

Spss

The Correlation between the Job Characteristics, Psychological Wellbeing, and Organizational Commitment of Workers in Social Welfare Organizations Using Spss program

Mi-kyung Kwak*, Sung-je Cho**

Y 275 SPSS (+) (+) 가 가

Abstract The aim of this study is to analyze the correlation between the job characteristics, psychological wellbeing, and organizational commitment of workers in social welfare organizations. The subjects were 275 workers of social welfare organizations in Y city, Gyeongsangbuk-do. The analysis were frequency, reliability, correlation, and regression using the SPSS Program. The results of the study, analyzing the effects of job characteristics on organizational commitment showed that authority, harmony, and autonomy had positive effects on organizational commitment. Analyzing the effects of job characteristics on psychological wellbeing showed that authority and harmony had positive effects on psychological wellbeing, but autonomy was not. The organizational commitment to the effects of job characteristics on psychological wellbeing was analyzed as the partial mediated effect. The implications of this study are expected to be utilized as baseline data in developing programs for improving organizational commitment for the psychological wellbeing of social welfare organizations workers.

Key Words: job characteristics, organizational commitment, psychological wellbeing, Social welfare organizations, workers in social welfare organizations

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2010 429,275

2015 515,678 가

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107 (38.9%), 168 (61.1%)

41-50

28.4% 가 , 36-40 , 50 , 31-35
, 30

43.3% 가

67.6% 가

66.2%,

33.8%

85.5% 가

가

60.7% 가 , / / , ,

/ , ,

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Table 1. Characteristics of the sociology of population

Category		Total (N=275)	
		Frequency	Ratio(%)
Sex	Male	107	38.9
	Female	168	61.1
Age	Under 30	43	15.6
	31-35	45	16.4
	36-40	56	20.4
	41-Under 50	78	28.4
	50 or over	53	19.3
Education Level	Less than high school graduate	8	2.9
	High school graduate	12	4.4
	College graduate	119	43.3
	4-year university graduate	115	41.8
	Graduate school graduate or more	21	7.6
Marital Status	Married	186	67.6
	Single	84	30.5
	Divorced	5	1.8
Facility Type	Social Welfare Organization	93	33.8
	Facility for the handicapped	182	66.2
Position	Director	7	2.5
	General Manager	10	3.6
	Employee in charge of department	40	14.5
	Social worker	167	60.7
	Therapist/Care worker	24	8.7
Other		27	9.8
Total		275	100.0

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value) 1.0 , 3 (eigen
52.706%
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Table 2. Verification of the validity and reliability of the job characteristics of workers in social welfare organizations

Category	Component			Eigen Value	Variant	Accumulated Variant	Reliability Value
	Auth ority	Harmo ny	Auton omy				
Characteri stic3	.773	.117	-.015	3.616	27.816	27.816	.827
Characteri stic4	.765	.041	-.014				
Characteri stic5	.726	.229	.088				
Characteri stic7	.618	-.221	-.036				
Characteri stic8	.612	.316	.051				
Characteri stic11	.591	.391	.124				
Characteri stic2	.583	.073	.122				
Characteri stic1	.577	.218	.066				
Characteri stic6	-.120	.740	-.079	1.803	13.870	41.686	.646
Characteri stic9	.212	.620	.125				
Characteri stic12	.219	.571	-.017				
Characteri stic14	-.026	-.143	.869	1.433	11.021	52.706	.667
Characteri stic13	.142	.169	.780				
KMO=.819, ² =910.255***, df=78, p=.000							

KMO 0.819
, $\chi^2=910.255$
가
0.5
Cronbach's Alpha 0.6 가
가 10

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Table 3. Verification of validity and reliability of organizational commitment

Category	Compo nent	Eigen Value	Varian t	Accum ulated Variant	Reli abilit y Valu e
	Organiz ational Commit ment				
Commitment9	.818	7.887	52.580	52.580	.935
Commitment4	.796				
Commitment1	.768				
Commitment3	.752				
Commitment5	.747				
Commitment12	.744				
Commitment6	.735				
Commitment8	.728				
Commitment11	.722				
Commitment15	.715				
Commitment10	.696				
Commitment14	.683				
Commitment13	.676				
Commitment2	.659				
Commitment7	.611				
KMO=.944, ² =2422.229***, df=105, p=.000					

(eigen value) 7.887, 52.580% KMO 0.94, $\chi^2=2422.229$, Cronbach's Alpha 0.935
가 0.5

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Table 4. Verification of validity and reliability of psychological wellbeing

Category	Component	Eigen Value	Variant	Accumulated Variant	Reliability Value
	Psychological Wellbeing				
Wellbeing5	.773	3.140	52.333	52.333	.815
Wellbeing2	.762				
Wellbeing6	.745				
Wellbeing4	.720				
Wellbeing1	.714				
Wellbeing3	.616				
KMO=.828, ² =492.930***, df=15, p=.000					

(eigen value) 3.140, 52.333% KMO 0.828, $\chi^2=492.930$, Cronbach's Alpha 0.815
가 0.5

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3.85 가 3.59 3.76 5% ± 1.96
가 ± 1.96 가

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'(M=3.85), '(M=3.16), '(M=3.10)

3.59,

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Table 5. Descriptive statistical analysis on measurement variables

Category		N	Average	Standard Deviation	Skewness	Kurtosis
Job Characteristics	Authority	275	3.85	.52	-.070	-.096
	Harmony	275	3.16	.63	.128	.584
	Autonomy	275	3.10	.69	-.439	.078
Organizational Commitment		275	3.59	.57	-.042	.293
Psychological Wellbeing		275	3.76	.48	.049	-.023

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, R Square=0.266

26.6%, F=32.786

D-W

1.985

0.1, VIF 10.0

(t=5.889, p<0.001),

(t=3.582,

p<0.001), (t=4.282, p<0.001)

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Table 6. Analysis of the effects of job characteristics on organizational commitment

Independent Variable	Dependent Variable	Non-standardized Coefficient		Standardized Coefficient	t	p	Collinear Statistic	
		B	Standard Error				Tolerance	VIF
Organizational Commitment	(Constant)	1.033	.260		3.966	.000		
	Authority	.365	.062	.329	5.889***	.000	.865	1.155
	Harmony	.182	.051	.199	3.582***	.000	.878	1.140
	Autonomy	.186	.043	.225	4.282***	.000	.985	1.016

R Square=.266, F=32.786***, D-W=1.985

***p<.001

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, R Square=0.210

21.0%, F=24.027

D-W 1.829

0.1, VIF 10.0

(t=6.662, p<0.001),

(t=2.600, p<0.05)

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Table 7. Analysis of the effects of job characteristics on psychological wellbeing

Independent Variable	Dependent Variable	Non-standardized Coefficient		Standardized Coefficient	t	p	Collinear Statistic	
		B	Standard Error				Tolerance	VIF
Psychological Wellbeing	(Constant)	2.095	.224		9.350	.000		
	Authority	.356	.053	.387	6.662**	.000	.865	1.155
	Harmony	.114	.044	.150	2.600*	.010	.878	1.140
	Autonomy	-.022	.037	-.032	-.580	.563	.985	1.016

R Square=.210, F=24.027***, D-W=1.829

*p<.05, ***p<.001

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(t=9.827, p<0.001). 2

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(t=7.598, p<0.001). 3

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(t=6.326, p<0.001), (+) ,

(t=3.747, p<0.001), 2

(0.418 0.224). Sobel

test , z=5.295

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Table 8. Analysis of the mediated effects of organizational commitment on the effects of job characteristics on psychological wellbeing

Dependent Variable	Independent Variable	Non-standardized Coefficient		Standardized Coefficient	R Square	F	t	p
		B	Standard Error					
Organizational Commitment	(Constant)	1.052	.260				4.041	.000
	Job Characteristics	.709	.072	.511	.261	96.571***	9.827**	.000
Psychological Wellbeing	(Constant)	2.036	.228				8.927	.000
	Job Characteristics	.481	.063	.418	.175	57.728***	7.598**	.000
Psychological Wellbeing	(Constant)	1.706	.220				7.767	.000
	Job Characteristics	.258	.069	.224	.280	53.000***	3.747**	.000
	Organizational Commitment	.314	.050	.379			6.326**	.000

Sobel test : z=5.295***, p=.000 ***p<.001

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($t=5.889$, $p<0.001$), ($t=3.582$, $p<0.001$),
($t=4.282$, $p<0.001$) (+)

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($t=2.600$, $p<0.05$) ($t=6.662$, $p<0.001$),
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