

한국 치과기공사의 직무만족과 직장이동에 관한 연구

김천보건전문대학 치기공과

A study on job-satisfaction and Turn-over(Transferability) of Dental Technicians in Korea

Lim, Byung-Chul

Dept. of Health Administration

The Graduate School of

Social Development

Chung-Ang University

Directed by prof. Chang, Im-Won

- ABSTRACT -

This study was aimed for bettering productivity and technical level of the dental laboratory, and helping the dental technician's benefits and rights, and then endowing them some belonged atmosphere and stability on their post by improving job-satisfaction and maintaining the transferability of one's post at a proper limitation.

Therefore, 320 dental technicians extracted randomly from all the technicians working at 494 dental laboratories were subjected for this study.

The approach to the study was a way through some postal questionnaires executed from March 29, 1988 until May 4, the same year, in which total 254 technicians answered, showing 79% response rate.

The data-analysis was done by a model of the dental technician's transferability from their post, as considering Mobley's (1978)-model of post-transferability, and results through the study are as follows :

1. Satisfaction at a given post showed that the married is better than the unmarried ($P < 0.05$), and the experienced is better than the inexperienced ($P < 0.01$).
2. Age, sex, educational experience, and one's service-duration did not affect significantly to the respondent's satisfaction on their post, statistically.
3. Satisfaction at a given post differed in accordance with given conditions of one's post, i. e., it showed high when the monthly payment was good ($P < 0.05$), and when too much duty on their job was given, it was the worst as shown in an example of the next order, too much < light < proper ($P < 0.005$), and when a manager was fair, it showed high ($P < 0.005$), and when the relationship with senior was good, it showed high ($P < 0.005$), and when models of the prosthodontic materials being supplied were good, it was high ($P < 0.005$), and when circumstantial factors at workshop were good, it was high ($P < 0.005$).
4. Human relations with colleagues and technicians of the senior's production of the prosthodontic materials didn't affect significantly to the satisfaction on their post statistically.

5. The frequency of the post-transfer and the satisfaction on the post had no significant relation between them statistically.
6. For the whole, relation of satisfaction on the present-post and satisfaction on the before-post appeared to be associated with the respondents characteristic rather than in accordance with the satisfaction due to the post factors.

차 례

·	Porter(1973)	10
1.		
2.	가	Mobley(197
·		
1.		
2.	가	
3.		
·		
1.	”	(1969) “
2.		1970
3.	가	(,
4.	1982).	
5.		1973
·		
·	1988	500
	3000	가
	(, 1987) .	

I . 서 론

1 . 연구의 필요성

(1984), (1987), (1987)
가 .

가

1911 Taylor
(, 1980)

(, 1987)

Mayo

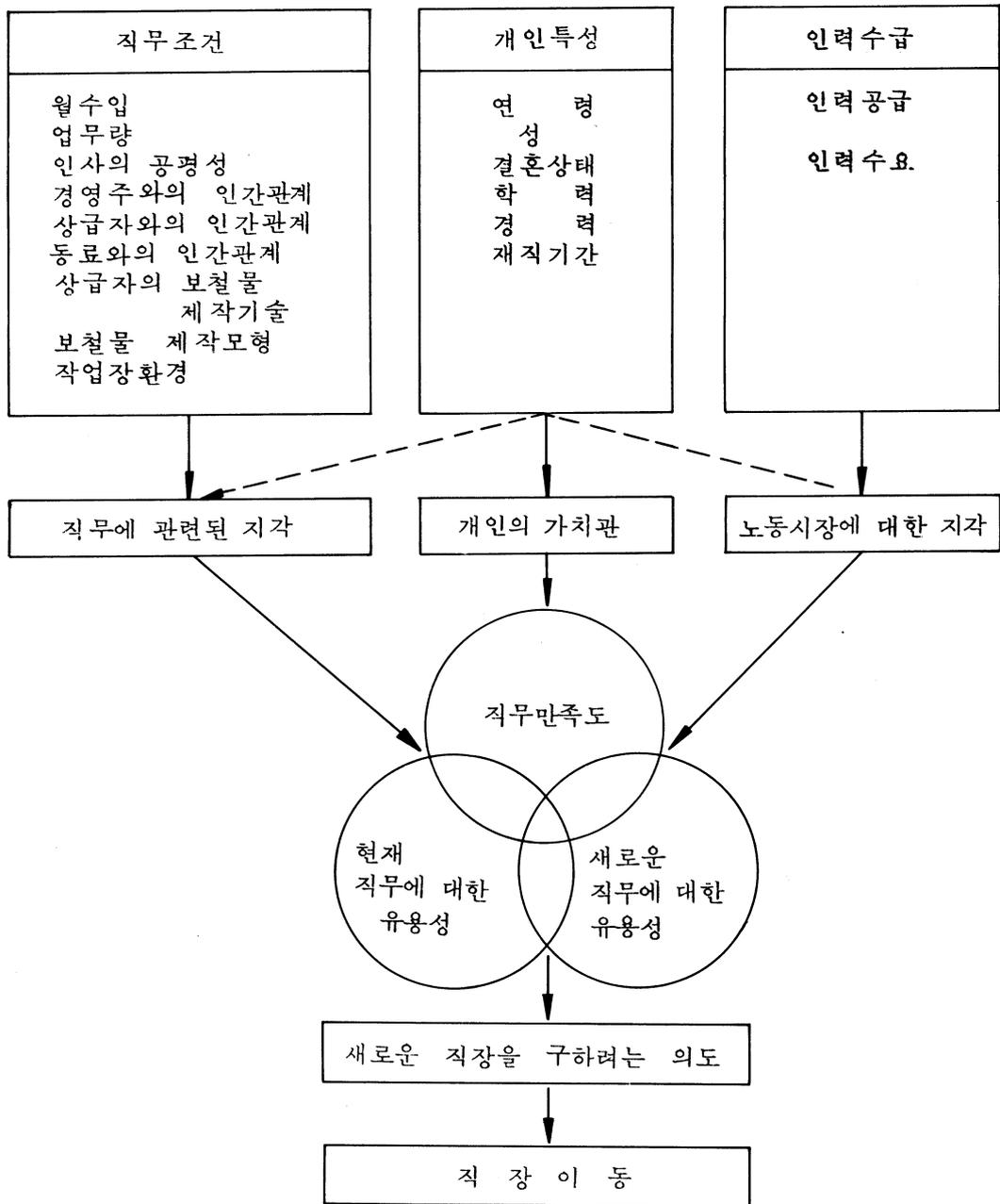
가

Herzberg(1959)

가

가

가 .



III. 연구성적

1. 연구대상자의 특성별 분포

1

26 30

74

90 (40.7%), 31 35
가 ,

(57.5%)

193 (87.3%)

53 (24%)
가 190 (86%)

가 127

가

력	대졸이상	3(33.3)	6(66.7)	0(0.0)	9(100)	6.583
	계	67(30.3)	143(64.7)	11(5.0)	221(100)	
기 공 경 력	3년미만	23(44.2)	25(48.1)	4(7.7)	52(100)	20.353**
	3~6년	19(37.3)	28(54.9)	4(7.8)	51(100)	
	6~9년	8(20.5)	31(79.5)	0(0.0)	39(100)	
	9~20년	14(23.7)	44(74.6)	1(1.7)	59(100)	
	20년이상	3(15.0)	15(75.0)	2(10.0)	20(100)	
계	67(30.3)	143(64.7)	11(5.0)	221(100)		
직재 직 장기 간	1년미만	31(41.9)	40(54.1)	3(4.0)	74(100)	11.825
	1~3년	24(27.3)	59(67.0)	5(5.7)	88(100)	
	3~5년	9(26.5)	24(70.6)	1(2.9)	34(100)	
	5년이상	3(12.0)	20(80.6)	2(8.0)	25(100)	
	계	67(30.3)	143(64.7)	11(5.0)	221(100)	

*P<0.05 **P<0.01

3. 직무만족도와 직무조건과의 관계

3

가

가

가

4. 직장이동과 직무만족도와의 관계

3

가

가 169

3

가

4

가

가

<

가

3.

: ()

직무조건	직무만족도	불만	보통	만족	계	X ² - test
월수입	30만원이하	31(41.3)	40(53.4)	4(5.3)	75(100)	9.820*
	31~60만원	28(29.2)	65(67.7)	3(3.1)	96(100)	
	61만원이상	8(16.0)	38(76.0)	4(8.0)	50(100)	
	계	67(30.3)	143(64.7)	11(5.0)	221(100)	
업무량	과다	48(44.4)	59(54.5)	1(0.9)	108(100)	26.091***
	적당	14(14.1)	76(76.8)	9(9.1)	99(100)	
	가볍다	5(35.7)	8(57.2)	1(7.1)	14(100)	
	계	67(30.3)	143(64.7)	11(5.0)	221(100)	
인사공평성	불공평	31(64.6)	17(35.4)	0(0.0)	48(100)	32.841***
	보통	34(20.6)	121(73.3)	10(6.1)	165(100)	
	공평	2(25.0)	5(62.5)	1(12.5)	8(100)	
	계	67(30.3)	143(64.7)	11(5.0)	221(100)	

Porter(1973), Mobley(1978),

Spencer(1981)

가
가 (P<0.005),
가
(1982)

가
Newman(1974) Face

가
JDI

가
(P<0.005)
가
(P<0.05)가

가
가
가
가
Mayo(1933)

가

P>0.005 가 ,

P>0.05
가
가
P<0.05

가

V. 결 론

가

가 (P<0.005),

494

가 320

Stress

1988 3 29 5 4
254 (79%)

가 (P<0.005),

Mobley(1978)

Godfrey(1978)
가 (1987)

가
1) 가 (P<0.05),
(P<0.01) 가

2) , , ,

가

3)

가 (P<0.05)
 <가 < (P<0.005)
 가 (P<0.005),
 가 (P<0.005),
 가 (P<0.05), (P
 <0.005), 가 (P
 4)
 5)
 6) 가
 가

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