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Job Satisfaction Among the Employees of Palestine Ministry of Local Government

Abstract: The aim of this study is to measure satisfaction level of Palestine ministry of local government in relation to (salary ,instruments , relationship between leadership and their subordinates , fringe benefits) .

This study also aims to investigate the relation between job satisfaction and some demographic variables

The sample of this study consist of all employees staff in the Ministry of Local Government in Gaza Strip .(120 employees)

The study used the questionnaire as research instrument .

The results indicated that :

- 1- Level of satisfaction among Palestine Ministry of Local Government was about 34.5%
- 2- No significant differences in job satisfaction regarding to(age- gender.- years of experience - social status - academic qualification
- 3- There were significant differences in job satisfaction regarding the years of experiences.

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: (**Karmelo Bezzina 2006**)

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: (**Kristin L. Straiter 2004**)

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: (**Gudith Annvillard 2004**)

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: (**Eunyoung Choi 2003**)

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: (**David A. Barry 2002**)

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: (**Kofi Fred Asiedu 2002**)

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: (**Saralyn Grenga Mathis 1999**)

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: (**George Pollard 1995**)

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: (**Rebert J. Vendenbrg & Charles E. Lance 1992**)

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: (**Rahman & Khaleque 1987**)

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%89.5	-	%89.5	
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	35	35 - 31	30 - 26	26	
94	60	21	10	3	
100	63.8	22.3	10.6	3.2	

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(%3.2)

(%22.3)

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(%10.6)

(%63.8)

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(3)

	20	19-15	14-10	9-5	5	
95	21	5	27	31	11	
100	22.1	5.3	28.4	32.6	11.6	

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21	-	-	5	14	2	35-31
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94	6	7	55	26	
100	6.4	7.4	58.5	27.7	

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0.81		.1
0.84		.2
0.80		.3
0.79		.4
0.59		.5
0.78		.6
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$\alpha=0.01$

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0.40		.2
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0.77		.3
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0.81		.5
0.57		.6
0.74		.7

0.81		.8
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$\alpha=0.01$

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0.44		.1
0.44		.2
0.47		.3
0.38		.4
0.54		.5
0.74		.6
0.64		.7
0.46		.8
0.50		.9

(9)

(%0.71) =

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$\alpha=0.01$

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%28	1.4		1
%36	1.8		2
%34	1.7		3
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	85	3.3001	0.5079	0.83	
	10	3.1635	0.2699		

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(%5) (Sig=0.41) (t=0.83)

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sig					
0.925	0.157	3.910	3	0.117	
		0.248	90	22.356	

(2.7) ()

(Sig=0.93)

(%5)

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sig					
0.138	1.883	0.439	3	1.317	
		0.233	90	20.981	

(2.7) ()

(ANOVA)

(F=1.88) (Sig=0.14) ($\alpha=0.05$)

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sig					
0.372	0.806	0.193	1	0.193	
		0.240	93	22.298	

(3.9) ()

ANOVA

(F=0.81) (Sig=0.37) ($\alpha=0.05$)

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sig					
0.007	3.761	0.805	4	3.221	
		0.214	90	19.270	

(2.5) ()

ANOVA

(F=3.8) (Sig=0.007)

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