

21 / 85 /

(Herzberg)

(Maslow)

(Berill)

(Halland)

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174

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1385

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.[1]

(job satisfaction)



(Varca & Cohen) « » « » .[2]

)
[3](...) (

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(

() :
[7] (Kallen & Cordon) « »

« »
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26

(Educational

Administration Quarterly)

.[4]

(Bertz & Timothy) « » « »

14

.[8]

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(Maccasin) « »

.[9]

« » .(7/4)

« » :

(5/3)

(2/2) (2/8)

1/6) (1/8)

(1/5) (

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.[6] (

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320 .2

60 (53 121) 174 .[11]
1 41 19 « » .3

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(Minnesota Job satisfaction questionair)

1951

(Brafid) « »

(Roth) « »

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.[16] « » [15] « » .2

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 33/41 20
 8/45
 7/77 12/32 15
 0/83
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 1 3
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 69/5) 121 (39/5) 53
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 (r=0/66 p<0/05) 35 173
 73 61
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		1	0/66*	
	1	0/31*	0/24*	
1	0/19*	0/13*	0/13*	
0/55	0/86*	0/26*	0/21*	

* p<0/05 n= 173

R_p	P	T	B	P	DF_2	DF_1	$F \Delta$	$R \Delta$	R^2	R	
0/630	0/01	10/50	0/64	0/01	171	1	133/07	0/438	0/438	0/662 ^a	
0/053	0/492	0/688	2/96	0/454	170	1	0/56	0/002	0/440	0/663 ^b	
0/061	0/427	0/797	1/13	0/499	169	1	0/45	0/002	0/441	0/664 ^c	
0/037	0/631	0/481	0/877	0/631	168	1	0/23	0/001	0/442	0/665 ^d	
	0/01	3/76	23/04								

$(R^2=0/441)$ $(r= 0/24)$
 $p =0/49)$
 $(F \Delta =0/45)$
 $(R^2=0/442)$ $(r= 0/13)$
 $(R \Delta =0/001)$
 $(B=1/13 \quad T =0/79 \quad p=0/42)$
2
4 $(R^2 = 0/438)$
4 $=133/07 \quad p<0/01) F$
 $(B=0/64)$ $(AF$
 $(T =10/50 \quad p<0/05)$
 $(rp=0/63)$
 $(R^2=0/44)$
 $[11] \ll \dots \gg [10] \ll \dots \gg [9] \ll \dots \gg [8]$ $(R \Delta = 0/002) \quad R$
 $p=0/49)$ $(B= 2/96)$
 $(T=0/68)$
 ("Self-esteem")



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[7]« »

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(...)

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[5] « » « »

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[6] « »

[12] « »

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(1357) .12

1374 75

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(1377) .15

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