

A STUDY OF THE RELATIONSHIP BETWEEN INSTRUCTORS' PERCEPTIONS TOWARDS ORGANIZATIONAL CULTURE AND JOB SATISFACTION IN SHIYUAN COLLEGE OF NANNING NORMAL UNIVERSITY

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Abstract: The main purpose of this study was to determine the relationship between instructors' perceptions towards organizational culture and their job satisfaction at Shiyuan College of Nanning Normal University. The study first assessed the instructors' perceptions towards organizational culture, examined their job satisfaction, and lastly found the relationship between organizational culture and job satisfaction. The study was conducted by surveying 147 full-time instructors during the academic year 2020 at Shiyuan College of Nanning Normal University. Means and Standard Deviations were used to report the instructors' perceptions towards organizational culture and their job satisfaction. Pearson Product Moment Correlation Coefficient was applied to analyze the relationship between these two variables. The results indicated a significant relationship between instructors' perceptions of organizational culture and job satisfaction at Shiyuan College of Nanning Normal University.

Keywords: Instructors' Perception; Organizational Culture; Job Satisfaction; Mission; Adaptability; Involvement; Consistency; Hygiene Factor; Motivators Factor

Introduction

The society we live in now is developing and changing daily. No matter what kind of organization, they need to keep up with the times, constantly improve their strengths, and compete with others to succeed. Denison and Mishra (1995) stated that an effective organization usually has a strong organizational culture. Organizational culture is an essential factor affecting organizational effectiveness. Schein (1990) also stated that organizational culture is a powerful force that shapes its members' behavior, thoughts, and feelings. The

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