

Public/Private Preschool Teachers’ Turnover in Taiwan : A Test on Correlative Variables and Theories.

Chen Yi-Gean

**Assistant Professor, Department of Early Childhood Caring and
Education, Chung Hwa University of Medical Technology**

Abstract

In Taiwan, there is a high turnover rate for preschool teachers that practice of teaching can't be accumulated easily and such situation is becoming a challenge to preschools' chiefs on management. This study stands on administration and managements' side to discuss preschool teachers' turnover. Review of earlier studies shows that salary, workload, social exchange, ethical fit, and distributive justice are the main factors of turnover and this study tries to find which can explain preschool teachers' turnover in Taiwan. Because public and private preschools have their own characteristics, we analyze two models (public/private) of the influential factors of preschools teachers' turnover. We hope the results can show the difference between public preschool and private ones. Data for this study is collected from national preschool teachers. Through random sampling, the sample is composed of 1336 preschool teachers and the results are as follows : Public teachers have a lower rate of turnover intention and the key factor is that their salary is higher. For private teachers' turnover intention, salary is just one of the influential factors; the key factor is workload. The difference between public and private preschools is on distributive justice. Private teachers don't care about distributive justice (this factor has no significant effect to turnover intention), but for public ones, it is important.

Keywords: administration and management, public/private preschools, turnover.