URN etd-0407109-183717-1356
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Statistics This thesis had been viewed 43 times. Download 0 times.
Department
Year 2006
Semester 1
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title A study on foreign English teacher’s work value, work satisfaction and willing-to-stay
Date of Defense 0000-00-00
Page Count 103
Keyword
Work value
work satisfaction
willing-to-stay
foreign English teacher

Abstract
Competition in the industry is even more severe, the keeping and accumulation of human resource is thus a very important index for the sustaining operation of an enterprise and is even the key to success in the future market competition. Therefore, the emphasis on employee’s work value can ensure the growth and development of the operation of an organization, and work satisfaction plays a very important role in attracting and keeping the employees. Therefore, how to enhance effectively employee’s work satisfaction and willing-to-stay is no doubt the most important topic of an enterprise. In the past, the related researches on the teaching of foreign teachers have focuses on the feasibility and opinion survey of the English teaching performed by the foreign teachers, there are very few researches focus on the discussion of the teaching situation in teaching performed by foreign teachers; however, some researches focus on the investigation of the relations among encouragement system, work pressure, teaching quality, leadership style, organization culture and work attitude of foreign teachers in Taiwan; but there are very few investigations on issues such as the work value, work satisfaction and willing-to-stay of foreign teachers. This study is the right one mainly aiming at investigating the work value, work satisfaction and willing-to-stay of foreign teachers in the English Language School. We hope that, through the understanding of their work value, the results can be used as references for the English Language Schools in making the management policies of human resource; we hope to enhance the work satisfaction and willing-to-stay of the foreign English teachers and in turn to make the English Language School to provide better teaching quality to the public.

It is found in this study that foreign teachers emphasize more on the interpersonal interaction but emphasize less on the innovation and development. The work satisfaction is fair with internal satisfaction stays at the highest while external satisfaction stays worse. However, the willing-to-stay is also fair but with large standard deviation and more diverse views.

The research results have verified the followings:

1. “Interpersonal interaction” and ”innovation and development” have positive and obvious influence on ”internal satisfaction” and ”Total satisfaction”.
2. “Achievement and reputation” has positive and obvious influence on ”external satisfaction”, ” willing-to-stay”.
3. “External satisfaction” has obvious and positive influence on ”willing-to-stay”.

Based on the above mentioned findings, this study would like to propose the following suggestions:

(1) Enhance the interactions among foreign teacher, the boss and colleagues so as to enhance the

work satisfaction. (2) Enhance foreign teacher's recognition on the innovation and development, provide educational training, hold multiple element advanced-study activities, set up correct work value and set up the concept of continuous learning and promote personal growth. (3) Enhance the work independence of the foreign teacher, give foreign teacher the feeling of achievement from the job, encourage and compliment them in appropriate time, give them recognition and respect on the job, praise excellent teachers and promote their social reputation. (4) Enhance the external work satisfaction of foreign teachers, improve the external factors of the work, satisfy the demands of the foreign teachers and set up a award system for long-stay teachers so as to encourage their long-stay.
Advisory Committee Wen-sheng Ding - advisor

Files No Any Full Text File.
Date of Submission 2007-08-15