

Abstract

This thesis probes into and analyses the relationship between Macau teachers with different backgrounds (age, sex, education qualification, working experience, salary, school scale and school type) and job retention and attrition; as well as analyses the major element which affects Macau teachers' retention and attrition. This research adopts the method of surveying. Studying 379 targets of primary and secondary teachers and by using chi-square test in statistical software to arrange and analyse data, the following results and suggestions are obtained:

I . Results of the research:

- 1. There is a remarkable difference in job retention and attrition due to Macau teachers' age and working experience.**
- 2. There is no remarkable difference in job retention and attrition due to Macau teachers' sex, salary and school scale.**
- 3. There is a difference in job retention and attrition due to Macau teachers' education qualification and school type.**
- 4. The first reason for Macau teachers to retain their posts is organizational atmosphere; while the first reason for Macau teachers to shift their jobs**

from school to school is salary and welfare. Teachers who retain their posts and teachers who shift their jobs from school to school both think that the promotion system has the least effect upon retention.