

الأكاديمية العربية الدولية



الأكاديمية العربية الدولية
Arab International Academy

الأكاديمية العربية الدولية المقررات الجامعية

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38	4 .3
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Abstract

The turnover factors among private schools teachers in the southern region of Jordan

Manal Al Qatawneh

Mut'ah University, 2007

This study aimed to investigate the turnover factors among private schools teachers in the southern region of Jordan.

The community of the study consist of (1225) male and female teachers. The sample chosen was (563), (133) male (410) female.

To answer the questions of the study a lot of statistical methods such as, (means and standard deviations, multi-variance analysis, and one way Anova) were used. The results of the study showed the following:

1. The arithmetic's means of the factors that causes the turnover among privet schools teachers in the southern rejoin came to a moderate.
2. The reasons related to schools administration took a high degree.
3. No statistically significant differences of the turnover factors related to (sex, age and personal status).

The study recommends that attention be given to teachers in private schools, so by acting as periodic surveys to identify the wishes and needs of teachers in private schools, and work to achieve them consistent with the objectives of the school, so as to reduce the phenomenon of labor turnover, which adversely affect the efficiency and effectiveness of these schools to achieve their objectives.

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(Cherrington, 1989)

(Stahi, 1983, p.160)

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(Chiu & Francesco, 2003)

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(Griffith, 2004:106)

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(Carsten & Spector, 1987)

(Hom, P., Griffeth, 1995)

(Cropanzano, et.al ,1993)

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قد يعزى دوران العمل لسبب أو أكثر من العوامل التالية :

- المناخ التنظيمي :

(1998) (Tagiuri& Litwin)

" (1996)

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Boe, et.al,)

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- توقعات الموظف من الفوائد التي يجنيها من العمل :

.(Grissmer, & Kirby, 1997)

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.(1989) .

(Cherrington, 1989)

Wildavsky,)

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(Dreher 1982)

Whetton and)

(Cameron, 1995, p.114

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.(Bachman and Huczynski,1997)

Daver ,)

(1982,

.(Mowday, et.al, 1982,)

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(Dreher, 1982)

Mobley , Cherrington , 1984, p.113)

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(McGrath &, Princiotta,2005)

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.(Paula, et.al, 2005) .

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.(Keller, 2002)

(Kristof-Brown, et.al, 2005).

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.(De Croon, et.al, 2004)

:(Hom, &Kinicki, 2001)

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(Hofestede, 1980)

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(Fielder, 1993)

(Morrow, 1995) (Taylor, 995)

(Gavares,
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(Brown & Coulter,1983)

(Luthans , 1992)

(Turnley and Feldman , 1999)

(Liacqu, & Schumacher, 1995)

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(Theobald, & Michael, 2001) (Loeb, et.al, 2003),

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(Guin, 2004)

(Grissmer, & Kirby, 1997)

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(Wilson, et.al.2001)

(Gray, & Starke, 1988)

(Abouserie, 1996)

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(Kacey Guin,2004)

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(Petty , & Hatcher ,1991)

(Glick ,1991)

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(Carnegi Foundation , 1985)

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Kacey) (1995) (1996.)

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(M.Ingersoll,2001)

(Mc Grath, ptinclotta,2000)

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المنهجية والتصميم

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(%50)	(613)
(563)	(613)
(20)	(%91.8)
(%96.4)	(543)
(%46)	(%88.6)

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133	
410	
98	25
300	35 -26
145	45-36
320	5
223	10-6
67	100
289	149-100
110	199-150
77	200
70	
423	
50	
227	
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(test-retest)

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(3)

Alpha	Test-Retest		البعد	البعد
0.83	0.86	7-1		1
0.80	0.86	18-8		2
0.85	0.85	22-19		3
0.90	0.86	32-23		4
0.90	0.91	32-1		4-1

(3)

Cronbach Alpha) (0.91) (Equation
 $(0.90 = \dots)$

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36 -3	35-26 -2			25-1	
		:	-		-5
		-2		-1	
			:		-6
149-100 -2			100 -1		
200 -4	199-150-3				
					7 .3

(Descriptive Statistic Measures) :

.()
(MANOVA) :

$$\begin{pmatrix} & 3.66 \\ (3.66 - 2.33) & \\ & (2.33) \end{pmatrix}$$

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	1.01	4.00	
1			.1
3	1.09	3.64	.2
2	.88	3.91	.3
5	1.04	3.39	.4
4	1.08	3.41	.5
7	1.03	3.24	.6
6	1.07	3.26	.7
-	0.61	3.55	7-1

(4)

(0.61)

(3.55)

" (1)

(4.00)

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(3.91)

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" (6)

(3.64)

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.(3.24)

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7	1.00	3.62	.8
1	1.05	3.82	.9
5	1.04	3.69	.10
	1.13	3.32	
10			.11
	1.05	3.58	
8			.12
	1.03	3.67	
6			.13
	1.04	3.74	
3			.14
	1.01	3.70	
4			.15
	1.09	3.54	
9			.16
	1.19	3.31	
11			.17
	0.92	3.77	
2			.18
-	0.51	3.62	
			18-8

(5)

(3.62)

(0.51)

" (9)

(3.82)

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" (14) (3.77)

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.(3.31)

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2	1.09	2.85	.	.19
	1.08	2.72	.	
4			.	.20
	1.10	2.87	.	
1			.	.21
	1.02	2.77	.	
3			.	.22
-	0.65	2.80		
				22-19

(6)

(2.80)

(0.65)

(21)

$$\begin{array}{ccc} " & & (19) \\ & & (2.87) \\ " & (22) & (2.85) \end{array}$$

$$\begin{array}{ccc} " & & (20) \\ & & (2.77) \\ " & & \end{array}$$

$$\begin{array}{ccc} & & (2.72) \\ & : & .4 \\ & (7) & \end{array}$$

1	1.10	3.66	.	.32
8	1.10	3.20	.	.31
10	1.07	3.16	.	.30
2	1.11	3.61	.	.29
6	1.02	3.34	.	.28
3	1.08	3.38	.	.27
9	1.04	3.16	.	.26
7	1.14	3.22	.	.25
5	1.05	3.36	.	.24
	1.05	3.36	.	
4			.	.23
-	0.62	3.34	32-23	

(7)

(3.34)

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(32)

" (29) (3.66) "
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 (30) (3.38) "
 " "
 .(3.16)
 (8)

2	0.61	3.55	7-1
1	0.51	3.62	18-8
4	0.65	2.80	22-19
3	0.62	3.34	32-23
-	0.48	3.32	32-1

(8)

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(3.32)

(0.48)

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(3.55)

(3.34)

.(2.80)

0.55	3.37	0.62	2.75	0.47	3.61	0.61	3.53		
0.69	3.34	0.67	2.81	0.46	3.62	0.61	3.56		
0.66	3.45	0.61	2.83	0.39	3.64	0.61	3.55		25
0.60	3.31	0.66	2.77	0.48	3.63	0.62	3.55	35	-26
0.75	3.34	0.69	2.83	0.47	3.57	0.59	3.56	45	-36
0.67	3.35	0.64	2.87	0.49	3.60	0.61	3.56		5
0.64	3.33	0.67	2.70	0.42	3.63	0.61	3.54		10-6
0.57	3.38	0.99	2.99	0.58	3.70	0.70	3.65		100
0.69	3.35	0.59	2.81	0.46	3.63	0.67	3.58		149-100
0.58	3.41	0.65	2.76	0.41	3.50	0.44	3.55		199-150

0.66	3.21	0.52	2.65	0.54	3.64	0.61	3.44	200
0.69	3.33	0.60	2.80	0.44	3.60	0.61	3.58	
0.63	3.35	0.52	2.80	0.48	3.63	0.61	3.53	
0.50	3.49	0.75	2.93	0.61	3.58	0.67	3.61	
0.68	3.36	0.64	2.82	0.44	3.62	0.60	3.54	
0.63	3.23	0.62	2.58	0.41	3.65	0.63	3.56	

(10)

()	Hotelling's Trace	Wilks' Lambda	
0.528	0.381	0.003	-
0.408	1.005	-	0.984
0.516	0.912	0.007	-
0.002	3.81	-	0.952
0.031	2.84	-	0.936
0.012	0.068	0.067	-
0.472	0.879	-	0.867
0.321	0.867	-	0.891
0.449	1.09	-	0.912
0.578	0.969	-	0.859
0.110	0.589	-	0.896
0.358	1.092	-	0.914
0.953	0.873	-	0.929
0.384	0.439	-	0.865
0.220	0.746	-	0.817
0.316	1.069	-	0.907
0.372	1.387	-	0.761
0.215	1.674	-	0.897
0.440	0.369	-	0.749
0.648	1.059	-	0.926

0.110	0.879	-	0.926	x
0.358			x	x
	1.574	-	0.951	x
				x

(11)

F				
0.622	0.243	0.088	1	0.088
0.997	0.001	0.0037	1	0.0037
0.646	0.212	0.089	1	0.089
0.427	0.631	0.285	1	0.285
0.324	0.975	0.355	1	0.355
0.525	0.405	0.087	1	0.087
0.676	0.174	0.073	1	0.073
0.412	0.675	0.276	1	0.276
0.903	0.102	0.037	2	0.074
0.238	1.440	0.310	2	0.619
0.365	1.011	0.425	2	0.850
0.168	1.788	0.730	2	1.460
0.705	0.349	0.131	2	0.262
0.662	0.413	0.089	2	0.177
0.006	**5.20	2.218	2	4.437
0.029	*3.53	1.295	2	2.590
0.017	*3.42	0.722	3	2.167
0.149	1.786	0.771	3	2.312
0.000	*7.73	2.79	3	8.37
0.208	1.523	0.654	3	1.963
0.712	0.136	0.0511	1	0.0511
0.492	0.474	0.101	1	0.101
0.003	*8.63	3.687	1	3.687
0.660	0.194	0.084	1	0.084
	0.365	5 ¹⁴	187.361	
	0.215	5 ¹⁴	110.472	
	0.421	5 ¹⁴	216.171	
	0.408	5 ¹⁴	209.834	
		5 ²⁵	196.820	
		5 ²⁵	113.601	
		5 ²⁵	227.146	
		5 ²⁵	215.572	

*P≤ 0.05

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() , (0.003) (Hotellings)
. (α=0.05) (0.381)

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(Wilks)
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(1.005) () , (0.984)
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(0.912) () , (0.007) (Hotellings)
. (α=0.05)

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, (0.952) (Wilks)
. (α=0.05) (3.81) ()

(Univariate F- test) ()
(12) ()
(12) ()

0.705	0.349	0.131	2	0.262
0.662	0.413	0.089	2	0.177
0.006	**5.20	2.218	2	4.437
0.029	*3.53	1.295	2	2.590

* $P \leq 0.05$

(13)

-	-	-	2.93
-	-	-	2.82
-	*0.24	*0.35	2.58

* $P \leq 0.05$

(13)

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$$\begin{array}{c}
) & & (2.58) & (\\
 .(& &) & (2.93) & (\\
 & &) & &) \\
 (2.58) & (&) & (2.82) & (\\
 & .(&) & &)
 \end{array}$$

(14)

-	-	-	3.49
-	-	-	3.36
-	-	*0.26	3.23

*P≤0.05

(13)

$$\begin{array}{c}
 (& &) & (& &) \\
) & & & (3.23) & (&) \\
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 & & & & & : & : \\
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 \end{array}$$

,(0.936) (Wilks) (

.(α=0.05) (2.84) ()

(Univariate F- test) ()

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0.017	*3.42	0.722	3	2.167
0.149	1.786	0.771	3	2.312
0.000	*7.73	2.79	3	8.37
0.208	1.523	0.654	3	1.963

*P≤0.05 * *P≤0.01

(16)

200	199-150	149-100	100		
-	-	-	-	2.99	100
-	-	-	-	2.81	149-100
-	-	-	*0.23	2.76	199-150
-	-	-	*0.34	2.65	200

*P≤0.05

(16)
 (100) (200)
 (2.2.65)(200)
 100) (2.99) (100)
 .(100) (199-150)
 100) (2.76)(199-150)
 .(100) (2.99) (100)

(17)

200	199-150	149-100	100		
-	-	-	-	3.65	100
-	-	-	-	3.58	149-100
-	-	-	-	3.55	199-150
-	-	-	0.21	3.44	200

* $P \leq 0.05$

$$\begin{array}{ccccc}
 & & (17) & & \\
 (& 100) & & (& 200) \\
 & (3.44) & (& 200) \\
 100) & & (3.65) & (& 100) \\
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 \end{array}$$

$$\begin{aligned} & \quad) \\ & (\\ & (\quad , (0.067) \text{ (Hotellings)} \\ & . (\alpha=0.05) \end{aligned} \tag{2.86}$$

(Univariate F- test) ()
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(18) (

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0.712	0.136	0.0511	1	0.0511
0.492	0.474	0.101	1	0.101
0.003	*8.63	3.687	1	3.687
0.660	0.194	0.084	1	0.084

* $P \leq 0.01$

(19)

0.64	2.87	5
0.67	2.70	10-6
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(0.64)	(2.87)	(10-6)

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القسم الأول : يتعلّق بالفقرات التي تقيس المتغير المستقل (النوع الاجتماعي، المؤهل العلمي، سنوات الخبرة في المدارس الخاصة، الحالة الاجتماعية، الدخل).

القسم الثاني : يتعلّق بالفقرات التي تقيس المتغير التابع: دوران العمل (أسباب تتعلق بدور مدير المدرسة، أسباب تحفيزية، أسباب تتعلق بترك العمل، الإجراءات والسياسات أسباب ذاتية)

علمًا بأن الإجابة على فقرات الاستبانة ستكون وفقاً لمقياس ليكرت الخماسي على النحو الآتي :

			تنطبق غالباً	
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وقد قامت الباحثة ببناء وتطوير استبانة خاصة بهذه الدراسة من خلال مراجعة الدراسات السابقة والأدبيات

المتعلقة بالموضوع.

وبما أنكم المختصين والمهتمين في هذا المجال يسر الباحثة أن تضع بين أيديكم هذه الاستبانة في صورتها

الأولى راجيةً منكم التكرم بقراءة فقراتها وتحكيمها من حيث :

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4- آية ملاحظات أو اقتراحات أخرى .

هذا وسيكون لآرائكم وتوجيهاتكم الأثر الفعال في تطوير الأداة وإخراجها بصورة ملائمة، لذا فالباحثة ترجو

إبداء رأيكم في كل فقرة من فقرات الأداة وذلك بوضع إشارة (x) في الحقل الذي ترون أنه مناسباً ونتوين

ملاحظاتكم (حذف، إضافة، تعديل، دمج، إعادة صياغة) ودرجة موافقكم على فقرات الأداة.

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القسم الثاني: يتعلق بالفقرات التي تقيس المتغير التابع: دوران العمل(أسباب تتعلق بدور مدير المدرسة، أسباب تحفيزية، أسباب أكademie، أسباب ذاتية)

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