

Name of the Candidate	Sheena Sabharwal
Name of the Supervisor	Dr. Fauzia Khan
Department	Institute of Advanced Studies in Education, Faculty of Education, Jamia Millia Islamia, New Delhi-25
Title of the Thesis	A Comparative Study of Organizational Behaviour and Personality Profile of Principals of Self Financed Colleges of Education in Haryana and Delhi

Abstract:-

Every human being is by nature gregarious and loves to be in group. Thus there is a need to study any organization. Organizational Behaviour studies human behaviour at work. The major components taken for this study are Leadership Behaviour, Job Satisfaction, Communicative Behaviour, and Attitude towards the system and Conflict of Principals in an organization. When psychologists talk about personality, they mean a dynamic concept describing the growth and development of a person's whole psychological system. Personality includes both the internal and external factors of a person. Of more importance to Organization Behaviour are the internal aspects of personality. In job, personality reveals itself in a way any person works. This affects the individual performance and consequently, organizational performance.

The Objectives of the study are: 1)To identify the Roles and Responsibilities of Principals of Educational Institutes 2)To study the Organizational Behaviour of Principals of Self Financed Colleges of Education in Haryana and Delhi 3)To study the Personality Profile of Principals of Self Financed Colleges of Education in Haryana and Delhi 4)To compare the Organizational Behaviour of Principals of Self Financed Colleges of Education in Haryana and Delhi 5)To compare the Personality Profile of Principals of Self Financed Colleges of Education in Haryana and Delhi 6)To ascertain relationship between the Organizational Behaviour and the Personality Profile of Principals of Self Financed Colleges of Education in Haryana and Delhi 7)To compare the Leadership Behaviour of Principals of Self Financed Colleges of Education in Haryana and Delhi 8) To compare the Job Satisfaction of Principals of Self Financed Colleges of Education in Haryana and Delhi 9)To compare the Communicative Behaviour of Principals of Self Financed Colleges of Education in Haryana and Delhi 10)To compare the Attitude towards the System of Principals of Self Financed Colleges of Education in Haryana and Delhi 11)To compare the Conflict Situation of Principals of Self Financed Colleges of Education in Haryana and Delhi.

Descriptive survey method of research was used in conducting the present study. The investigator selected a sample of 40 Principals, 20 from Self Financed colleges of Education of Delhi and 20 from Self Financed colleges of Education of Haryana and three lecturers from each college. The sample was selected from all the zones of Delhi, and sample from Haryana was taken from ten districts (Rohtak, Jhajjar, Panipat, Faridabad, Rewari, Sirsa, Gurgaon, Bhiwani, Hissar, Mohindergarh), selecting two colleges from each district. The tools for the present study are 1) 16 PF given by Cattell (1991 edition) published by the Institute for personality and Ability testing in Illinois and published by the Psycho Center, New Delhi in India 2) Self Developed Questionnaire on Organizational Behaviour 3) Self Made Case Study Form for the Principals. Statistical Techniques for the present study are Mean, Standard Deviation, Correlation and t- test.

Findings of the study are : Principals in Delhi show better Organizational Behaviour in their institutes than that of principals in Haryana, as they possess better leadership quality, they are more friendly towards their staff, they try to develop a healthy relation with the staff members thus overall environment in Delhi colleges is more conducive than those of Haryana. Principals in Delhi possess better personality profile than those of Haryana. A Positive and Significant correlation is found in Principals of Self Financed Colleges of Education Haryana and Delhi in respect of their Organizational behaviour and Personality Profile which indicates impact of personality on the Organizational behaviour of their institutes. The teachers of self financed colleges of education of Delhi feel that the principals have maintained a laissez faire type of environment in the organization whereas the faculty members working in the self financed colleges of education in Haryana feel that there exists autocratic environment in most of the institutions. The Principals in Delhi are more satisfied with their current jobs in terms of Pay, Relation with the management, Self Development and other working conditions etc than those in Haryana. Principals in Delhi have better communication skill with their management, students and staff members than those in Haryana. Principals in Delhi have positive attitude towards the system prevailing in their institutes in terms of Job Involvement, promotional policies and Workload than those working in Haryana. Principals in Delhi have lesser conflict in terms of Relationship with the management and co-workers, Interest and Ethics than those working in Haryana.