

The study aimed at finding out the relationship between organizational climate and job satisfaction among government primary school teachers in District Rawalpindi. The study was based on the following objectives: to find out the factors of organizational climate of primary school teachers, to find out the level of job satisfaction of primary school teachers, to identify the relationship of organizational climate with job satisfaction among primary school teachers, to find out the difference of various demographic variables with respect to qualification, age and experience in organizational climate of primary school teachers, and to determine the difference regarding of various demographic variables such as qualification, age and experience on job satisfaction of primary school teachers.

The study was delimited to female govt. primary school teachers of Tehsil Rawalpindi. Population of the study consisted of total 1910 female government primary school teachers working in 160 Government Primary schools located in Tehsil Rawalpindi. Simple random sampling technique was used. Four hundred female govt. primary school teachers were selected randomly as sample of the study. Two questionnaires each for assessing organizational climate and job satisfaction of teachers were modified by the researcher with the help of supervisor. Then these were validated through pilot-testing. The researcher collected the data herself. Collected data was analyzed by using SPSS version 16.

Major conclusions of the study were: There was significant positive relationship between organizational climate and job satisfaction among primary school teachers. On the basis of conclusions following recommendations are made: Production emphasis has an important role in the success of any organization so it is recommended that head teachers should focus on production emphasis in their schools as their first and foremost priority. Head teachers and teachers should also focus on intimacy, esprit, consideration and thrust in their schools. Their school climate should be free from aloofness, disengagement and hindrance behavior of head teachers and teachers. Job satisfaction plays a key role in any organization.

It is recommended that top management attitude should be positive, appreciative, welcoming and rewarding for teachers. Promotion possibilities and good pay structure should be given priority in order to get better results.