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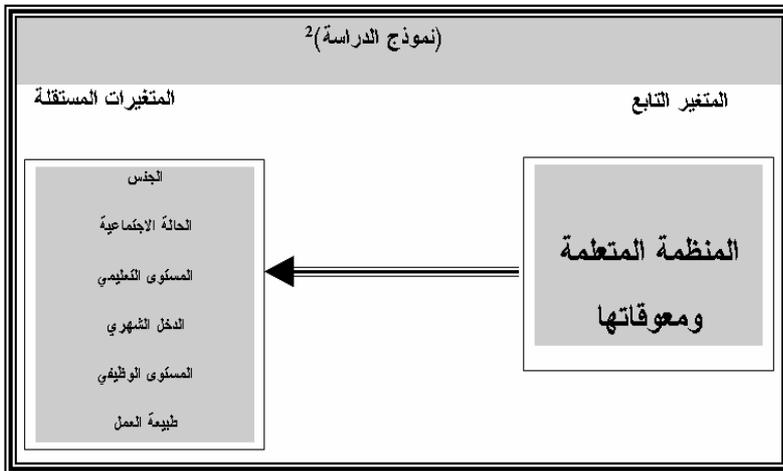
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( Milton,. 2012;.2004 )		" "	
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Gorelick,2005)			
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(Spicer, 2002)			.3
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.5 (Gustavsen, 2008)

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.1 (Senge, 1990)

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(Marsick &

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Watkins, 1993)

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(Kerka , 2001)  
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.(Cannon, and Edmondson, 2004)

(Bowen, Ware, Rose & Powe, 2007)

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(Marsick &

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(Crank, Giacomazzi, & Steiner,

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57.0	57		
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25.0	25	50-41	
10.0	10	51	

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11		(27)	(%27.0)
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		.7	.3
		(%21)	(21)
		(44)	40-31
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40.0	40		
49.0	49		
11.0	11		
22.0	22	5	
25.0	25	10-6	
53.0	53	11	
26.0	26	300	
32.0	32	400-301	
42.0	42	401	
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58.0	58		
18.0	18		
82.0	82		
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(Shieh, Wang, & Wang, (Dirani, 2009) 2007)

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	.97	3.51		7	1
	.95	3.41		2	2
	.95	3.38		1	3
	.98	3.38		4	3
	1.03	3.32		6	5
	1.03	3.28		5	6
	.94	3.22		3	7
	.88	3.35			

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(2.89)

(.92)

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	1.16	3.09		5	1
	1.11	3.00		7	2
	1.21	3.00		11	2
	1.13	2.99		1	4
	1.18	2.99		6	4
	1.13	2.96		13	6
	1.17	2.93		10	7
	1.15	2.92		12	8
	1.18	2.91		8	9
	1.14	2.90		14	10
	1.09	2.87		9	11
	1.16	2.85		3	12
	1.23	2.85		15	12
	1.11	2.80		4	14
	1.01	2.79		2	15
	1.13	2.73		16	16
	1.13	2.61		17	17
	.92	2.89			

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( $\alpha \leq 0.05$ )



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.138	1.494	.97	3.29	.85	3.61	
.217	1.243	.98	3.33	.86	3.60	
.237	1.190	.94	3.16	.95	3.41	
.248	1.162	.93	3.32	1.09	3.57	
.281	1.085	1.05	3.21	.96	3.46	
.309	1.022	1.01	3.25	1.09	3.49	
.020*	2.363	.96	3.38	.89	3.88	
.137	1.499	.88	3.27	.87	3.57	

( $\alpha \leq 0.05$ )

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(2008)  
(Spicer, 2002)

( $\alpha \leq 0.05$ )  
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		51		50-41		40-31		30		
.052	2.676	.85	4.04	.89	3.48	.92	3.31	1.02	3.07	
.035*	2.982	.95	4.00	.90	3.44	.93	3.46	.93	2.97	
.160	1.760	1.07	3.83	.90	3.25	.91	3.16	.95	3.05	
.088	2.241	.86	4.00	.96	3.41	.93	3.39	1.05	3.05	
.086	2.265	1.04	4.04	.97	3.29	1.04	3.18	.98	3.10	
.083	2.288	.90	4.04	.98	3.40	.98	3.21	1.14	3.09	
.109	2.072	.94	4.20	.95	3.47	.93	3.37	1.00	3.53	
.059	2.570	.90	4.02	.85	3.39	.84	3.29	.91	3.12	

( $\alpha \leq 0.05$ )

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(9)

51	50-41	40-31	30		
				2.97	30
			.49	3.46	40-31
		.02	.47	3.44	50-41
	.56	.54	*1.03	4.00	51

( $\alpha \leq 0.05$ )

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( $\alpha \leq 0.05$ )

(2007) (2007)

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.304	1.204	.89	3.13	1.04	3.29	.83	3.55	
.353	1.052	.92	3.53	1.04	3.27	.84	3.54	
.842	.172	.87	3.18	1.03	3.18	.86	3.29	
.579	.550	.91	3.29	1.00	3.30	.98	3.51	
.337	1.099	1.14	3.27	1.11	3.13	.88	3.45	
.622	.477	1.01	3.51	1.07	3.22	1.00	3.38	
.664	.411	.96	3.49	1.05	3.43	.87	3.62	
.524	.650	.89	3.34	.97	3.26	.76	3.47	

.5

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( $\alpha \leq 0.05$ )

(Spicer, 2002) (2008)  
 .(Lee, 2004) (2007)

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		11		10-6		5		
.526	.647	.95	3.48	.93	3.30	.98	3.23	
.272	1.319	.96	3.55	.86	3.23	1.02	3.25	
.495	.709	1.00	3.32	.94	3.05	.81	3.20	
.228	1.503	.99	3.54	.92	3.28	.99	3.14	
.403	.918	1.09	3.40	.91	3.09	1.01	3.18	
.559	.584	1.03	3.42	1.05	3.23	1.03	3.16	
.985	.015	1.07	3.52	.77	3.52	.94	3.48	
.460	.783	.93	3.46	.77	3.24	.89	3.23	

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( $\alpha \leq 0.05$ )

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401 400-301 ( $\alpha \leq 0.05$ )  
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		401		400-301		300		
.009*	4.995	1.01	3.70	.89	3.03	.75	3.28	
.213	1.573	1.03	3.58	.93	3.19	.81	3.39	
.186	1.713	1.07	3.42	.87	3.05	.76	3.12	
.064	2.836	1.06	3.64	.91	3.29	.84	3.09	
.300	1.218	1.14	3.46	1.02	3.09	.81	3.21	
.091	2.459	1.07	3.57	1.07	3.22	.84	3.03	
.349	1.063	1.13	3.68	.93	3.36	.68	3.44	
.103	2.331	1.01	3.57	.81	3.17	.69	3.22	

( $\alpha \leq 0.05$ )

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401	400-301	300			
			3.28	300	
		.25	3.03	400-301	
	*.66	.41	3.70	401	

( $\alpha \leq 0.05$ )

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( $\alpha \leq 0.05$ )

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"ANOVA"

.144	1.758	.91	3.21	.86	3.93	.95	3.48	1.13	3.35	.91	3.85	
.033*	2.740	.94	3.19	.85	3.95	.72	3.64	1.21	3.30	1.09	4.15	
.028*	2.854	.91	3.00	.92	3.79	.86	3.46	.99	3.19	.96	3.92	
.025*	2.927	.99	3.16	1.04	3.91	.75	3.58	.96	3.33	.55	4.35	
.002*	4.742	.97	2.97	.88	3.85	.94	3.61	1.14	3.33	.60	4.50	
.002*	4.641	1.03	2.99	.93	3.87	.84	3.68	.86	3.50	.59	4.40	
.011*	3.446	.96	3.27	.92	3.96	.81	3.72	1.05	3.63	.47	4.65	
.005*	3.938	.84	3.11	.89	3.89	.78	3.59	.94	3.37	.66	4.25	

( $\alpha \leq 0.05$ )

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					4.15		
				.85	3.30		
			.34	.51	3.64		
		.30	.65	.20	3.95		
	.76	.45	.11	.96	3.19		
					3.92		
				.73	3.19		
			.27	.46	3.46		
		.33	.60	.13	3.79		
	.79	.46	.19	.92	3.00		
					4.35		
				1.02	3.33		
			.25	.77	3.58		
		.33	.58	.44	3.91		
	.75	.42	.16	1.19	3.16		
					4.50		
				1.17	3.33		
			.29	.89	3.61		
		.24	.53	.65	3.85		
	.89	.65	.36	1.53	2.97		
					4.40		
				.90	3.50		

			.18	.72	3.68		
		.19	.37	.53	3.87		
	.88	.69	.51	1.41	2.99		
					4.65		
				1.03	3.63		
			.09	.93	3.72		
		.25	.34	.69	3.96		
	.69	.45	.36	1.38	3.27		
					4.25		
				.88	3.37		
			.22	.66	3.59		
		.30	.52	.36	3.89		
	.78	.48	.26	1.14	3.11		

( $\alpha \leq 0.05$ )

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( Lee, 2004) (Wei, Sia and Lee,2003)  
 (Shieh, (Bersenaite, Saparnis, 2007)  
 Wang, & Wang, 2009)  
 .(Spicer, 2002) ( 2008 )

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( $\alpha \leq 0.05$ )

Wang, Teo,

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.114	- 1.597	.96	3.45	.84	3.06	
.200	- 1.292	.94	3.46	1.00	3.14	
.214	- 1.252	.94	3.28	.96	2.97	
.129	- 1.532	.98	3.45	.93	3.07	
.486	-699	1.05	3.31	.94	3.12	
.280	- 1.086	1.03	3.37	1.03	3.08	
.233	- 1.200	.97	3.57	.96	3.27	
.176	- 1.362	.89	3.41	.83	3.10	



(18)

51	50-41	40-31	30		
				3.12	30
			.12	3.00	40-31
		.20	.31	2.81	50-41
	.66	.86	*.97	2.15	51

( $\alpha \leq 0.05$ ) \*

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51 30 ( $\alpha \leq 0.05$ )

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11	10-6	5			
			3.10	5	
		.13	3.23	10-6	
	*.58	.45	2.65	11	

( $\alpha \leq 0.05$ ) \*

10-6

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11 10-6 ( $\alpha \leq 0.05$ )

(20)

401	400-301	300			
			2.93	300	
		.28	3.21	400-301	
	*.57	.29	2.63	401	

( $\alpha \leq 0.05$ )

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401 400-301 ( $\alpha \leq 0.05$ )  
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401 400-301 ( $\alpha \leq 0.05$ )

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