

ORGANIZATIONAL CULTURAL ANALYZE: A RESEARCH INTO AN INDEPENDENT PRESCHOOL OF MINISTRY OF EDUCATION

Doç. Dr. Fatma Ünal
Akdeniz Üniversitesi
funal@akdeniz.edu.tr

Doç. Dr. İlhan Günbayı
Akdeniz Üniversitesi
igunbayi@akdeniz.edu.tr

Arař. Gör. Ceren Koca
Akdeniz Üniversitesi
cerenkoca@akdeniz.edu.tr

Abstract

The aim of this study was to analyze the organizational culture of an independent preschool of the Ministry of National Education. The research is a qualitative study in the design of ethnography.

The population of the study consisted of 3 principals – one principal and two vice-principals- and 16 teachers. The sample consisted of seven participants 4 of whom were teachers and 3 of whom were principals – one principal and two vice-principals based on voluntarism. Thus this is a qualitative study in the design of a holistic single-case.

In this study, the data were analyzed by using content analysis based on data from individual interviews, of metaphors and observations. The data were encoded in the analysis and the relationships between these codes were identified. The qualitative data analysis programme, NVivo 10.0, was used to organize themes.

This research is of a great importance in terms of seeing how the teachers and the principals are affected by the culture settled in schools. It is thought that analysis of organizational culture will be useful in evaluating the needs of principals and teachers working at schools and will support the actions carried out at school and thus school effectiveness.

Key Words: Independent Preschool, Organizational Culture, Administrators, Teachers, Cultural Analyze.