

The Relationship of Job Characteristics, Job Satisfaction and Turnover Intention of Care Workers in Welfare Institutions

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ABSTRACT

This study empirically examines the relationship of job characteristics, job satisfaction and turnover intention of Care Workers in Welfare Institutions for the Disabled: moderating effects of personality, organizational climate.

This study adopts mailed questionnaires survey the way; request a favor of Care Workers in Welfare Institutions for the Disabled to help completing the questionnaires.

A total of 344 questionnaires were sent on 8 Welfare Institutions for the Disabled, recover 319 copies, remove the did not fill out completed questionnaire 5 copies, have valid questionnaires for the 314 copies, a rate of recovery was 91.27%.

The results of this study found that care worker's job characteristics and turnover intention has a noticeable impact of negative; the care worker's job satisfaction higher, turnover intention was lower.

The results of this study found that the moderating effects, personality for the job characteristics and turnover intention, job satisfaction and turnover intention of the interference relationship are support.

The results of this study found that the moderating effects, organizational climate for job characteristics and turnover intention, job satisfaction and turnover intention of the interference relationship can not be supported, while the job characteristics were noticeable connected with job satisfaction.

Keywords : job characteristics、 job satisfaction、 turnover intention、 personality、 organizational climate

Table of Contents

中文摘要	iii
英文摘要	iv
誌謝辭	vi
內容目錄	vii
表目錄	viix
圖目錄	vii
第一章 緒論	1
第一節 研究背景與動機	1
第二節 研究目的	4
第三節 研究流程	4
第二章 文獻探討	6
第一節 離職傾向之定義	6
第二節 離職因素	8
第三節 工作滿足與離職傾向的關係	10
第四節 工作特性對於工作滿足與離職傾向之關係	12
第五節 其他離職因素相關研究	16
第三章 研究方法	21
第一節 研究架構	21
第二節 研究假設	23
第三節 變項衡量及操作性定義	24
第四節 問卷設計與抽樣	28
第四章 研究結果與分析	32
第一節 樣本敘述性統計分析	32

第二節	各研究變項平均數敘述性統計	36
第三節	相關分析	39
第四節	Logistic迴歸分析	41
第五節	線性迴歸分析	42
第六節	本章小結	44
第五章	研究結果與分析	47
第一節	主要研究發現	47
第二節	研究建議	50
第三節	研究限制與未來研究方向	53
參考文獻	55
附錄	調查問卷	69

表目錄

表 2-1	各研究對離職傾向之定義表	7
表 2-2	離職因素彙整表	15
表 2-3	身心障礙福利機構工作人員彙整表	17
表 3-1	工作特性操作性定義與變項衡量表	24
表 3-2	工作滿足操作性定義與變項衡量表	25
表 3-3	人格特質操作性定義與變項衡量表	26
表 3-4	組織氣候操作性定義與變項衡量表	27
表 3-5	離職傾向操作性定義與變項衡量表	28
表 3-6	抽樣結構與結果	29
表 3-7	本研究量表構面信度分析彙整表	30
表 3-8	研究問卷效度之分析表	31
表 4-1	教保人員敘述性統計分析表	32
表 4-2	機構敘述性統計分析表	35
表 4-3	各研究變項之敘述性統計分析	36
表 4-4	教保人員基本資料之相關係數分析	40
表 4-5	主要研究變項間之相關係數分析	40
表 4-6	Logistic迴歸分析表	41
表 4-7	工作特性、工作滿足、人格特質與組織氣候對離職傾向之迴歸分析表	44
表 4-8	假設驗證結果彙整表	45

圖目錄

圖 1-1	研究流程圖	5
圖 3-1	研究架構圖	21

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