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Hackman Oldham(1975)

가

(job characteristics model)

Walsh (1980)

( , 1998;

, 1986; , 1989; · , 1994;

, 1997; , 1992; , 1991; , 1995;

가

, Spector(1986)

Fried & Ferris, 1987; Hackman & Oldham, 1976, 1980;

가

Loher et al., 1985; Renn & Vanderberg, 1995).

Fried Ferris(1987)

\*

(mskim@venus.semyung.ac.kr)

\*\*

(pybae@venus.semyung.ac.kr)

가 가

가

가

Hackman Oldham(1975, 1976)

가

가

Hackman Lawler (1971), Sims  
Szilagy (1976), Hackman Oldham(1980), (1995)

, Brief

Aldag(1975), White (1978)

2.

가

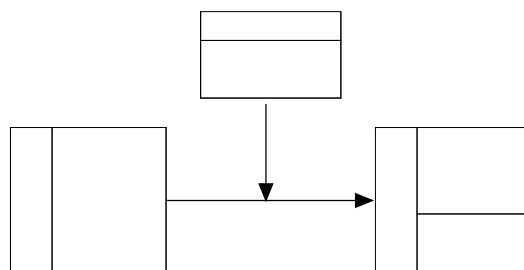
[ 1]

가

가

가

(job  
satisfaction) (organizational commitment)



< 1>

가

Mowday (1982)

가 1 : (+)

가 2 : (+)

가 3 : 가

Steers(1977), Steers

가 4 : Spencer(1977), Stevens (1978)

(+) 가

Loher (1985)

1. Freid

Ferris(1986)

Hackman Oldham(1975)

가

(1997)

(+) 가 Sims Szilagyi 가

(1976)

(1995)

(+)

(1998)

Loher (1985) Spector(1986)

(+)

가

Fried Ferris(1987)

(1986),

(1986), (1991), (1995) 가

(+)

가 (1997)

2.

(job

involvement)

가 가

Renn Van- Hackman Oldham (1971)

derberg(1995)

Hackman Oldham(1975) 가

Lawler (1973), Robey(1974)

820

Hackman 627 (

Oldham(1976) 77%) 594 (

Brief Aldag(1978), 72%)가

White(1978), Kim(1980) 「SAS

( / , , (factor analysis) , , )

(Cronbach's )

(1989),

(1991), (1992) (multiple regression analysis)

(hierarchical multiple regression)

(1995) 가

(1996)

가 2.

1)

(1998) 가

Sims (1976) Hackman

Oldham(1975) (Job Diagnostic Survey,

JDS) (Job Characteristics

Index, JCI) 25

가 가

가

Likert 5 (1=

, 5= )

(White, 1978;

Caldwell and O'Reilly, 1982).

2)

가

Levenson

(1995), (1998)

(IPC)

가 가

9

, Likert 5 (1= , 5=

)

1. 3)

(job satisfaction) Kendall Hulin(1969)

JDI(Job Descriptive Index) , ,

8

가

Likert 5 (1= , 5=

)

128 , ,

(pre-test)



0.60

&lt; 3&gt;

가

2. 가

1)

( , , , , , )  
(+)

&lt;가 1&gt;

&lt; 2&gt;

가

가

P&lt;0.05

3)

( , , )

&lt;가 3&gt;

가

&lt;가 1&gt;

&lt; 2&gt;

	T	Sig	R <sup>2</sup>	Sig F
-0.041	-1.002	0.317		
0.066	1.623	0.105		
-0.003	-1.065	0.948	0.026	3.070
0.122	2.984	0.003**		(0.010)
-0.068	-1.068	0.094		

\*\* p&lt;0.01

2)

가

( + )

&lt;가 2&gt;

&lt;

3&gt;

가

P&lt;0.001

P&lt;0.01

&lt; 4&gt;

	R <sup>2</sup>	R <sup>2</sup> (D-C)	Sig
(A)	0.020(C)		5.995
(B)		0.382	(0.003)
A, A*B	0.402(D)		1.234
			(0.039)*
(A)	0.031(C)		9.586
(B)		0.314	(0.000)
A, A*B	0.345(D)		0.967
			(0.604)

\* p&lt;0.05

4)

4> <가 가 (+) Fried Ferris (1986), (1997), (1998) Hackman Oldhan (1975) 가

< 5> 가 (+)

-0.113 (-) 가

가 가

<가 4> 가

가

< 5>

White (1978), Caldwell O'Reilly (1982) 가

	R <sup>2</sup>	R <sup>2</sup> (D- C)	Sig
(A)	0.043(C)	0.415	13.416
(B)			(0.000)
A, A *B	0.458(D)		1.553
			(0.000)***
(A)	0.009(C)	0.393	2.558
(B)			(0.078)
A, A *B	0.402(D)		1.234
			(0.039)*

\* p<0.05 \*\*\* p<0.001

가 (+)

Loher (1985), Spector (1986), Fried Ferris (1987) (1995)

가 ( , )

가

가

&lt;가 4&gt;

2.

가

(JCI)

가

가

I.

(Robert Glick, 1981).

1.

가

(IPC)

(variance

explained)

8

594

SAS

가

1.

(+) &lt;가 1&gt;

&lt;P&lt;0.05&gt;

&lt;가

가

1&gt;

2.

(+) &lt;가 2&gt;

(P&lt;0.001),

(P&lt;0.01)

(P&lt;

&lt;가 2&gt;

3.

&lt;가 3&gt;

가

(P&lt;0.039)&lt;가 3&gt;

4.

&lt;가 4&gt;가

(P&lt;0.000),

(P&lt;0.039)

(1998).



- \_\_\_\_\_, 19, 549-572.  
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\_\_\_\_\_, 25(4), 790-806.  
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87- 122.  
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-Abstract-

Key concept : Job characteristics, Job satisfaction,  
Organizational commitment, Personality  
characteristics

A Study on the Influence of Job  
Characteristics  
Perceived by Nurses on Their Job  
Satisfaction and Organizational  
Commitment : Focusing on  
Moderating Effect of Individual  
Personality Characteristics

*Kim Myoung Sook\* Park, young Bae\*\**

The purpose of this study was to investigate  
the influence of job characteristics on the nurses'  
the moderating effect of locus of control on the

job satisfaction and organizational commitment and  
relationship between job characteristics and attitude.  
The sample for this study consisted of 594 nurses from  
8 university hospitals. Factor analysis, Cronbach's alpha  
analysis, multiple regression analysis and hierarchical  
multiple regression analysis were used for the statistical  
methods.

The results of this study were found that (1)  
autonomy among 5 core job characteristics showed  
positive influence on job satisfaction, (2) task  
significance and autonomy among 5 core job  
characteristics had positive influence on organizational  
commitment, (3) the internals of locus of control  
moderated the effect of job characteristics on nurses'  
job satisfaction, and (4) internals and externals of locus  
of control moderated the effect of job characteristics on  
nurses' organizational commitment.

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