

The Motivation Behind the Turnover of Korean Teachers in Terms of Working
Environments

Jeongim Jin¹ &

¹ Univeristy of Oregon

Author Note

Correspondence concerning this article should be addressed to Jeongim Jin, 97401.

E-mail: jjin@email.com

Abstract

Job satisfaction of Korean teachers is ranked as one of the lowest among OECD countries. In addition, most research on teacher retention has focused on secondary teachers in Europe or the United States (Hong, 2010; Liu & Onwuegbuzie, 2012), this study was conducted in Seoul, South Korea by targeting public elementary school teachers. This study examined the job satisfaction of Korean elementary school teachers and its effects on their turnover motivation, particularly by looking at six variables: (1) administrative supports, (2) working conditions, (3) student disciplines, (4) decision-making participations, (5) salary and benefits and (6) collegial relationship. Mixed research methods were used including surveys (n= 459) and a focus group interview (n=4). By using a binary regression to look at the relationship between the six variables and turnover motivation, preliminary findings indicated that leadership and student disciplines significantly predict teachers' turnover motivation. Specifically, if leadership and students disciplines' scores increase, they are less likely to leave current job position ($b_1 = - 0.09$, $p < .05$, $b_2 = - 0.07$, $p < .05$). These findings were supported by the interviewers stating that they are likely to demotivated when they work in hierarchical cultures, feel difficulty dealing with students, and parent requests beyond their duty and responsibilities. Given that leadership and students are more affected by school contexts than other factors examined, this result may imply that flexible organizational factors play a significant role for Korean elementary school teachers in deciding to turnover.

Keywords: teacher turnover, teacher job satisfaction, working conditions

The Motivation Behind the Turnover of Korean Teachers in Terms of Working Environments

Methods

We report how we determined our sample size, all data exclusions (if any), all manipulations, and all measures in the study.

Participants

Material

Procedure

Data analysis

We used R (Version 3.5.1; R Core Team, 2018) and the R-packages *dplyr* (Version 0.7.7; Wickham, François, Henry, & Müller, 2018), *forcats* (Version 0.3.0; Wickham, 2018a), *ggplot2* (Version 3.0.0; Wickham, 2016), *here* (Version 0.1; Müller, 2017), *janitor* (Version 1.1.1; Firke, 2018), *papaja* (Version 0.1.0.9842; Aust & Barth, 2018), *purrr* (Version 0.2.5; Henry & Wickham, 2018), *readr* (Version 1.1.1; Wickham, Hester, & François, 2017), *rio* (Version 0.5.10; C.-h. Chan, Chan, Leeper, & Becker, 2018), *stringr* (Version 1.3.1; Wickham, 2018b), *tibble* (Version 1.4.2; Müller & Wickham, 2018), *tidyr* (Version 0.8.1; Wickham & Henry, 2018), and *tidyverse* (Version 1.2.1; Wickham, 2017) for all our analyses.

Results

Discussion

References

- Aust, F., & Barth, M. (2018). *papaja: Create APA manuscripts with R Markdown*. Retrieved from <https://github.com/crsh/papaja>
- Chan, C.-h., Chan, G. C., Leeper, T. J., & Becker, J. (2018). *Rio: A swiss-army knife for data file i/o*.
- Firke, S. (2018). *Janitor: Simple tools for examining and cleaning dirty data*. Retrieved from <https://CRAN.R-project.org/package=janitor>
- Henry, L., & Wickham, H. (2018). *Purrr: Functional programming tools*. Retrieved from <https://CRAN.R-project.org/package=purrr>
- Müller, K. (2017). *Here: A simpler way to find your files*. Retrieved from <https://CRAN.R-project.org/package=here>
- Müller, K., & Wickham, H. (2018). *Tibble: Simple data frames*. Retrieved from <https://CRAN.R-project.org/package=tibble>
- R Core Team. (2018). *R: A language and environment for statistical computing*. Vienna, Austria: R Foundation for Statistical Computing. Retrieved from <https://www.R-project.org/>
- Wickham, H. (2016). *Ggplot2: Elegant graphics for data analysis*. Springer-Verlag New York. Retrieved from <http://ggplot2.org>
- Wickham, H. (2017). *Tidyverse: Easily install and load the 'tidyverse'*. Retrieved from <https://CRAN.R-project.org/package=tidyverse>
- Wickham, H. (2018a). *Forcats: Tools for working with categorical variables (factors)*. Retrieved from <https://CRAN.R-project.org/package=forcats>
- Wickham, H. (2018b). *Stringr: Simple, consistent wrappers for common string operations*.

Retrieved from <https://CRAN.R-project.org/package=stringr>

Wickham, H., & Henry, L. (2018). *Tidyr: Easily tidy data with 'spread()' and 'gather()' functions*. Retrieved from <https://CRAN.R-project.org/package=tidyr>

Wickham, H., François, R., Henry, L., & Müller, K. (2018). *Dplyr: A grammar of data manipulation*. Retrieved from <https://CRAN.R-project.org/package=dplyr>

Wickham, H., Hester, J., & François, R. (2017). *Readr: Read rectangular text data*. Retrieved from <https://CRAN.R-project.org/package=readr>