大學教師工作滿意度之研究

The purpose of this study is to investigate overall job satisfaction of university faculty and the difference in each dimension among faculty with different demographic backgrounds. Utilizing probability proportional to size sampling method, the study sampled 500 faculty members at 51 universities in Taiwan. A total of 335 valid samples yielded a return rate of 66.4%. Data were analyzed with descriptive statistics, t-test and one-way ANOVA, and Scheffe post-hoc follow-up tests. Findings of this study are as follows: First, the overall job satisfaction of university faculty was moderately high. Among the four dimensions, they were most satisfied with "teaching", and least satisfied with "service". Second, there was a significant difference in teaching satisfaction among faculty with difference length of service, and academic rank. Third, there was a significant difference in research satisfaction among faculty with different gender, age, marital status, number of children, length of service, academic rank, and administrative duties. Fourth, there was a significant difference in service satisfaction among faculty with different age, length of service, academic rank, and administrative duties. Five, there was a significant difference in overall job satisfaction among faculty with different age, academic rank, and administrative duties. Finally, suggestions based on literature review and research conclusions were presented for universities, educational authorities and future researches.