

21 / 85 /

(Herzberg)

(Maslow)

(Berill)

(Halland)

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174

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(job satisfaction)



(Varca & Cohen) « » « » .[2]

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[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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.[5]

(Maccasin) « »

.[9]

« » .(7/4)

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(5/3)

(2/2) (2/8)

1/6) (1/8)

(1/5) (

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.[6] (

.[10]



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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



R _p	P	T	B	P	DF ₂	DF ₁	F Δ	R Δ	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								

(R²=0/441) (r= 0/24)

p =0/49)

(F Δ =0/45

(R²=0/442) (r= 0/13)

(R Δ =0/001)

(B=1/13 T =0/79 p=0/42)

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(R² = 0/438)

=133/07 p<0/01) F

(B=0/64) (AF

(T =10/50 p<0/05)

(rp=0/63)

(R²=0/44)

[11]« ... » [10]« » [9]« (R Δ = 0/002) R

p=0/49) (B= 2/96)

) (T=0/68

("Self-steem"



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	(1373)	.10		
			(1372)	.1
	(1374)11		
	(1357)	.12		
1374 75				
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	(1375)14		
	(1377)	.15		
			(1375)	.9
	(1380)	.16		

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