

# **A Study on Leadership Styles, Job Related Factors and Organizational Cultures towards Job Satisfaction of Teachers in the Diocese of Diphu, India**

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## **Abstract**

The purpose of this research is to investigate the relationship between the independent variables such as transformational leadership, transactional leadership, salary, job training, and supervision, working conditions, esprit de corps (team work), accountability, career progress, recognition, job clarity, adaptive culture and mission culture with dependent variable teachers' job satisfaction in the Diocese of Diphu, India. This study exclusively made use of survey methods to collect the data from 400 respondents and analyzed using SPSS 21.0. Descriptive statistics were used in describing the parameters of the respondents and inferential statistics were used to test hypotheses. The results of the Pearson Correlation Coefficient have shown that the independent variables such as salary, job training, supervision, working conditions, esprit de corps (team work), accountability, career progress, recognition and job clarity have positive correlation with teachers' job satisfaction in the Diocese of Diphu while the results of the multiple linear regression showed that transformational leadership, transactional leadership, adaptive culture and mission culture have a significant influence on teachers' job satisfaction in the Diocese of Diphu.

*Key words:* leadership styles, job-related factors, organizational culture, job satisfaction

## **Introduction**

Teachers play a vital role in the formation and rebuilding of the society. Learning has a long traditional history in India and education is valued at all times. Consequently, education is given a high priority in the policy on national development and deliberate efforts are being made for expanding the educational facilities in India. India has a vast educational system taking into consideration the number of students, teachers, institutions and varied educational activities. Nonetheless, it is a matter of concern in India to produce quality education by effective utilization of facilities and provisions and to examine the efficacy of educational systems. Work motivation, job satisfaction and quality teachers are the main concerns in the educational system in the country.