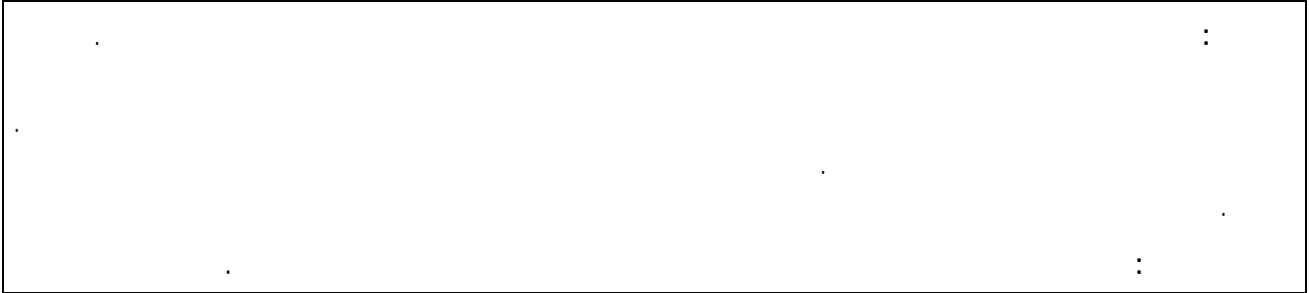


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.1

Dickson & oethlisberger

.2

Likert ◦

Locke (1969)

(1939)

(1961)

.3

202

* sanalkhanak@yahoo.com

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: **-1**

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: **.1-1**

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: **.2-1**

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: **.3-1**

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: **.4-1**

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202

...

...

SPSS

) : Spearman

10

31%

.(48.5%) 98

(51.5%) 104

59 25

.(33.8%) (34.8%) (50 – 41) (40 – 31)

65.3%

Adenike (2011)

: .5-1

: : .6-1
()

: SPSS : .7-1
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:

.(: -
:

: .8-1

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: .9-1
(1)

: .10-1

Adenike (2011)

4

Noordin & Jusoff (2009)

5

Gül (2008)

146

()

6

Lacy & Sheehan (1997)

12599

7

Schneider& Snyder (1975) دراسة

50

8

: -2

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Lawler,

1973

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Spector, 1997 .¹⁰

Fako, et al. (2009) .¹¹

()

12

Don Hellriegel ,2001

13

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.1960

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.2-2

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.3-2

Robbins & Judge (2008)

Kim عام (2002)

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Rad and Yarmohammadian (2006)

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-3

_____ :
(3) (2) : .1-3

(2) : .1 -1-3
: :
.077 3.41 :
0.91 3.67
1.11 3.23

(2) :
3.13
3.33

: .2 -1-3
: (6) (5)
0.01 :
(5) .0479
0.432 .0.01

0.457 0.01 :
0.535
(6) (5)
.0.428
.0.478

(31-40) و (41-50).

Spearman

:

: (1)

65.3	132		
30.2	61		
4.5	9		
%100	202		
5.4	11		
20.3	41		
37.1	75		
17.8	36		
14.5	29		
4.9	10		
%100	202		

48.5	98		
51.5	104		
%100	202		
12.9	26	30-25	
34.8	70	40-31	
33.8	68	50-41	
13.9	28	58-51	
4.6	10	59 فأكثر	
%100	202		

: (2)

1.11	3.23	1.16	3.13	0.99	3.33	
0.91	3.67	0.97	3.61	0.77	3.78	
0.9	3.58	0.98	3.6	0.72	3.54	(...)
1.12	3.24	1.21	3.17	0.89	3.37	
0.95	3.36	1.03	3.32	0.76	3.43	
0.77	3.41	0.83	3.37	0.6	3.49	

: (3)

1.05	3.44	1.05	3.45	0.89	3.43	
0.96	3.43	0.96	3.44	0.87	3.42	
0.99	3.46	0.99	3.49	0.92	3.42	
1.08	3.31	1.08	3.3	0.96	3.31	
0.91	3.41	0.97	3.42	0.78	3.4	

: (4)

			التفاصيل
0.419**	0.346**	0.605**	
0.33**	0.333**	0.342**	
0.182**	0.122	0.290*	(...)
0.312**	0.330**	0.287*	
0,366**	0.353**	0.423**	
5	5	5	
100	100	100	%
0.424**	0.375**	0.564**	

: (5)

0.399	0.400	0.398**	
0.432	0.428	0.435**	
0.381	0.388	0.360**	
0.431	0.412	0.478**	
4	4	4	
100	100	100	%
0.479	0.457	0.535**	

: (6)

%				
100	0.424**	0.375**	0.564**	
100	0.479**	0.457**	0.535**	
100	100	100	100	%

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