

ABSTRACT

I.D. No.: 6219569

Key Words: Lecturers' perceptions, Leadership Capacity, Organizational Culture

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Thesis Title: A STUDY OF THE RELATIONSHIP BETWEEN LECTURERS'
PERCEPTION OF THEIR LEADERSHIP CAPACITY AND
ORGANIZATIONAL CULTURE AT STRATEGY FIRST UNIVERSITY,
YANGON, MYANMAR

Thesis Advisor: ASST. PRO. DR. YAN YE

This study's primary purpose was to explore lecturers' perceptions towards their leadership capacity and organizational culture at Strategy First University in Yangon, Myanmar. This study was conducted with all lecturers from six campuses of Strategy First University in Yangon, Myanmar during the academic year of 2020. In this research, the research instruments used were Leadership Capacity School Survey developed from Lambert (2003) and School Culture Survey developed from Kujur(2016) who adapted from Gruenert and Valentine's School Survey (1998) based on Denison's Organizational Culture Survey. The collected data was analyzed by Descriptive statistics, Frequency and Percentage, Mean and Standard Deviation, and Pearson Product Moment Correction Coefficient. According to the study results, the level of lecturers' perceptions of leadership capacity was *High* (3.54) and organizational culture was also *High* (3.99). It was recognized that the relationship between two variables was significant, but the relationship between the two had been interpreted as *Moderate*, $r(68) = .47, p = .000$ according to APA standards. The recommendations based on the results showed (1) lecturers should have spent more time in participation, collaborative work, and reflection in both personal and peer for their

professional development and improved healthy organizational culture,(2) The administrators should practice shared leadership as well as create organizational learning for lecturers ,and (3)the University should arrange learning networks and support innovative technology for lecturers for assessing their practices in teaching and learning, information sharing and make required changes in line with the changing educational environment. Further research should be extended with great insights in both public and private higher institutions to measure and evaluate lecturers’ concepts of their leadership capacity and organization culture.



Field of Study: Educational Administration Student's Signature.....

Graduate School of Human Sciences Advisor's Signature.....

Academic Year 2020