURSUNOGLU is used. The coefficient of reliability of “Organizational Change Questionnaire” is calculated as $\alpha = ,941$. In the meantime, the questionnaire is of 5 dimensions as; “The Determination of Organizational Change Necessity”, “The Planning of Organizational Change”, “The Application of Organizational Change”, “The Evaluation of Organizational Change” and “The Philosophy of Organizational Change”.

In the analysis of the data gathered in the study, frequency, percentage, arithmetic mean, standard deviation, t-test, analysis of variance (ANOVA), Mann Whitney-U Test and Multiple Comparison Tests (Scheffe, Turkey HSD, LSD) are used. In the statistical analyses, the level of meaningfulness is recognized as ($p < .05$). The data gathered is explained by means of tables, figures and graphics.

The findings mentioned below are reached in the study:

The views of the primary school teachers working in Siirt City on organizational change,

1. are generally in “I agree” level and positive.
2. are in “I totally agree” level for “Why the change is made should be known by the staff.”, “Organizational change should be comprehensible.” and “Organizational change should be goal-oriented.” subjects.
3. are in “I’m not sure” level for “Organizational change shouldn’t be made for the satisfaction of the staff.” subject; in “I disagree” level for “The evaluation of change process shouldn’t be made by the criteria determined in advance.” and “The workout of the staff shouldn’t be pursued during the implementation of change process.” subjects.

4. don't show a meaningful difference among the variables of sex, occupational satisfaction situations, the socioeconomic level of the school environment and specialty in "The Determination of Organizational Change Necessity", "The Planning of Organizational Change", "The Application of Organizational Change", "The Evaluation of Organizational Change" and "The Philosophy of Organizational Change" dimensions of the questionnaire.

5. show a meaningful difference according to different dimensions of the scale on account of the type of school graduated from and occupational seniority variables.

KEY WORDS

Change, organizational Change, View, Primary School, Teacher