

*

(40)

(170)

-3.41)

(3.40 - 2.61)

(4.20
()

:

(Mayo E.)

(1)

(4)

-

-

(2)

(3)

*

2007/8/1

2007/4/30

:)
 (

<p> Job Satisfaction -1 </p>	<p> 2005 (5) </p>	<p> (1051) (29.5) </p>
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(2) . (1) :
 (4) . (3) .
 (6) . (5).
 (8) . (7) .

(6)

(Grunberg)

()
 ()

(8)

(9)

(Vroom)
(10)

: -3

(11)

(12)

(Fraser)

:

.1

(Lawler)

(13)

):

(14)

(

(15)

.2

(Cole Deness)

(16)

()

(17)

:

" :

-1

"

(700)

%63.2

:

-2

%66.1

) :
(...

(75) (75)

%98.2
%65.6

(18)

" : -2

-3.76

(22) 3.02

" : -6

(133)

"

(500)

%65

(19)

" : -3

(23)

(22)

(Oleckno and Balacconiere)

-7

%36

(24)

" : (Al-Gazi)

-8

(20)

" : -4

"

"

(507)

(21)

" : -5

(25)

"

(4) (3) (2) (1) :
(6) (5)
(8) (7) .()

()

(40) :
(5) :
(Test, Re -Test)
(15) () :
:()
(289)

(0.88) Person (26) (489) . 2006

(SPSS)

(415)
(170)
(%42)

(1

				(27)		
					(1)	
			-2		(1)	
						%5.3
				%30.6		%62.9
				%0.6		%0.6
					3.72	
Hoppock						.059
				%1.8		
	(2)	(28)		%2.9	%61.2	%31.8
						%2.4
		(2)			3.28	
						.066
			%2.4			
				%31.8	%2.9	
	%47.6		%31.8	%0.6	%9.4	%55.3
	%8.8		%15.3			
				.069		3.27
.096			3.04			
				%35.9	%2.9	
%40.6	%10.6			%0.9	%2.6	%57.6
%0.6	%0.6		%47.6			
				3.38		
.071			3.60			.062
				%2.4		
%18.8	%2.9			%5.9	%35.9	%55.3
%6.5	%14.7		%57.1			%0.6
					3.53	
.084			2.97			.067
				0.42		3.43
%2.9						

(4)

		%	%	%	%	%		الرقم
1.09	3.03	7.6	24.1	36.5	21.2	10.6	.	16
1.05	2.97	6.5	25.3	44.1	12.9	11.2	.	17
0.94	3.25	4.1	13.5	44.1	29.4	8.8	.	18
0.98	3.01	7.6	17.1	50.0	17.6	7.6	.	19
0.82	3.49	1.8	4.1	48.8	33.5	11.8	.	20
0.85	3.15	5.5	16.8	44.7	22.9	10.0		

			"	"	%28.8	%28.2		
					%0.6	%7.6	%34.7	
	(4)							
	(4)				.0.97		3.76	
			%10.6		%41.2	%40.6		
					%0.06	%0.6	%17.1	
	%36.5		%21.2					
	%7.6		%24.1			.0.78	4.21	
	.1.09		3.03		0.68		3.92	
	%44.1		%12.9	%11.2				
		%6.5	%25.3					
2.97								
	.1.05							
	%29.4		%8.8					
	%4.1		%13.5	%44.1				
3.25								
	.0.94							
	%50		%17.6	%7.6				
		%7.6	%17.1					

.1.07

3.22

%8.2

(6)

		%	%	%	%	%	الرقم
0.71	4.26	0.6	0.6	10.0	50.0	38.8	26
0.81	4.20	0.6	1.8	15.9	40.6	41.2	27
0.74	4.29	0.6	1.2	10.0	45.3	42.9	28
0.76	4.12	0.6	0.6	17.6	48.2	32.9	29
0.86	4.01	1.8	0.6	23.5	42.9	31.2	30
0.69	4.18	0.8	1.0	15.4	45.4	37.4	

%11.2

-6

%7.6

%38.8

%37.1

%5.3

3.41

.0.97

%20

%1.8

%9.4

%24.1

%44.7

(30)

.0.92

3.81

0.76

3.26

.(6)

(6)

%38.8

.(3.26)

%10

%50

%0.6

%0.6

4.26

.0.71

%41.2

%1.8

%15.9

%40.6

%0.6

%4.7 %0.6

3.05 %26.5

.076 %21.2 %21.2

%2.4 %28.2

%15.3 %54.1 %27.6 2.5

3.16 %0.6 .118

.072 %2.4 %10 %63.5 %19.4

(8)

		%	%	%	%	%		الرقم
1.07	3.34	5.3	17.6	26.5	38.8	11.8	.	36
0.96	3.56	0.6	11.2	40.6	27.1	20.6	.	37
0.85	4.07	0.6	2.9	20.6	40.6	35.3	.	38
0.97	3.53	4.1	6.5	37.6	35.9	15.9	.	39
0.88	4.08	0.6	1.8	26.5	31.8	39.4	.	40
0.68	3.72	2.2	8.0	30.4	34.8	24.6		

%2.4 %11.8 %54.1 %24.1 %7.6

3.02

.087

%13.5 %12.4 %38.8 %34.7 %0.6

3.48

-8 .090

3.04 0.65

.(3.04)

.(8)

	.2	:			
	.3	4.18			.1
	.4		0.69		
		3.92	()		.2
	:		0.68		
	.1	3.72			.3
	.2		0.68		
	.3		3.43		.4
	.4			0.42	
			3.26		.5
	:			0.76	
	.1	3.15			.6
				0.85	
	.2	3.07			.7
				0.59	
			3.04		.8
				0.65	
		(3.47)			
:					
	.1				
	.2				
			(.9)		
	.3	(3.47)			
				(4.20 -3.41)	
	.4				
					.1
.25	(5)	(1)			
		(4)			
			.28		(1)
		(5)	Janet et al. Human Adjustment behavior communications, p. 52.		(2)
.13	2005	(6)			(3)
.195 - 194					

	(19)	Grunberg, Social psychology and Organizational behavior, p. 65.	(7)
.66	(20)		(8)
.195	(21)	.56	(9)
.4	(22)	.87 (1)	(10)
() (17)	(23)	Vroom, Work and Motivation, p. 184.	(11)
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.268	(28)	.165	(16)
.25	(29)	Cole. Deness, An Analysis Principles in Experimantel Division, p26.	(17)
.146	(30)	.169	(18)
.35		.236 – 221	

1	2005	1996
() 17	1990	2001
	(3)	2004
	2001	2005
	1986	1992
	1982	2003
(1)	1984	2003
(5) (11)		2003
	1993	
	1998	2005
2		
Al-Gazi Ali. 1995. Job Satisfaction among Nurses and		1994

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Job Satisfaction of Female Employees at Arab Pharmaceutical Company in Salt City

*Mohammad El-Daks**

ABSTRACT

This study aimed to understand job satisfaction among women working at Arab Pharmaceutical Industry, as well as searching differences in job satisfaction, which include eight areas, as well as ranking level of satisfaction by these components. A questionnaire was designed which included forty statements. 170 respondents were interviewed by using a random sample.

The study found that the level of satisfaction was high in the areas "components" of human relations, physical "material" environment, in which the mean values ranged between 3.41 and 4.20. In addition, the level of satisfaction was medium in the areas of management and supervision, as well as training and promotion, in which the mean values ranged between 2.61 and 3.40.

The study provided many recommendations to increase the level of satisfaction among female employees in the areas that obtained a medium mean score. The study also urged for conducting more research in the area of job satisfaction in different productive institutions to meet the goals of such institutions and its employees.

Keywords: Job Satisfaction, Areas of Satisfaction, Female Employees, Pharmaceutical Industry.

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