

摘要

教師人格特質往往影響學生的學習與成長，然而國中音樂教師面對學生、家長、學校等工作壓力之下，是否能有正向的人格特質與高度的工作滿意度，成為本研究之研究動機。本研究探討國中音樂教師人格特質、角色壓力與工作滿意度之情形，欲瞭解不同背景之音樂教師在各變項間的差異、相關情形及預測力。本研究以中部五縣市共 251 所國中之音樂教師為研究對象，進行普查與資料分析。研究結果發現，音樂教師人格特質最傾向「嚴謹自律性」人格，而整體角色壓力為中等程度，整體工作滿意度為中等偏高程度。其次，不同背景之音樂教師在人格特質、角色壓力及工作滿意度方面呈現差異。同時，研究結果也顯示，部分人格特質、角色壓力對音樂教師整體工作滿意度具有預測力。最後，研究者依據研究結果提出音樂教師應在他人與自我期許間取得平衡，並且教師應覺察壓力來源且適時調整、保持樂觀開朗的心態以提高工作滿意度，同時教育相關單位應定期辦理研習，供教師瞭解自我人格特質傾向以尋求抒壓管道等建議。

關鍵詞：人格特質、工作滿意度、角色壓力、國中音樂教師

Abstract

The purpose of this study is to investigate the personality trait, role stress and job satisfaction of music teachers at junior high schools. Scales and questionnaire were applied to 251 junior high school teachers and the data was analyzed by descriptive statistics, *t*-test, one-way ANOVA, and multiple regression analysis. The results are as follows: (1) among those five aspects of personality trait, conscientiousness is beyond the others; (2) overall role stress of the teachers was at the middle level and job satisfaction was above middle-to-high level; (3) there were differences among different backgrounds of music teachers with the personality trait, role stress and job satisfaction; (4) the overall job satisfaction was predictable based on extraversion, neuroticism, overall role stress, and role ambiguity. The research findings indicated that music teachers with more teaching experiences had less role stress. To cope with stress, music teachers should consider to cultivate openness and extraversion in personality, to develop positive interpersonal relationship, and to search for senior teachers' guidance. On the other hand, schools and government agencies should help teachers to develop more self-awareness toward their personalities and role stress, and to provide further assistance, such as workshops and supportive groups, to improve teaching achievement and overall job satisfaction among music teachers. Finally, theoretical and practical implications of the results were discussed and many suggestions were given for music teachers, government, and further research in the future.

Keywords: personality trait, job satisfaction, role stress, junior high school music teachers