

# 幼兒園教師工作價值觀之分析

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## 摘要

本研究旨在分析幼兒園教師工作價值觀之重要內涵，採用文獻分析法以探討工作價值觀之涵義與相關研究，並實地訪談資深與新進幼兒園教師從事幼教工作的動機，之後，將文獻探討彙整的結果與實地訪談蒐集的資料予以整合，以作為編製研究工具的參考。另採問卷調查法以建構研究工具之效度與信度，並分析幼兒園教師工作價值觀的內涵與現況。

本研究之研究樣本為臺中市公立與私立幼兒園教師共294位，問卷調查所蒐集之資料，採探索性因素分析，獲得幼兒園教師工作價值觀的內涵包括：利人利己、社會評價、自主性、經濟穩定、生活方式、工作環境等六個因素。另採  $t$  檢定與單因子變異數分析，進行資料處理，獲致如下之重要發現：

1. 幼兒園教師工作價值觀之「利人利己」、「自主性」屬於中高程度，「社會評價」、「經濟穩定」、「生活方式」、「工作環境」屬於中等程度；而整體工作價值觀則屬於中高程度。
2. 幼兒園教師整體工作價值觀因其年齡、婚姻狀況之不同而有顯著差異，惟不因其最高學歷、任教年資、擔任職務之不同而有顯著差異。

關鍵字：幼兒園教師、工作價值觀

# **Analysis of Preschool Teachers' Work Values**

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## **Abstract**

The purpose of this study is to investigate preschool teachers' work values. By using document analysis, the concept of work values and relative research was explored. Moreover, interview survey was put to use for the reasons of why experienced and new preschool teachers are willing to devote themselves to early childhood education. The results from document analysis and the information collected from interview survey will be integrated in order to construct research instrument. In addition, the validity and reliability will be constructed based on questionnaire survey and to analyze preschool teachers' work values.

The subjects were 294 preschool teachers from both public and private preschools in Taichung City. The data from questionnaire survey was analyzed based on exploratory factor analysis and six factors were received: benefit others benefit oneself, social judgment, autonomy, economic stability, life styles, and working environment. Besides, t-test and one-way ANOVA were adopted to have the analysis of the data. The important findings are the following.

- I .The whole work vales, benefit others benefit oneself, and autonomy are mid-high level; and social judgment, economic stability, life styles, and working environment are medium level.
- II .There is a significant difference in preschool teachers' work values due to the differences among ages, and marital status. However, there is no significant difference due to the differences of academic degree, working years, and working positions.

**Keywords:** Preschool Teachers, Work Values