The Relationship between Teacher’s Perceived Organizational Culture of School and their Basic Psychological Needs Satisfaction

Javad Armani Saribagloo  
Firouzeh Sepahrian Azar  
Hojjat Mahmoudi

University of Tebriz, Iran  
Urmia University, Iran  
Urmia University, Iran

mj.amani@gmail.com  
f_sepehrian@yahoo.com  
axar_su2@yahoo.com

Abstract

This research aimed at studying the relationship between teachers' perceived organizational culture of school and their basic psychological needs satisfaction (relatedness, competence, and autonomy) in Urmia, Iran, based on Hofstede’s cultural dimensions (masculinity/ femininity, individualism/ collectivism, uncertainty avoidance and power distance). To this end, 187 high school teachers were randomly selected and were asked to answer Hofstede cultural dimension and basic psychological needs scale. The results of canonical correlation analysis revealed that there is a significantly negative relationship between Hofstede cultural dimensions and the satisfaction of basic psychological needs. In general, it can be concluded that if the organizational culture of the school does not support teachers' autonomy, the sense of competence will be low among these teachers.

Keywords: Basic psychological needs, Hofstede cultural dimensions, organizational culture, self-determination.