

ผลกระทบของบรรยากาศการจัดการองค์กรต่อการพัฒนาวิชาชีพของครูในวิทยาลัยศิลปะด้าเหลียน

EFFECT OF ORGANIZATIONAL MANAGEMENT ATMOSOPHERE ON PROFESSIONAL DEVELOPMENT OF TEACHERS IN DALIAN ART COLLEGE

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Abstract

The objectives of this research were: (1) to study the level of organizational management atmosphere of Dalian Art College; and (2) to study the level of professional development of Dalian Art College; and (3) to investigate the relationship between organizational management atmosphere and professional development of teachers at Dalian Art College.

The research was survey research. The population was 500 people, include administrators and teachers who work at Dalian Art College. The sample size was determined by Krejcie and Morgan's tables, and obtained via simple random sampling method, totaling 217 people. The instrument for data collection was a 5-point rating scale questionnaire. The statistic for data analysis were frequency, percentage, mean, Standard Deviation and Pearson Correlation.

The results were found that: (1) the level of organizational management atmosphere in Dalian Art College, overall was at high level; (2) the level of professional development of teachers in Dalian Art College, overall was at high level; and (3) the relationship between organizational management atmosphere and professional development of teachers in Dalian Art College was positive correlation with statistically significant at the .01 level.

Keywords: Organizational Management Atmosphere, Professional Development, Dalian Art College

บทคัดย่อ

วัตถุประสงค์ของการวิจัยนี้เพื่อ (1) ศึกษาระดับบรรยากาศการจัดการองค์กรของวิทยาลัยศิลปะด้าเหลียน (2) ศึกษาระดับการพัฒนาวิชาชีพของวิทยาลัยศิลปะด้าเหลียน และ (3) ศึกษาความสัมพันธ์ระหว่างบรรยากาศการจัดการองค์กรกับการพัฒนาวิชาชีพของครูในวิทยาลัยศิลปะด้าเหลียน

การวิจัยครั้งนี้เป็นการวิจัยเชิงสำรวจ ประชากรจำนวน 500 คน ประกอบด้วยผู้บริหารและครูที่ทำงานในวิทยาลัยศิลปะด้าเหลียน กำหนดขนาดตัวอย่างตามตารางของเครจซี่และมอร์แกน และโดยวิธีการสุ่มตัวอย่างแบบง่าย รวมจำนวน 217 คน เครื่องมือที่ใช้ในการเก็บรวบรวมข้อมูลเป็นแบบสอบถามมาตราส่วนประมาณค่า 5 ระดับ สถิติที่ใช้ในการวิเคราะห์ข้อมูล ได้แก่ ความถี่ ร้อยละ ค่าเฉลี่ย ส่วนเบี่ยงเบนมาตรฐาน และค่าสหสัมพันธ์เพียร์สัน

ผลการวิจัยพบว่า (1) ระดับบรรยากาศการจัดการองค์กรในวิทยาลัยศิลปะด้าเหลียน โดยรวมอยู่ในระดับมาก (2) ระดับการพัฒนาวิชาชีพของอาจารย์ในวิทยาลัยศิลปะด้าเหลียน โดยรวมอยู่ในระดับมาก และ (3) ความสัมพันธ์ระหว่างบรรยากาศการจัดการองค์กรกับการพัฒนาวิชาชีพของอาจารย์ในวิทยาลัยศิลปะด้าเหลียนมีความสัมพันธ์ในทางบวกอย่างมีนัยสำคัญทางสถิติที่ระดับ .01

คำสำคัญ: บรรยากาศการจัดการองค์กร การพัฒนาวิชาชีพ วิทยาลัยศิลปะด้าเหลียน

Introduction

With the development of globalization and informatization, the competition in the field of education has become increasingly fierce, and the importance of teachers' professional development has become increasingly prominent. Teachers are not only the implementers of educational activities, but also the key factor in improving the quality of education. In this context, the organizational and management climate of the school is considered to have an important impact on the professional development of teachers. Especially in higher art schools, the unique educational and cultural background makes this relationship more complex and worthy of further study.

Development of education reform: With the continuous deepening of education reform, colleges and universities are facing multiple challenges such as improving teaching quality, optimizing the allocation of educational resources, and promoting the professional development of teachers. As an art college, Dalian Art College also needs to actively respond to the call of education reform, strengthen school organization and management, and promote the professional development of teachers. Importance of Teacher Professional Development: Teachers are the core force of higher education, and their professional development level directly affects the school's teaching quality and the quality of student training. Therefore, paying attention to and supporting the professional development of teachers is the key to improving the overall education level of colleges and universities.

Research Questions

Is there the effect of organizational management atmosphere on professional development of teachers in Dalian Art College?

Research objectives

- 1) to study the level of organizational management atmosphere of Dalian Art College
- 2) to study the level of professional development of teachers at Dalian Art College
- 3) to investigate the relationship between organizational management atmosphere and professional development of teachers at Dalian Art College

The purpose of this research is to explore the influencing factors and mechanisms of the organizational and management climate on teachers' professional development in Dalian Art College by combing and analyzing relevant literature at home and abroad, and to put forward specific suggestions for improving school management practices and promoting teachers' professional development.

Research hypothesis

Hypothesis 1: There is the effect of organizational management atmosphere on professional development of teachers in Dalian Art College.

Research Framework

This research framework was to analyze the relationship between the organizational management and teacher professional development in Dalian Art College. as shown in Figure 1.1:

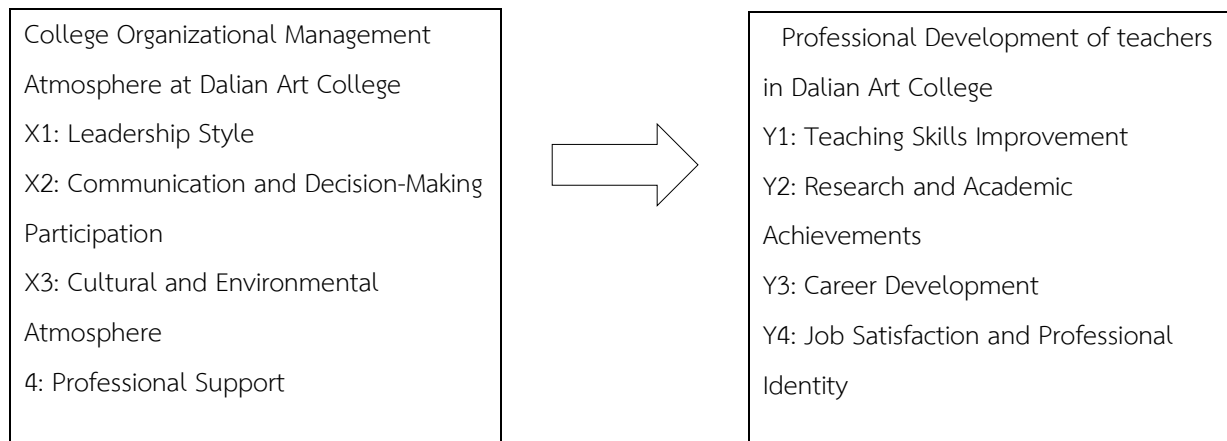


Figure 1.1 Research Framework

Research design

The first stage is to clarify the concept. Using the literature research method, based on the major academic search engines at home and abroad, systematically search the relevant literature, including journal literature, master and doctoral theses, foreign literature and so on. Understand the definition of the above concepts, research status and future trends. Lay the foundation for the follow-up study.

The second stage, questionnaires were compiled and tested. It is one of the most common methods of empirical research, using quantitative methods to investigate the status quo and related influencing factors.

The third stage is statistical analysis of data. After two steps of pre-test and formal test, the research obtained relevant empirical data. The project analysis, factor analysis and reliability analysis of data were completed by computer program. Further analysis of the artistic impact of creativity.

Population and Sample

Step 1: The population of this research was the teachers who work in Dalian Art College, the total number of 495 teachers.

Step 2: The research sample size was determined as Krejcie and Morgan's table and simple random sampling technique. include the teachers who work in Dalian Art College, the total of 217 teachers.

Research instruments

The scores are divided into a 5-point rating scale (Likert, 1970) as follows: -5 indicates at the highest level, 4 indicates at a high level., 3 indicates at moderate level., 2 indicates at low level., and 1 indicates at the lowest level.

Data Collection

Based on the content of our interviews to capture information relevant to this study, some potentially influential factors were identified. Prepare questionnaires and use to expert or IOC, there are 3 education management of 3 experts as; (1) Dr. Jiang Maofa, (2) Dr.Wang Jing, and (3) Ms. Guo Jian,Ching

Data analysis results presentation process

Part 1: Overall data analysis results of the respondents.

Part 2: Analysis results of the organizational management atmosphere of Dalian University of the Arts.

Part 3: Analysis results of the impact on the professional development of teachers.

Part 4: Analysis results of the impact of the organizational management atmosphere of Dalian University of the Arts on the professional development of teachers.

Data analysis result

Part 1: Results of the general information data analysis of the respondents

Table 1 General information of the respondents (n=217)

General Information	Frequency	Percentage
1.Gender		
Male	95	43.6
Female	122	56.4
Total	217	100
2.Work Experience		
<8	68	31.4
≥8	149	68.6
Total	217	100

From Table 1, the gender of the data, 217 respondents, 95 male, accounting for approximately 43.6%, while 122 female, representing about 56.4% of the sample. This distribution reflects a greater number of 149 people with 8 years or more of work experience, accounting for 68.6%, and 68 people with less than 8 years, accounting for 31.4%.

Part 2: Analysis of the organizational management atmosphere of Dalian Art College as shown in table 2

Table 2 Mean, Standard Deviation and level of Organizational Management Atmosphere at Dalian Art College

No	Organizational Management Atmosphere	X	S.D.	Level
1	Leadership Style	4.00	0.55	High
2	Communication and Decision-Making Participation	3.99	0.58	High
3	Cultural and Environmental Atmosphere	4.00	0.55	High
4	Professional Support	3.98	0.55	High
	Total	4.00	0.56	High

From table 2 Organizational Management Atmosphere. Overall and aspect were at high levels (mean of 4.00, indicating a generally positive perception of transformational leadership practices at the college. The standard deviations are fairly close to each other, suggesting a high degree of consensus among teachers. Therefore, it can be concluded that the transformational leadership components at Dalian Art College are perceived to be strong and contribute positively to the professional competence of the teachers. The overall rating for all aspects falls under the High level, meaning that these leadership factors are likely playing an effective role in improving the teachers' performance and professional development.

Part 3: The results of professional development of Teachers in Dalian Art College as shown in table 3

Table 3 Mean, Standard Deviation and level of professional development of Teachers in Dalian Art College.

No	Professional Development of Teachers	X	S.D.	Level
1	Teaching Skills Improvement	4.01	0.57	High
2	Research and Academic Achievements	4.01	0.57	High
3	Career Development	4.01	0.57	High
4	Job Satisfaction and Professional Identity	3.99	0.56	High
	Total	4.01	0.57	High

From Table 3 The overall and aspect of professional development of Teachers in Dalian Art College overall and aspect were at high levels (mean of 4.01) i teaching skills among the teachers at Dalian Art College. All individual categories, including teaching ability, research and academic achievements, career development, and job satisfaction/professional identity, also rated high, that teachers perceive their performance in these areas as strong with overall in aspects remains high, implying that the teachers are confident in their professional development, teaching abilities, and career satisfaction.

Part 4: Analysis the Effect of the organizational management atmosphere of Dalian University of the Arts on the professional development of teachers.

Table 4: The results analyze correlation between organizational management atmosphere and professional development of teachers in Dalian Art College.

X&Y	X1	X2	X3	X4
Y1	.721**	.701**	.720**	.798**
Y2	.543**	.524**	.524**	.633**
Y3	.503**	.546**	.525**	.633**
Y4	.710**	.709**	.665**	.801**

**Statistical significance level at .01 level

Conclusion

The overall academic atmosphere and culture of Dalian University of the Arts have a profound impact on the professional development of teachers. The stronger the academic atmosphere of the college, the more frequent the academic interaction and knowledge sharing among teachers, and the better the professional development of teachers. On the contrary, if the academic atmosphere of the college is relatively closed and there is a lack of cooperation among teachers, the personal development and disciplinary progress of teachers will be restricted.

Discussion

The organizational atmosphere is generally positive, but there is room for improvement: The organizational management atmosphere of Dalian University of the Arts is generally considered to be positive and harmonious. Most teachers reported that the college performed well in terms of work support and resource provision, especially in the organization of daily teaching and academic activities. However, some management deficiencies still affect teachers' job satisfaction and career development. Consistent with Li, M., & Wang, H. (2020). In *Teacher Collaboration and Professional Learning Communities*. And consistent with Avalos, B. (2011). Studied "Teacher Professional Development in Teaching and Teacher Education over Ten Years"

Teachers' professional development has made some progress, but it is unbalanced: The study found that most teachers have improved their teaching methods and classroom management skills and have also made some progress in academic research and artistic creation. However, this progress is not balanced, and teachers of different disciplines and different titles have large differences in professional development. Some teachers, especially young teachers, face a large development bottleneck due to lack of sufficient support and resources. Consistent with Avalos, B. (2011). Studied "Teacher Professional Development in Teaching and Teacher Education over Ten Years"

Through the analysis of the relationship between the organizational management atmosphere and the professional development of teachers in Dalian Art College, the study found that there's a close interactive relationship between the two, which is mainly manifested in the following aspects: which consistent with Wang, X., Li, Y., & Zhang, W. (2017). studied the impact of school organizational management atmosphere on teachers' professional development.

Recommendations

The college should formulate personalized career development plans for teachers in different disciplines, different titles, and different development stages, and clarify the specific goals and development paths of teachers in teaching, scientific research, academic exchanges, etc.

It is recommended to set up a special teacher career development committee to regularly evaluate the development needs of teachers and tailor development plans for each teacher. Especially for young teachers, they can be helped to better plan their careers and provide resources and guidance through methods such as "mentorship" and "regular career development evaluation".

The research can focus on the mental health of teachers under different management atmospheres, investigate teachers' stress sources, burnout, and the impact of management support on their mental state, and further propose management strategies to improve teachers' mental health.

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