

**THE RELATIONSHIP BETWEEN TEACHERS’  
PERCEPTIONS TOWARDS HUMAN RESOURCE  
MANAGEMENT AND SCHOOL CLIMATE AT MYINT-MO  
EDUCATION FOUNDATION (MEF) IN MYANMAR**

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**Abstract:** This study was to investigate the significant relationship between teachers’ perceptions towards Human Resource Management and School Climate. The study conducted 60 full-time teachers 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). The two theories were Human Resource Management Theory by Lunenburg & Ornstein (2008), and School Climate Model by Hoy, Tarter & Kottkamp (1991). The research designed the quantitative method. The Means and Standard Deviations, and The Pearson Product Moment Correlation Coefficient were utilized to analyze the data for hypothesis testing by distributing 30 question items in HRM and 30 question items in school climate for investigating the objectives of the study. From the research findings,  $r$  value was .403, with significant by Pearson correlation of .003. The study showed that there was a significant relationship between teachers’ perceptions towards human resource management and school climate at Myint-Mo Education Foundation (MEF), Myanmar.

**Key Words:** Teachers’ Perception, Human Resource Management Practices, School Climate, Principals’ Leadership Behaviors, Teachers’ Leadership Behaviors

**Introduction**

In the 21<sup>st</sup> century, the quality of education is the key factor for educational issues around the globe. Through thinking about education, the people directly see the school where the learners are studying and learning to improve their knowledge, skills and experiences. Provision of learning to prepare people to

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