

(Herzberg)

(Maslow)

(Berill)

(Halland)

2

1

:

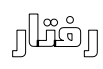
.1

.2

5

174

:



21

1385

1

.[1]

(job satisfaction)



(Varca & Cohen) « » « » .[2]

)
[3](...) (

)
(

() :
[7] (Kallen & Cordon) « »

« »

:

26

(Educational

Administration Quarterly)

[4]

(Bertz & Timothy) « » « »

14

[8]

« »

[5]

(Maccasin) « »

[9]

« » .(7/4)

« »

:

(5/3)

(2/2) (2/8)

1/6) (1/8)

(1/5) (

.(1/3)

)

[6] (

[10]



« ... »

1 2 .1

5
320 .2

60 (53 121) 174 .[11]
1 41 19 « » .3

2 2

.1 .[12]

(Minnesota Job satisfaction questionair)

1951

(Brafid) « »

(Roth) « »

19 .1

.2

.[13]

« » .3

.4

.[14]

.[16] « » [15] « » .2

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								

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



« »
5 [7]« »
5 1

.1
[6]« »

.2
[7]

.3

(...)

5 2 [5] « » « »
.1 [6] « » [12] « »

.2

.3



	(1373)	.10		
			(1372)	.1
	(1374)11		
	(1357)	.12		
1374 75				
13. Brafield, A. & Roth, H. (1951) An index of job satisfaction, journal of Applied Psychology.vol 35.N 5.pp. 217- 235.				
	(1375)14		
	(1377)	.15		
	(1380)	.16		
			(1375)	.9

2. Chandan. J (1997) Organizational behavior, Newdehli: Viskas publishing House.
3. Timothy A.J and Randy J.L (2001) Dispositional affect and job satisfaction: a review and theoretical extension, organizational behavior and human decision processes, Academic press, vol.86, No.1, September, pp.67-98.
4. Kallen H.R & Cordon A.W (1971) A Factor analytic of job satisfaction items Personal Psychology, vol 24, pp.205-220.
5. Bertz, R. & Timothy. J.R (1994) Person-organization fit and the thory of work adjustment. journal of vocational behavior.v.44, n.2, pp.32-54.
6. Maccaslin. N.L. (1994) Job satisfaction of Kenya's Rift Valley extension, Journal of extension, volume 32, Number 3, pp.32-58.
7. Vacra.B and Cohen.S (1991) The role of gender differences occupational stress and depersonalization, Journal of social behavior and personalitY, vol.5, pp.387-398.
8. Thompson D.P, Mcnamara. J.F and Hoyle. J. R (1997) Job satisfaction in educational organization: A synthesis of research findings, Educational Administration quarterly, vol. 33, No.1, pp. 7-31.