

中文摘要

本研究以問卷方式，調查大台北地區立案之公私立幼稚園其教師對於專業承諾、工作滿足、組織承諾以及生涯選擇之知覺程度。研究對象為大台北地區幼稚園教師共 4646 人為母群體，採取比例式估計法推估所需樣本，有效問卷共 265 份。在樣本分析中，有八成的幼稚園教師皆有離職的經驗，且僅一半之幼教師為合格者。研究結果包括：(一) 在專業承諾方面，私立幼稚園教師比公立幼稚園高、年齡方面以 26-30 歲教師最高、無兼行政職比較高、高中職畢業者較在意專業發展；(二) 在工作滿足方面，私立幼稚園較低、年齡愈輕者較不滿意、合格幼教師與年資高者皆對工作較滿足；(三) 在組織承諾方面，無兼行政職務者、在園年資較少者，以及未婚者對組織承諾的知覺程度較高；(四) 在生涯選擇方面，本研究分別以離職與離業兩個構面討論，私立幼稚園教師無論離職或離業之傾向皆較高，較年輕之教師離職傾向較高。

關鍵字：專業承諾、工作滿足、組織承諾、離職、離業

Abstract

The purpose of this study was to investigate the kindergarten teachers of their professional commitments, job satisfaction, and organization commitments to career choice of common and private kindergarten in Taipei area. The study population is 4646 teachers of kindergarten in Taipei area. The necessary sample adopts the proportion estimates questionnaire amounts to 265. In 80% the sample of the kindergarten teachers have experience that turnover office, and only half the teachers are the qualified one. Analysis from the available data revealed the following findings. First, teachers' sensation of professional commitments that higher is private kindergarten, age with 26-30 years old, administrative sideline, the teachers who graduate from high school; Secondly, teachers' sensation of job satisfaction that private kindergarten and younger is unsatisfied is lower, qualified and the more service seniority relatively satisfies the job; Thirdly, teachers' sensation of organization commitments , who has no administrative sideline, getting less in kindergarten of service seniority, and unmarried one degree relatively high consciousness to whom organization commitment have; Fourthly, career choice, separately from turnover office intention and change career intention. In private kindergarten teachers all relatively high from the inclination of turnover office or change career, younger teachers are inclined to turnover office.

Keywords: Professional Commitments, Job Satisfaction, Organization Commitments, Turnover Office, Change Career