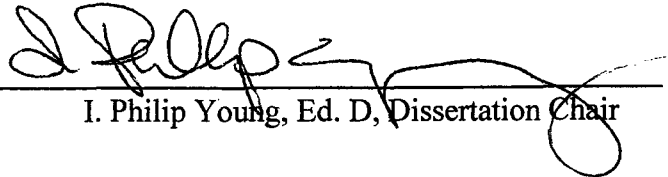


John David Forbes
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Salient Factors of Urban Teacher Job Attraction Related to
Job Satisfaction: An Empirical Study



I. Philip Young, Ed. D, Dissertation Chair

Experts agree that selecting and retaining a quality teaching force is key to impacting schools and improving student achievement. A critical, yet less researched, component of the teacher selection is the study of teacher job acceptance and job satisfaction. This study sought to address a gap in current research and to connect applicant job attraction factors with job satisfaction. Teachers (N=243) in their first year of hire within a large urban school district in California were surveyed on factors related to their acceptance of job offer and their current job satisfaction. Respondents (N=107) used a web form or a paper form to rate factors in four areas related to job acceptance: economic factors, school factors, community factors, and hiring process factors. Results showed that relational factors (i.e. interview with principal, initial contract offer, and friendliness of hiring process) were most important to teacher acceptance of a job offer. A stepwise linear regression equation revealed that only hiring process factors significantly predicted job satisfaction ($\text{Adj } R^2 = .08$) in the sixth month of employment. Discussion and recommendations for further study are presented.