

Work - Family Conflict of Teachers in Junior and Elementary Schools

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ABSTRACT

Work - Family Conflict of Teachers in Junior and Elementary Schools Student: Lee, Chia-Jou Advisor: Prof. Huang, Der-Hsiang Da-Yeh University ABSTRACT This research is primarily concerned with discussing relationships within the conflict between work and family, work satisfaction, and marriage satisfaction for junior and elementary school teachers. Secondly, to test the differences resulting in work/family conflict, work and marriage satisfaction due to different personal back-grounds. Then analyze the relationships between work and family conflict, work satisfaction and marriage satisfaction. And finally test the probable powers (prediction) of work and family conflicts have over work and marriage satisfaction. A survey, the research methodology chosen for this project, was conducted on the research targets, a total of 535 public elementary and junior school teachers from within Changhua County 's 215 elementary and junior schools using the following questionnaires: " Work/Family Conflict Scale ", " Family/Work Conflict Scale ", " Work Satisfaction Scale " and " Marriage Satisfaction Scale ". SPSS12.0 software was then used to produce descriptive statistics, and t-test, One-Way ANOVA, Pearson Product Moment Correlation, and multiple stepwise regression to accomplish data analysis. From the result of this research we discovered that within the junior and elementary school teacher targets there is a significant difference of work-family conflict upon junior/elementary school level, sex, working seniority, and sharing of house chores. Within the junior and elementary school teachers, the family-work conflict is significant different at the junior/elementary school level, sex, seniors, age, working seniority, and sharing of house chores. Amongst the junior and elementary school teachers the difference of work satisfaction is significant in regards to sex, further education, age, level of education, work seniority, job duties, and number of children. Amongst the junior and elementary school teachers the difference of marriage satisfaction is significant concerning junior/elementary school level, level of education and sharing of house chores. There is a significant correlation between work-family conflict, family-work conflict, work satisfaction and marriage satisfaction within the junior and elementary school teachers target population. According to the level of work-family conflict and family-work conflict, one can predict the level of work satisfaction and marriage satisfaction.

Keywords : work-family conflict ; family work-family conflict ; work satisfaction ; marriage satisfaction ; data

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