

Research on Teachers' Occupational Burnout in an Elementary School: A Case Study of an Elementary School in Changhua

謝峻碧、劉子歆

E-mail: 9606856@mail.dyu.edu.tw

ABSTRACT

This thesis is a qualitative case study of an elementary school in Chang-hua. I explore the impact of learning attitude and deviant behavior of students on occupational burnout of teachers. This study shows that a teacher's age, parents' concernment about education, students' examination pressure, teachers' ability of media application, and learning of special education's students may lead to occupational burnout of teachers as they dealing with learning attitude of students. Besides, this article finds that deviant behavior of students usually comes from the problematic family. This kind of behavior may negatively affect teaching activities and cause teachers' burnouts. This study suggests teachers must adjust themselves to the new teaching condition and a school's administration may have a thoughtful consideration on its educational policy. Suggestions for future research are also presented.

Keywords : occupational burnout ; learning attitude ; deviant behavior

Table of Contents

內容目錄 中文摘要	iii	英文摘要	
iv 誌謝辭		v 內容目錄	
vi 表目錄		viii 圖目錄	
ix 第一章 緒論	1	第一節 研究背景與動機	
1 第二節 研究目的	2	第三節 名詞定義	
3 第四節 研究流程	4	第五節 論文結構	
6 第二章 文獻探討	7	第一節 職業倦怠的定義與症狀	
7 第二節 教師職業倦怠的相關理論與研究	9	第三節 研究架構	
24 第三章 研究方法	26	第一節 研究對象	
26 第二節 個案研究方法	27	第三節 資料來源與彙整	
28 第四節 資料分析方法	30	第四章 個案分析	
31 第一節 某國小個案	31	第二節 學生學習態度對教師職業倦怠的影響	
33 第三節 學生偏差行為對教師職業倦怠的影響	39	第四節 減輕教師職業倦怠的作為	
44 第五章 結論與建議	50	第一節 結論	
50 第二節 建議	57	參考文獻	
60 中文部份		60 英文部分	
61 附錄A 參與研究同意書		65 附錄B 受訪者基本資料	
66 附錄C 訪談大綱		67 附錄D 訪談紀錄	
68 訪問紀錄0325甲		68 訪問紀錄0405甲 2	
71 訪問紀錄0321乙		75 訪問紀錄0411乙 2	
79 訪問紀錄0328丙		82 訪問紀錄0419丁	
85 訪問紀錄0426戊		90 附錄E 觀察紀錄表(一)	
98 附錄F 觀察紀錄表(二)		99	

REFERENCES

一、中文部分 何郁玲(1999), 中小學教師職業倦怠、教師效能與生命意義感關係之研究, 國立彰化師範大學教育研究所碩士論文, 未出版。周立勳(1986), 國小教師工作壓力、控制信念與職業倦怠關係之研究, 國立師範大學碩士論文, 未出版。林炎旦(1995), 國民小學教師教學倦怠之研究, 國民教育研究學報, 1期, 57-84頁。秦夢群(1992), 高中教師管理心態、學生內外控與學生學習習慣與態度之關係研究, 教育與心理研究, 15, 129-172。張慶勳(1986), 學校組織行為, 台北:五南。張曉春(1983), 專業人員工作疲乏研究模式 - 以社會工作人員為例, (上)、(下)思與言, 台北:思與言雜誌社, 21卷1期, 66-79頁, 及21卷2期, 179-201頁。郭生玉(1992), 國小、國中和高中

教師工作心厭之比較研究，國立台灣師範大學教育研究所，教育心理學報，25，67-79。黃三吉(1992)，台北市國小組織結構與教師工作倦怠關係之研究，國立政治大學碩士論文。未出版。劉淑慧(1987)，工作壓力的實證研究-以台北市報社文字記者為例，台灣教育學院輔導研究所碩士論文。蔡金田(1998)，國民小學啟智班教師工作壓力與職業倦怠之關係，教育研究資訊，6(6)，69-87。顏耀南(2001)，職業倦怠相關變項之後涉分析，國立中正大學教育研究所碩士論文。蘇伊文(1993)，教師職業倦怠研究的回顧與前瞻，初等教育研究集刊，頁105-120，台中市，國立台中師範學院。蘇素美(1995)，美國教師的「職業倦怠」之探討，教育資料文摘。二、英文部分 Blase, J.J. (1982). A social-psychological grounded theory of teacher stress and burnout. *Educational Administration Quarterly*, 18(4), 93-113. Cherniss, C.(1980). *Profession burnout in human service organization*. N.Y.: Praeger. Cordes, C.L., & Dougherty, T. W. (1993). A review and an integration of research on job burnout. *Academy of Management Review*, 18(4), 621-656. Edelwich, J. & Brodsky, A. (1980). Burnout: Stage of disillusionment in the helping professions. New York: Human sciences press. Etzion, D. & Pines, A. (1986). Sex and culture in burnout and coping among human service professionals. *Journal of Cross-Culter Psychology*, 17(2), 191-209. Freudenberger, H.J. (1974). Staff burnout. *Journal of Social Issue*, 31(3), 159-165. Harrison, W.D. (1983). A social competence model of burnout. In B.A. Farber (ed.), *Stress and burnout in the human service professions*. New Youk: pergamon. 11 Cherniss, C. (1980b). *Professional Burnout in human Service Organization*. NY: Praeger Publishers. Iwanicki, R.F. (1983). Toward understanding and alleviating teacher burnout. *Theory Into Practice*, 22, 27-31. Kahill, S. (1988). Symptoms of professional burnout: A review of the empirical evidence. *Canadian Psychology*, 29, 284-297. Krejcie, R.V. & Morgan(1970). Determining sample size for research activities. *Educational and Psychological Measurement*, 30, 607-610. Little, Brown & Company. Maslach, C. & Jackson, S.E. (1981). *Maslach Burnout Inventory: Manual*. Palo Alto, California: Consultin Psychologists Press. Maslach, C. (1993). Burnout: A multidimensional perspective. In W.B. Schaufeli & T. Marek (Eds). *Professional burnout: Recent developments in theory and research*. Washington, DC: Taylor & Francis. Maslach, C., & Jackson, S.E. (1981). The measurement of experience burnout. *Journal of Occupational Behavior*, 2, 99-113 Pines, A.M., & Aronson, E. (1981). Burnout: From tedium to personal growth. New York: Free. Potter, B.A. (1985). *Beating job burnout: how to transform work pressure into productivity*. Berkeley: Ronin. Cardinell, C., (Burnout? Mid-life crisis? Let's understand ourselves), *Contemporary Education*, 52, 1981, pp. 103-108. Renate, H.V., (1988). Why let future teacher burnout ? Thoughts on a preventative training concept. Paper presented at The Annual International Seminar in Teacher Education (8th.chichester, England, April 1988). (ERIC Document Reproduction Service No.ED 204-317) Savicki, V. (2002). *Burnout across thirteen cultures: Stress and coping in child and youth care workers*, Westport, Conn: Praeger. Smith, R.L. & Mc Carthy, M.B. (1982). Teacher burnout and Perceived job security. At The Annual Meeting of The American Association of Colleges for Teacher ucatur. Houston, Texas. Spaniol, L. & Caputo, J. (1980). How to recognize, copy with and avoid professional burnout. *Instructional Innovator*, 25(9), 18-20. Veninga, R.L., & Spradley, (1981), *The Work/Stress Connection: How to Cope with Job Burnout*. Boston: A Review and an Integration of Research on Job Burnout Cynthia L. Cordes, Thomas W. Dougherty *Academy of Management Review*, Vol. 18, No. 4 (Oct., 1993), pp. 621-656 Walton, N. (1982). *Teacher stress and burnout: A historical review and synthesis of the literature and the development of an inservice model*. Unpublished doctoral dissertation, University of Akron. Yin, R.K. 1994. *Case Study Research: Design and Methods*. 2nd ed. London, CA: Sage.