Abstract

The purpose of this study aims to analyze the relationship between transformational leadership and organizational climate for Private Schools in Macau. In order to achieve the purpose of this study, I searched the theory and documents related to the topic first, then did previous test on questionnaire and revised it to make the formal version. The samples are 120 teachers of private school in Macao. Data were analyzed by item analysis, factor analysis, reliability analysis, T-test, ANOVA, person Product-Moment Correlation.

The findings of this study are as follows:

1. The elementary principals' transformational leadership was at middle level.
2. There were no significant differences in principals' transformational leadership with Teacher's variables.
3. The organization climate of Private schools in Macau could be categorized as "engaged" climate. About thirty percents of teachers voted the "open" climate, fifty-for percents of teachers voted the "engaged" climate.
4. Teachers were hard to feel the supportive behavior of principal but strongly feel the directive behavior and the restrictive behavior. The collegial behavior and the intimate behavior were at higher level, but lower disengaged behavior.
5. There were significant differences in principals' part of organization climate with

Teacher's age variables.

6. There were significant differences in principals' part of organization climate with Teacher's career life variables.
7. There were no significant differences in organization climate with Teacher's sexual, educational background and administration post variables.
8. The correlation of transformational leadership and organizational climate was positive and middle level.

According to the results of my research, there are few points that may improve the development of private schools in Macau, also can be used as reference for further consideration.

1. Principal of private schools in Macau should pursue further education to improve the comprehension in transformational leadership.
2. Principals should try them best to understand the individual requirement and working pressure of teachers. Principals should provide individual help when necessary.
3. Principals should apply transformational leadership frequently to improve the organizational climate.
4. Principals should show consideration for teachers, reduce the direction behavior and working pressure of teachers.

Key Word: Private School Transformational Leadership

Organizational Climate