ABSTRACT

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Key Words: HUMAN RESOURCE MANAGEMENT AND SCHOOL CLIMATE, THE FOUR SCHOOLS AT MYINT-MO EDUCATION FOUNDATION (MEF), MYANMAR

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Thesis Title: A STUDY ON THE RELATIONSHIP BETWEEN TEACHERS’ PERCEPTIONS TOWARDS HUMAN RESOURCE MANAGEMENT AND SCHOOL CLIMATE AT MYINT-MO EDUCATION FOUNDATION (MEF) IN MYANMAR

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This study was to investigate the significant relationship between teachers’ perceptions towards human resource management and school climate at Myint-Mo Education Foundation (MEF) in Myanmar. The study conducted 60 full-time teachers in the four schools based on their perceptions to discover the research findings in 2018-2019 academic year. This study focused on three objectives were to: (1) identify the level of teachers’ perceptions towards Human Resource Management, (2) identify the level of teachers’ perceptions towards School Climate, and (3) determine the significant relationship between teachers’ perceptions towards Human Resource Management and School Climate at Myint-Mo Education Foundation (MEF).

Based on the two theories which were The Administrative Theory of Human Resource Management was conducted by Lunenburg & Ornstein (2008) and School Climate Model conducted by Hoy, Tarter & Kottkamp (1991). The research designed the quantitative methods. The Means and Standard Deviations, and The Pearson Product Moment Correlation
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ient were used to analyze the data for hypothesis testing and collecting the data by distributing 30 question items in HRM composed by five domains such as planning, recruitment and selection, professional development, performance appraisal, and compensation and 30 question items in School Climate encompassed by four components such as the open climate, the engaged climate, the disengaged climate, and the closed climate based on teachers’ perceptions in the four schools for investigating and indicating the objectives of the study. The findings of HRM showed three positive perceptions included professional development, recruitment and selection, and performance appraisal. The findings of School Climate explored the two positive perceptions consisted the open climate and the engaged climate. The study found out the level of teachers’ perceptions toward HRM that showed as a high level and a moderate level was discovered based on the teachers’ perceptions towards school climate. From the research findings between teachers’ perceptions towards HRM and School Climate, the r value was .403, with significant by Pearson correlation coefficient of .003. In the present study gives me insight and knowledge which are related to the current practices of human resource management functions and school climate dimensions. The study indicated that the teachers discovered positive perceptions on human resource management and school climate. Based on the research findings, there was a significant relationship between teachers’ perceptions towards human resource management and school climate at Myint-Mo Education Foundation (MEF).

Field of Study: M.Ed. (Educational Administration) Student’s Signature………………

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