

:

(280)

:

280
) (4709)

.(2005

)

.(2001

.(2003 -2002

)

.2009/4/7

2007/8/10

/

2009 ©

:
-1
-2
(Luthan,1992 , a) .

)
(

- -

(Vroom, 1998, a)

:
-1
-2

-3

(Cornbachs' alpha) ()
(%94)

-4

-5

(1)

-6

%60

)

:(1)

.(

%85	
%96	
%94	
%88	
%84	
%94	

-

-

(Rating Scales)

Minnesota Satisfaction) MSQ

(Questionnaire

:

.(Luthan, Fred, 1992, b)

(Organ,1982)



: -1
) :

.((Likert Scale)
: -2
) :

.(: -
:) :
.(:
: -3 (Steel, 1989) (William, 1977)

.(:
: -4 (Iowa)

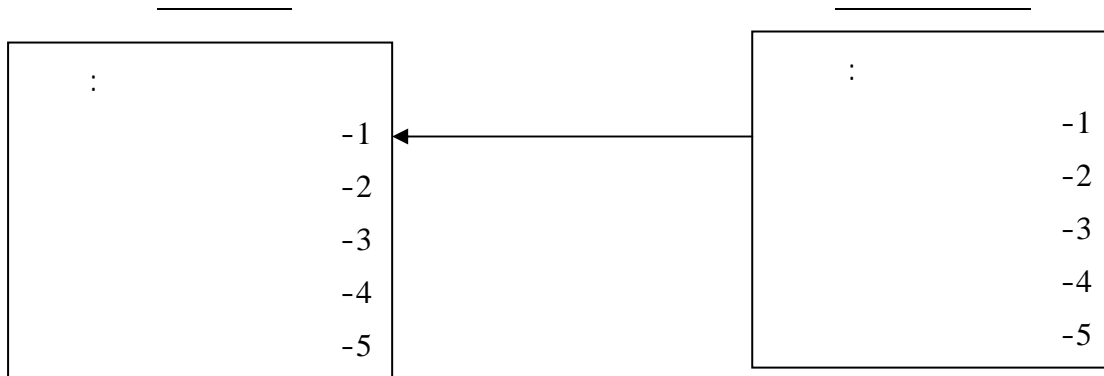
.(: -4 (Hassard,1991)
) :

.(: -5 Lee, Ramond and Wilbur,
) : (707) Elizabeth

(:

Luthan,

(Fred, 1992,c) : -
(Vroom,1978,a) :



(Likert Scale)

(2) (1)
 (4) (3)
 (5)
 (Sekaran, 2000)
 2.49 -1.00 -1
 3.49 -2.50 -2
 5.00 -3.50 -3

(05.≥α)

(05.≥α)

(4709)

(350) %7.4

(%88)

(308)

(28)

/

(%8)

(280)

(%80)

: -3
 (Johnson, 1982)
 :
 (Luthan, Fred, 1992,d)
 : -4
 (One sample t-test) ()
 (3)
 (ONE WAY ANOVA)
 .(1997)
 : -5
 ()
 : -1
 " "
 : -6 (Vroom, 1978,b)
 (Supervision)
 (The work group)
 : -7 (Wages) (Job content)
 (Promotional opportunities)
 .(Hours of work)
 : -2
 .(1995-1991)

SPSS

: (satisfiers motivators) :
 :
 (Dissatisfies Hygiene Factors) H.) (F. W. Taylor)
 Principles of) (Fayol
 (Max Weber) (Management
)
 ((Herzberg) (Work)
 () ()
 Alderfer's) .(Robbins, 1997, b) (1987)
 (Herzberg) (ERG Theory " "
 : 1932-1927 " "
 Existence, Relatedness) (Elton Mayo)
 (and Growth
 Chaster)
 (barnard
 (Herzberg) (Maslow)
 .(Miner, 1980)
 (Vroom) (Maslow)
 (Hierarchy of needs)
 : ()
 (Vroom) .(Robbins, 1997, a)
 () (Herzberg)

(
(360)
() (18)

.(1978,c Vroom,)

(2002) Smith, et al.)
: (1969

(Luthan,Fred,1992,e)

657
247

(Campbell, J. P. & Scarapelle, V.)

T

(Oppock, R, 1935) "

(2002) :
(2007)

:)

)

133

.(

233

(1998)

:

(2001)

(1339)

:

"

-1

-2

-3

-4

(1997)

-5

(Judson)

-6

(

T

) (1998)

28 (

)

(

145

(Operating Level)

(1997) :

-1

-2

(262) :

)

(

-3

-4

:
(Wilson, eta,2008)

(1995)

217

6541

(JDI)

(Kinjerski, et al. 2008)

24 (Intervention group)
34 (Comparison group)

(1998)

(David, et al., 2008)

(Mackenna, eta ,1990)

(
2500)

833

(Heisz, eta ,2002)

(Vitell, eta ,2008)

(1995-1991)

1991-1987

(24-15)

100

T

(Lee, eta ,2008)

:

.1

%40

() : (2)

3.21	9		/
7.14	20		
2.14	6		
31.79	89		
2.50	7		
3.57	10		
3.57	10		
3.57	10		
15	42		
10	28		
7.15	20		
10.36	29		
100	280		
88.57	248		
11.43	32		
100	280		
5.36	15	25	
25	70	35	25
34.28	96	45	35
30	84	55	45
5.36	15		55
100	280		
5.71	16	3	
11.79	33	6	3
15.71	44	9	6
66.79	187		9
100	280		
1.07	3		
6.79	19		
18.93	53	/	
73.21	205		
100	280		

16.07	45	200	
40.36	113	300	200
25.71	72	400	300
17.86	50	400	
100	280		

(2)

:(%73.21)

:(%31.79)

:(%40.36) (300 200) :

:(%88.57)

45 35)

:(%34.28) (

9

:(%66.79)

:(3)

	.832	4.24		1	3
	1.082	3.87		2	7
	1.059	3.72		3	2
	1.192	3.61		4	4
	1.258	3.39		5	8
	1.199	3.33		6	1
	1.356	3.25		7	9
	1.267	3.17		8	5

	1.448	2.91		9	6
	-	3.49			

(2)

(1)

(4.24)

(2.91)

(3.39-2.91)

:

3.49

(3.87-3.61)

(4-2)

(9-5)

:

:(4)

	1.082	4.04		1	1
	1.127	3.80		2	4
	1.174	3.69		3	6
	1.203	3.69		4	2
	1.108	3.66		5	9
	1.218	3.57		6	3
	1.219	3.55		7	5
	1.274	3.43		8	7
	1.289	3.40		9	8
	-	3.65			

(9 8) (4)
 : (3.43-340) : (1)
 .(3.40) (4.04)

3.65
 : (3.80-3.55)
 (7-2)
 :(5)

	1.418	2.68		1	8
	1.249	2.67		2	3
	1.242	2.59		3	1
	1.259	2.54		4	4
	1.265	2.51		5	2
	1.289	2.39		6	6
	1.274	2.38		7	7
	1.244	2.37		8	5
	-	2.51			

(5-2) (5)
 (8-6) : (1)
 (2.39-2.37)
 2.51 (2.68)
 (2.67-2.51)

(6):

	.948	4.24		1	3
	.878	4.22		2	5
	.912	4.18		3	4
	.999	4.04		4	2
	1.052	3.93		5	1
	-	4.12			

(4.22-3.93) :

() (5-2) (6)

() (1)

(3.93)

4.12 (4.24)

:

(7):

	1.142	4.06		1	6
	1.350	3.14		2	8
	1.425	3.14		3	4
	1.359	3.00		4	7

	1.301	2.63		5	3
	1.308	2.53		6	1
	1.265	2.49		7	5
	1.273	2.29		8	2
	-	2.91			

(6-2) (7)
 (8 -7) (1)
 ((4.06)
 .(2.29)
 2.91
 ∴ (3.14-2.53)

(8)

	3.49	3		
	3.65	2		
	2.51	5		
	4.12	1		
	2.91	4		
	3.33			

(8)

: (3.33)

(one sample t-test)
 .(9)

(9)

1.96	0.633	3.33	275	0.034	3.171
------	-------	------	-----	-------	-------

3= 05≥α.

(05.≥α)) 3.171 t T (9)
 0.034 1.96 t
 .(0.05

.(10)

:(10)

**0.226	**0.472	**0.575	**0.548	1	
**0.275	**0.308	**0.406	1		
0.082	**0.648	1			
**0.183	1				
1					

(0.01 = α)

**

(0.082)

.(0.183)

.(10)

(05.≥α)

*(one way ANOVA)

(0.648)

(11)

	F				
0.257	1.247	0.542	11	5.966	
0.725	0.124	5.413	1	5.413	
0.721	0.520	0.226	4	0.905	
0.68	0.49	0.217	3	0.652	
0.922	0.162	7.122	3	0.214	
0.353	1.093	0.481	3	1.443	
		0.440	248	109.153	

$0.05 \geq \alpha$

-3
-4
-5

(11)

(ANOVA)

$.(0.05 = \alpha)$

(3)

:

(1)

.(5)

(3)

-1

:

-1
-2
-3
-4

(4)

(2)

.(6)

:

(4)

(5)

-1
-2

(7)



2002 1998
 :
 .171 - 164 1 25
 .22 30 1998
 1995
 .35-9 1 11 1997
 2008 -10
) .266-205 . 2002
 (.711-683 :
 1987
 -583 . . 1987 . 1997
) .584
 .10 . 1995 -1991 (.57 1 24
 .2003-2002 2001
 .12 2005
 1998
 2001
 .321

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Determiners of Job Satisfaction and Stability in Aqaba Ports Corporation (Field Study)

Zyad Mohammad Ali Al-Smadi and Firas Mohammad Al-Rawashdeh

ABSTRACT

The present study aims at identifying the levels of job satisfaction and stability for a sample number of Aqaba Ports Corporation's (280) employees. The sample was selected using the method of stratified random sampling technique, and it depends upon the descriptive analysis theoretically and practically. The study derives its importance from the significant role of the Corporation in developing Jordan economy. It also shows that there is a strong relationship between the work environment, direct boss, the employee's skill usage and the level of job satisfaction and stability. Nevertheless, the relationship appears to be adverse between the superior administration, incentives and the level of job satisfaction and stability. The study recommends the necessity of providing incentives, improving work environment and enhancing the relationship between the administration and its subordinates.

KEYWORDS: Determiners of job stability, Job stability, Job satisfaction, Aqaba port corporation.