Analysis of the Relationship Between Job Satisfaction and Turnover Tendency of Teachers in Dongguan Private Universities Based on SPSS

Xiaocheng Wang(✉) and Qingmei Chen

College of Management, Guangdong University of Science and Technology, Guangdong, China
435577070@qq.com

Abstract. Taking six private colleges and universities in Dongguan as examples, this paper selects some teachers for investigation and analysis, formulates the corresponding questionnaire, and analyzes the data with SPSS software. The conclusions are as follows: Job satisfaction is negatively correlated with turnover intention, among which salary and welfare, personal development and working environment are negatively correlated with turnover intention.

Keywords: Job satisfaction · Turnover tendency · Correlation analysis · Regression analysis

1 Introduction

The sustainable development of private colleges and universities depends on high teaching quality and strong scientific research ability. In order to ensure the sustainable development of private colleges and universities, it is necessary to establish a contingent of teachers in private colleges and universities that fully meet the requirements of social progress, meet the needs of economic development, increase subject knowledge and have reasonable structures. Compared with public colleges and universities, the teaching staff of private colleges and universities in Dongguan lacks stability, and the construction of teaching staff is full of difficulties. Relative stability is an important factor to ensure the construction of teachers in private colleges and universities.

Taking six private universities in Dongguan as examples, this paper makes correlation analysis and regression analysis on teachers' job satisfaction and turnover intention by SPSS software, and finds out the main factors that affect teachers' turnover intention, so as to improve teachers' job satisfaction in private universities and solve the problems of low work enthusiasm and unstable teachers.

2 Research Design

2.1 Research Object

At present, there are six regular private colleges and independent colleges in Dongguan, with half of which are undergraduate colleges and junior colleges. Among them, the

undergraduate colleges include the following three: Guangdong Institute of Science and Technology, Dongguan City College and Guangzhou Xinhua College (Dongguan Campus); The remaining three are junior colleges, namely Guangdong Innovation and Technology Vocational College, Guangdong ATV Performing Arts Vocational College and Guangdong Hotel Management Vocational and Technical College. The research object of this paper is the teachers of 6 private universities in Dongguan.

2.2   Research Hypothesis

This study takes the teachers in private colleges and universities as the research object, draws lessons from the research results of teachers' job satisfaction in academic circles, and makes a theoretical hypothesis: there is a significant negative correlation between job satisfaction and turnover intention.

2.3   Research Process

The Preparation of the Questionnaire

The author interviewed six teachers from Guangdong Institute of Science and Technology, and learned about their current job satisfaction and dissatisfaction. At the same time, the author integrated the research contents of this paper and designed a questionnaire with assumptions.

Select the Investigated Object

This study finally determined six private universities in Dongguan, and all full-time teachers in the above private universities were among the subjects.

Measurement and Grading

In this study, respondents are allowed to answer anonymously, mainly by e-mail. All respondents should choose the option corresponding to their psychological feelings and mark "$\sqrt{}$" according to their actual situation. This questionnaire is graded with five positive grades, namely, 1, 2, 3, 4 and 5, and covers six items, namely, work itself, work environment, salary and welfare, school management, interpersonal relationship and personal development.

Statistical Analysis of Data

The first step is to sort out the data obtained from the investigation and enter the code; The second step, taking teachers of private colleges and universities in Dongguan as the research object, this paper analyzes the influencing factors of teachers' job satisfaction, and carries out descriptive statistical analysis with the help of SPSS. The third step, based on job satisfaction and its components, SPSS software is used to make correlation analysis and regression analysis between job satisfaction and teachers' turnover intention.

3   Empirical Analysis of the Relationship between Job Satisfaction and Turnover Intention of Teachers in Dongguan Private Universities Based on SPSS

3.1   Descriptive Analysis of Samples

In this study, the full-time teachers of 6 private colleges and universities in Dongguan City were randomly sampled in different levels. Besides e-mail, questionnaires were distributed by letter. Finally, 480 questionnaires were sent out, 423 were collected, and 400 valid questionnaires were collected, with the recovery rate and effective rate reaching 88.12% and 94.56% respectively. The basic situation of the sample is shown in Table 1.

In this survey sample, as far as gender is concerned, there are 161 male teachers, accounting for 40.3% of the total, and 239 female employees, accounting for 59.8% of the total. As far as age is concerned, there are 161 people aged 31–40, accounting for 40.3% of the total, and the least people aged over 50, accounting for 9.8% of the total. As far as academic qualifications are concerned, the number of master's degree is the highest, with a total of 341, accounting for 85.3% of the total, and the number of doctoral

Table 1. Sample distribution

Variables	categories	frequencies	percentages
Gender	Male	161	40.3%
	Female	239	59.8%
Age	30 years old and under	122	30.5%
	30–40 years old	161	40.3%
	41–50 years old	78	19.5%
	Over 50 years old	39	9.8%
Record of formal schooling	Bachelor	38	9.5%
	Master	341	85.3%
	Doctor and above	21	5.3%
Length of teaching	2 years or less	78	19.5%
	2–5 years	122	30.5%
	5–10 years	121	30.3%
	More than 10 years	79	19.8%
Professional title	Assistant	117	29.3%
	Lecturer	241	60.3%
	Associate professor	33	8.3%
	Professor	9	2.3%
Marital status	Married	287	71.8%
	Be unmarried	113	28.3%

degree or above is the lowest, with a total of 21, accounting for 5.3% of the total. As far as teaching age is concerned, the number of people with 2–5 years is the highest, 122 in total, accounting for 30.5% of the total, and the number of people with 2 years or less is the lowest, 78 in total, accounting for 19.5% of the total. As far as professional titles are concerned, the number of lecturers is the highest, with 241 in total, accounting for 60.3% of the total, and the number of professors is the lowest, with 9 in total, accounting for 2.3% of the total. As far as marriage is concerned, there are 287 married people, accounting for 71.8% of the total, and 113 unmarried people, accounting for 28.3% of the total.

3.2   Correlation Analysis Between Job Satisfaction and Turnover Intention

Correlation analysis is a statistical method used to measure and describe the relationship between two variables. This correlation method was created by statistician K. Pearson. The significance of variables is judged by the probability value P of correlation coefficient significant test. When $p > 0.05$, there is no significant correlation between them, but when $p \leq 0.05$, there is a significant correlation between them. At the same time, the correlation coefficient value directly reflects the strength of the variables. If the correlation coefficient value is less than zero, the two variables are negatively correlated, and vice versa, it is positively correlated. Therefore, when the absolute value of the correlation coefficient is less than 0.4, the two variables are of low correlation. If the absolute value of correlation coefficient is between 0.4 and 0.7, it can be said that the two variables are moderately correlated; If the absolute value of correlation coefficient is greater than 0.7, it can be said that the two variables are highly correlated [1].

From the correlation analysis results in the following table, it can be seen that the probability values of significant test of the correlation coefficients between the six factors and turnover intention are all less than 0.05, indicating that there are significant correlations between the six factors and turnover intention. In addition, the correlation coefficient values between the six factors and turnover intention are all negative, indicating that there is a significant negative correlation between the six factors and turnover intention. From the absolute value of the correlation coefficient between six factors and turnover intention, it can be concluded that there is a strong negative correlation between salary and welfare, personal development, working environment and teachers' turnover intention, while the correlation between school management, interpersonal relationship and work itself and teachers' turnover intention gradually decreases (Table 2).

From the correlation analysis results in the following table, it can be seen that the probability value of the significant test of the correlation coefficient between job satisfaction and turnover intention is less than 0.05, indicating that there is a significant correlation between job satisfaction and turnover intention. In addition, the correlation coefficient between job satisfaction and turnover intention is negative, indicating that there is a significant negative correlation between job satisfaction and turnover intention (Table 3).

Table 2. Correlation analysis between job satisfaction dimensions and turnover intention

		the work itself	Working environment	Compensation and benefits	School management	interpersonal relationship	personal development
Turnover tendency	Pearson Correlation	-.377**	-.545**	-.614**	-.430**	-.386**	-.586**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	four hundred	four hundred	four hundred	four hundred	four hundred	four hundred

* * Significantly correlated at .01 level (bilateral)

Table 3. Correlation analysis between job satisfaction and turnover intention

		Job satisfaction
Turnover tendency	Pearson Correlation	-.692**
	Sig. (2-tailed)	.000
	N	four hundred

* * Significantly correlated at .01 level (bilateral)

3.3 Regression Analysis of Job Satisfaction and Turnover Intention

The statistical analysis method, which takes two or more variables as the object and measures the interdependent quantitative relationship, is called regression analysis [2]. According to the number of independent variables involved, it can be divided into univariate regression and multiple regression. Since this paper involves six dimensions as independent variables, this paper focuses on multiple regression. Multiple regression analysis mainly focuses on the role of a certain result in the analysis of multiple factors. Because there is only one variable, it is also called reaction variable, which is often expressed by Y. There are many independent variables, and P independent variables are expressed as (x1, x2, …xp) in vector form. At present, multiple linear regression model is the best way to show the multiple linear relationship between independent variables and dependent variables:

$$y = b_0 = b_1 x_1 + b_2 x_2 + ... + b_p x_p \tag{1}$$

According to the results of regression analysis in the following table, this paper focuses on the analysis of teachers' job satisfaction and turnover intention, and the multiple correlation coefficient of the former six factors and the latter dependent variable reaches 0.746. On this basis, the square value of the multiple correlation coefficient is adjusted to 0.549. At this time, 54.9% of the variance of turnover intention can be explained by the independent variable of job satisfaction, because the F value of variance significance test is 82.009, and the P value is lower than 0.001. Because the standardized regression coefficients of the six independent variables are less than zero, they all show negative characteristics in the influence of turnover intention. In the regression model,

Table 4. Regression analysis of job satisfaction dimensions and turnover intention

predictor variable	R	Adjust R2	F	Beta	t	Sig.
(constant)	.746	.549	82.009***		44.090	.000
the work itself				-.086	-2.217	.027
Working environment				-.192	-4.245	.000
Compensation and benefits				-.408	-10.163	.000
School management				-.127	-3.339	.001
interpersonal relationship				-.089	-2.011	.045
personal development				-.135	-2.636	.009

*** $p < .001$

Table 5. Regression analysis of job satisfaction and turnover intention

predictor variable	R	Adjust R2	F	Beta	t	Sig.
(Constant)	.692	.478	365.894***		45.883	.000
Job satisfaction				-.692	-19.128	.000

the test probability values of the regression coefficients of the six variables are all less than 0.05, indicating that these six independent variables have significant negative effects on turnover intention. From the standardized regression coefficient, salary and welfare, working environment and personal development have strong negative effects on teachers' turnover intention, while the negative effects of school management, interpersonal relationship and work itself on teachers' turnover intention gradually decrease (Table 4).

From the results of regression analysis inthe following table, it can be seen that the correlation coefficient between job satisfaction and turnover intention is 0.692. On this basis, the square value of multiple correlation coefficient is adjusted to 0.478. At this time, 47.8% of the variance of turnover intention can be explained by independent variables. Because the F value of variance significance test is 365.894, and the P value is lower than 0.001, the overall explanatory variance of regression model accords with the significant level. When the standardized regression coefficient of job satisfaction is less than zero, it means that its influence on turnover intention is negative. In the regression model, the regression coefficient test probability value of job satisfaction is less than 0.05, which indicates that it has a significant negative impact on turnover intention (Table 5).

4 Conclusions

The empirical analysis with SPSS software shows that there is a strong negative correlation between job satisfaction and turnover intention of teachers in private colleges and universities in Dongguan. All the six factors mentioned above have a significant negative

correlation with turnover intention at 0.01 level. Among the six factors of teachers' job satisfaction in private colleges and universities in Dongguan, besides salary and welfare, there is a strong negative correlation with turnover intention, including personal development and working environment, and the correlation coefficients are all greater than 0.54. With the support of linear regression analysis, the above factors are analyzed, and it is found that they not only influence turnover intention, but also have the function of prediction and judgment, and the salary and benefits rank first with the greatest influence.

5   Countermeasures

5.1   Current Situation of Turnover Intention

Private colleges and universities should formulate incentive salary policies, set up different series according to teaching years, academic qualifications, scientific research ability and teaching ability, optimize the salary and welfare system, raise the basic salary level, and form a diversified salary structure, so that the salary level of teachers in private colleges and universities is not lower than that of teachers in public colleges and universities [3].

5.2   Improve the Promotion and Training Mechanism

First, private colleges and universities should formulate flexible promotion mechanism, give young teachers more opportunities, time and space for scientific research, and formulate corresponding training system for teachers' scientific research, so as to lay a good foundation for teachers' professional title evaluation and all-round development [4]. Secondly, the selection direction of professional titles should be divided into three categories: teaching type, scientific research type and teaching and scientific research type, and specific promotion channels should be given to different talents [5].

5.3   Improve the Working Environment

In order to make teachers' teaching and scientific research more convenient, schools should increase capital investment in hardware and software facilities and allocate advanced teaching equipment and scientific research instruments; Strive to build a campus culture that respects knowledge and teachers, and form a mechanism for teachers to participate in school management, so that teachers are respected and full of sense of belonging [6].

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