

(Herzberg)

(Maslow)

(Berill)

(Halland)

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(job satisfaction)



(Varca & Cohen) « » « » .[2]

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[7] (Kallen & Cordon) « »

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**26**

(Educational

Administration Quarterly)

[4]

(Bertz & Timothy) « » « »

**14**

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[5]

(Maccasin) « »

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(Minnesota Job satisfaction questionair)

1951

(Brafid) « »

(Roth) « »

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

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



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