

The Effects of Science Teachers' Perception of Learning Organization on Job Satisfaction

Ahmet Cezmi Savas

Zirve University, Gaziantep, Turkey
**E-mail: cezmi.savas@zirve.edu.tr*

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ABSTRACT Learning organizations not only contribute to the organization but also to the employee's well-being. The approach of a learning organization's benefits for the employees is as follows: people who work in the learning organizations are happier in their lives. In this research, it was aimed to determine at what levels are the effects of Science teachers' working for Gaziantep National Education Administration, the perception of a learning organization paradigm on job satisfaction. It will be examined whether science teachers' perception of learning organization affect their job satisfaction in a positive way. As the relationship between science teachers' perception of a learning organization on job satisfaction was designated to be examined, the research design was determined to be causal-comparative. The population and sample: this study's population is primary school science teachers working at primary schools within the Gaziantep city boundary in the 2012-2013 academic years. A randomly selected 99 science teachers from this population is the sample of this research. Two scales were used in order to gather the data for this research: Job satisfaction Scale (Short Form Minnesota Satisfaction Questionnaire- MSQ) and Learning Organization Scale (LOS). Data was analyzed by using the hierarchical multiple linear regression models. Findings of this study indicate that perception of general job satisfaction of teachers' learning organizations predicts their job satisfaction strongly and positively. In the light of the findings, some recommendations were made.