

The study of the relationship between human resource management and teacher quality of working life in elementary school

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Abstract

This research was to explore relations between human resource management and teacher quality of working life in elementary school. Survey questionnaire was adopted in the process. Survey participants were selected from city and county elementary schools located in Taoyuan county, Hsinchu county and city, and Miaoli county, with a total sampling of 815. Out of 815, 733 data were collected and analyzed by SPSS for Window 10.0. Conclusions were made as followings:

1. Overall performance for elementary school human resource management was in general above the average level, and the aspect of 「human resource maintenance」 outranks the rest.
2. Overall teacher quality of working life was in general above the average level, and the aspect of 「continual education and development」 outranks the rest.
3. The teachers who were male, older, higher education background, senior, concurrently administrative duties show higher perception of school human resource management,
4. The teachers who were male, older, higher education background, senior, concurrently administrative duties show higher perception of teacher quality of working life.
5. There was positive correlation between human resource management and teacher quality of working life.
6. Teacher quality of working life can be predicted based on human resource management.

According to the above conclusions, some suggestions were proposed for principals in elementary and the bureaus of education.

Key words: elementary school, human resource management, quality of working life.