

(Herzberg)

(Maslow)

(Berill)

(Halland)

2

1

:

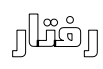
.1

.2

5

174

:



21

1385

1

(job satisfaction)

.[1]



(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 <sub>P</sub>	P	T	B	P	DF <sub>2</sub>	DF <sub>1</sub>	F Δ	R Δ	R <sup>2</sup>	R
0/630	0/01	10/50	0/64	0/01	171	1	133/07	0/438	0/438	0/662 <sup>a</sup>
0/053	0/492	0/688	2/96	0/454	170	1	0/56	0/002	0/440	0/663 <sup>b</sup>
0/061	0/427	0/797	1/13	0/499	169	1	0/45	0/002	0/441	0/664 <sup>c</sup>
0/037	0/631	0/481	0/877	0/631	168	1	0/23	0/001	0/442	0/665 <sup>d</sup>
	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**     $(R^2 = 0/438)$   
 $=133/07 \quad p<0/01) F$   
 $(B=0/64)$      $(AF$   
 $(T =10/50 \quad p<0/05)$   
 $(rp=0/63)$   
 $(R^2=0/44)$   
 $(R \Delta = 0/002) \quad R$   
 $p=0/49)$      $(B= 2/96)$   
 $(T=0/68)$   
 ("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.