The Relationship between Personality Traits, Professional Commitment, and Job Satisfaction---Evidence from Teachers.....

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ABSTRACT

The purpose of this study is to explore the relationships between personality traits, professional commitment and job satisfaction of the elementary school teachers. The related proposals which are concluded and raised from this research for setting management strategy of the training organization, educational units and administrative can take aim to applicable management measures and practice of the characteristics of teachers; and to select the right school teachers to promote or maintain better educational effectiveness according to the development needs of education when in decision of training, enrolling elementary school teachers. A questionnaire survey, which has the recovery rate 87% and effective samples 312, to 360 teachers of the public elementary school in New Taipei City was applied for this study. Following are the results after a statistical analysis by using t test, ANOVA, regression analysis and SEM analysis. The results were as the following: 1.The highest average score of elementary school teachers in New Taipei City in terms of personality traits was conscientiousness. Both the degrees of professional commitment and job satisfaction are from middle to high level. 2.In teachers' professional commitment, there are statistically significant differences in terms of the teachers' demographic variables such as age and years of service. There are no statistically significant differences in terms of the teachers' demographic variables such as gender, educational background and position. 3.In teachers' job satisfaction, there are statistically significant differences in terms of the teachers' demographic variables such as age and years of service. There are no statistically significant differences in terms of the teachers' demographic variables such as gender, educational background and position. 4.The terms of agreeableness, conscientiousness and extraversion of the personal traits can positively affect the teachers' job satisfaction of the elementary school teachers in New Taipei City; but the neuroticism negatively. 5.The terms of conscientiousness and agreeableness of the personal traits can positively affect the teacher's professional commitment. 6.The job satisfaction can positively affect the professional commitment of the elementary school teachers in New Taipei City. 7.The teachers' job satisfaction has a significant mediator effect between personality traits and professional commitment. Keywords: personality traits, professional commitment, job satisfaction

Keywords: personality traits professional commitment job satisfaction

Table of Contents

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