

# THE REALITY OF THE ORGANIZATION CLIMATE IN UNRWA SCHOOLS \ JORDAN, BY SCHOOL PRINCIPALS PERSPECTIVES

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**ABSTRACT\_** This study aimed at recognizing the type of organizational climate in UNRWA schools in Jordan by school principals perspectives , through selecting a random sample consisted of (59) school principals and assistants. To achieve the aims of the study, the researcher developed a questionnaire which included (51) items. The verification of validity and reliability was applied. The study concluded a number of findings, including: Responses of sample members in (7) areas of (8) agree that (Open Climate) is their organization climate which Employees are characterized by high morale and a degree of cohesion and synergy school principal does not hold the teachers over their energies, and he has high-energy like everyone else and interactive with the teacher in order to develop the school. Autonomous Climate (5) of (8), Familiar Climate (4) of (8), Controlled Climate and Parental Climate (2) of (8), Closed Climate (0) of (8). And There aren,t any statistical differences at ( $\alpha=0.05$ ) in the sample responses referring to the social type, academic qualification, job title, experience, educational area. The study recommended Mainstream "Leadership for the future" project on school teachers in UNRWA to show the assigned manager / leader role to help teachers to involve in future leadership duties at the school.

**KEY WORDS:** Organization Climate, School, UNRWA, Jordan, School Principals.