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((%88)) (294) (66) (333)

SPSS

(t-Test) ()

(ANOVA) ()

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"Empowerment"

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.2008/1/14

2007/7/14

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(H01)

(0.05 ≥ α)

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(H02)

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-(H02.1)

-(H02.2)

-(H02.3)

-(H02.4)

-(H02.5)

-(H02.6)

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.1

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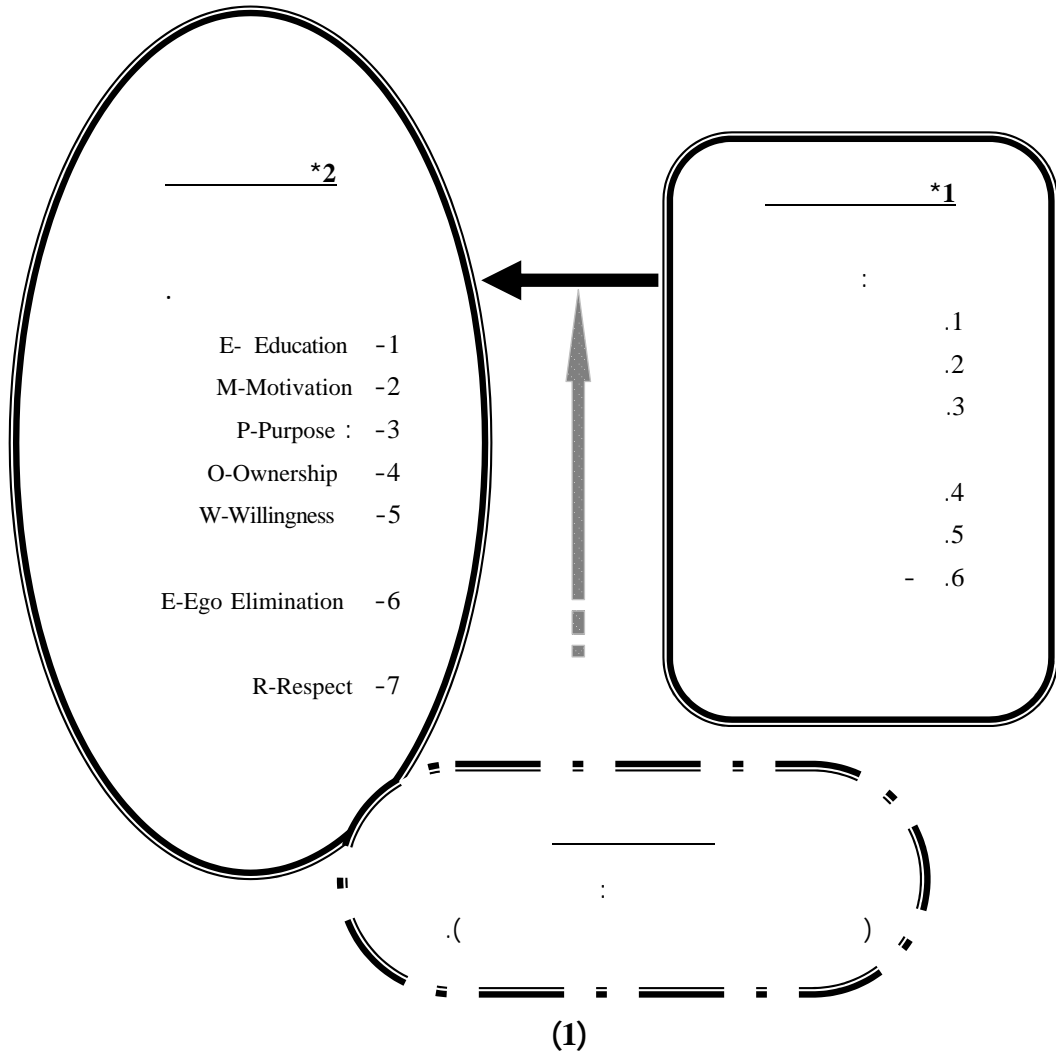
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.2

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(1)

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.Hitchcock and Willard, 1995:7-8 : *1
 .Stirr, 2003: *2

: -2 .4

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 .(:
 () : -1
 .(25-1)
 () :
 .(56-26)

(294)

(%88)

(1)

(333)

(333)

(1)

4.4	13	4.4	13	14	
13.9	41	13.9	41	47	
4.8	14	4.8	14	14	
2.0	6	2.0	6	7	
6.1	18	6.1	18	18	
3.4	10	3.4	10	10	
2.0	6	2.0	6	7	
2.0	6	2.0	6	7	
2.0	6	2.0	6	8	
8.5	25	8.5	25	28	
2.4	7	2.4	7	10	
5.1	15	5.1	15	17	
3.4	10	3.4	10	11	
2.7	8	2.7	8	8	
3.4	10	3.4	10	12	
6.8	20	6.8	20	23	
1.7	5	1.7	5	7	
2.0	6	2.0	6	6	
4.4	13	4.4	13	16	
5.4	16	5.4	16	18	
5.8	17	5.8	17	20	
2.0	6	2.0	6	8	
3.4	10	3.4	10	11	
2.0	6	2.0	6	6	
100.0	294	100.0	294	333	

(Validity)

(Reliability)

(2006)

(0.97)

%60

: :)
(2005) (:

(2006) 1400
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(Power)

.(Pfeffer,1994: 40)

(Invest with Legal Power)

(Authorize)

.(Enable)

(Power)

" (Bowen and Lawier, 1992)

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.(2006) "

.(2006)

.(Conger and Kanungo, 1988)

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:(2006)

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((2003)

.5

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-1 (2006)

-2 :"

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(Moke and Au- yeung,

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"Relationship between Organizational 2002)

.Climate and Empowerment of Nurses in Hong Kong."

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" : (2006)

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(McArthur and Ronald,
 Democratic Leadership and Faculty " 2002)
 "Empowerment at the Community

(2)

86.7	255	
13.3	39	
100.0	294	
-	-	30
13.3	39	40-30
59.2	174	50-41
27.6	81	51
100.00	294	
-	-	
-	-	
53.4	157	
2	6	
35	103	
9.5	28	
100	294	
-	-	

(Wyer and Mason,
 "Empowerment in Small Businesses. 1999)
 Participation and Empowerment"

-1
-2
-3
-4

(%9.5)

4.1	12	10-5
59.5	175	15-11
36.4	107	16
100	294	

(15-11)

(%59.5)

(%86.7)

(2)

(%4.1)

(10-5)

(%13.3)

(36.4%)

16

4

(50-41)

(13.3%)

(%59.2)

51

(%27.6) (50-31)

.6

30

(Likert Scale)

(5)

(2)

(3)

(4)

(1)

(%53.4)

(%35)

(3)

	2	0.22	4.01		1
	3	0.24	3.99		2
	4	0.49	3.89		3
	1	0.47	4.30		4
	1	0.46	3.97		5
	2	0.48	3.85		6
	3	0.46	3.83		7
	4	0.57	3.48		8
	2	0.46	3.92		9
	4	0.55	3.70		10
	3	0.48	3.82		11

...

	1	0.66	4.19		12
	4	0.50	4.28		13
	3	0.50	4.42		14
	1	0.39	4.83		15
	2	0.39	4.82		16
	5	0.61	3.96		17
	3	0.51	4.05		18
	1	0.49	4.64		19
	4	0.70	3.97		20
	2	0.50	4.40		21
	2	0.51	4.51		22
	1	0.51	4.52		23
	3	0.52	4.50		24
	4	0.62	4.11		25

.(3.48)

(3)

.(3)

:15)

(

(4.83)

:8)

(

(4)

	4	0.50	4.44		26
	5	0.49	4.36		27
	3	0.52	4.39		28

	2	0.53	4.38		29
	1	0.58	4.30		30
	1	0.67	4.10		31
	4	0.70	3.94		32
	3	0.71	4.02		33
	2	0.61	4.08		34
	4	0.49	4.41		35
	3	0.49	4.41		36
	2	0.50	4.43		37
	1	0.50	4.43		38
	2	0.49	4.32		39
	3	0.50	4.29		40
	4	0.62	4.04		41
	1	0.54	4.39		42
	5	0.56	4.20		43
	3	0.50	4.50		44
	2	0.50	4.51		45
	1	0.47	4.67		46
	4	0.51	4.50		47
	6	0.64	4.22		48
	1	0.55	4.15		49
	3	0.56	3.78		50
	2	0.58	4.06		51
	5	0.59	4.29		52
	1	0.55	4.41		53
	4	0.63	3.92		54
	3	0.64	3.93		55
	2	0.62	4.30		56

(4.67) :46) ((4) .(3)

50)

(Ho1)
(0.05 ≥ α)

(3.78)

α)

(

:Ha1
(0.05 ≥

:

)

:Ho -

(

:Ho -

(5)

ANOVA t-test

Ho	ANOVA			t-test		
	Sig f	f	f	Sig t	t	t
	--	--	--	.458	1.96-	0.744-
	.66	3.00-	0.416	--	--	--
	.033	2.60	2.961	--	--	--
	.649	3.00-	.434	--	--	--

test-t

(-0.744 = t) (5)

(Iso)

(0.05 ≥ α)

(.434= f) (5)

ANOVA one way

()

≥ α)

(0.05

0.416= f

≥ α)

(0.05

:Ho2

(5)

(2.961) = f

:Ha2

(0.05 ≥ α)

(6)

Ho	" "	sig	" "	R Square	r
	2.10	00.00	120.161	0.715	0.846

= R Square *

(7)

Ho	" "	sig	" "	R square	r
	1.96	00.00	8.54	0.20	0.447

R (0.447) = (0.20) (R Square) (Wyer and Mason, 1999)

F (6) (120.161) = (Ho) (Ha)

r (0.846) = (0.715) (R Square) (Rangelands)

:1 Ho2.1 :Ho1

:2 Ho2.2 :Ho2 :Ha1

= F (7) (8.54) (Ho)

F (8) (15.646) = (Ho) Ha Ho

r 0.59= R
 (0.348) ()
 ()
 .(R Square)
 (Wilkinson, 1998) :4 Ho2.4
 :Ho4

:

:Ha4

F (10) (12.492) =
 (Ho)
 (Ho)
 Ho
 Ha

(10)

Ho	" "	sig	" "	R square	r
	1.96	00.00	12.492	0.348	0.59

(11)

Ho	" "	sig	" "	R square	r
	1.96	00.00	21.416	0.611	0.782

(12)

Ho	" "	sig	" "	R square	r
	1.96	00.00	16.426	0.48	0.693

:5 Ho2.5
 :Ho4

F (11) (21.416) =
 (Ho) :Ha4

(0.48) (:) (Ho)
 ()
 .(R Square) Ha Ho
 :
 (2006) (2006)
 0.782= R
 r
 ()
 () (0.611)
 .(R Square)
 (Procter et al, 1999)

.7

$\geq \alpha$)

(0.05

.() :
 (0.05 $\geq \alpha$)

:6

Ho2.6

:Ho6

) (Koberg et al, 1999)

(2006

:Ha6

= F (12)

(16.426)

(Ho)

(Ho)

Ha

Ho

(

0.693= R

r

-3

(2006) (2006) :

-4

(George, 2005) (Chua and Lyengar, 2006)

(Smith and (Moke and Au-yeung, 2002)

.(Wilkinson, 1998) Mouly, 1998)

-5

:

:

-1

-6

-7

-2

2005

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2003

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2006

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2006

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Factors Affecting Administrative Empowerment, Case Study: Jordanian Ministries' Centers

*Safa' Y. Aldomour**

ABSTRACT

This study aimed to identify the factors affecting Empowerment in Jordanian public sector, in Jordanian central ministries. The researcher developed a questionnaire consists of (66) items, using likert scale. The researcher distributed 333 questionnaires to the study population, 294 were retrieved with a percent of (88%), which were all suitable for statistical analysis.

The study reached that the independent variables of the study (organizational factors) showed significant impact on the dependent variable (administrative empowerment).

Descriptive statistics, simple and multiple regressions tests, T-test, and one way ANOVA were used to analyze data and to test the research hypotheses.

Based on the study results, the researcher recommends the encouragement of personnel to accept the idea of empowerment.

Keywords: Empowerment, Administration.

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