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The Relationship Between Job Satisfaction And Demographic Variables Among The Teachers

Abstract: This study aims to recognize the relationship between job satisfaction and demographic variables among teachers (gender-teacher qualification-years of experience- school stage), the instrument of study was a questioner which implemented on a sample about (360) teachers, the result shows that, there is statistically significant differences in job satisfaction, the result was positive for (females and those who have diploma at primary schools), while there is no differences in subject satisfaction, as regard the achievement of self satisfaction in the job, the result shows that the differences on the females, side and those who have diploma and work at primary school concerning the work it self and its circumstances, and the relation with people who are in change, the result is positive on the females side and those who have diploma and work at primary school. as for years of experience, it has no effect on job satisfaction.

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Hoppock ()

Porter () Locke ()

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(Feber) (Fayol) (Taylor)

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Harzberg()

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Vroom ()

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(1963) ()

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(1932-1927)

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Hoppock, 1935 ()

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" : **Cambel&Scarabel** ()
(8).

Herbert ()

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" **Nestern** ()

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Williams, 1977 () (11) **Steel, 1989** ()

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(1983)

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Hassard, 1991 ()

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(Safar, 1988)()

(16).

(17).

(1990)

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(18).

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(19).

(1992)

(20).

Liacqu, & Schumacher, 1995 ()

(Herz berg, 1968)

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(21).

Abouserie,1996()

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(22).

Truell, Price, & et al. 1998 .()

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Hezberg ()

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Gordon ()

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360	180		
	180		
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**0.916	
*0.269	
**0.783	
**0.897	

0.05 *

0.01 **

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**0.90	
**0.935	
**0.396	
*0.23	
*0.276	
*0.279	
**0.560	()
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-25-24-23-9) : (7) : (4) (30-28-27

(4)

**0.764	.
**0.527	.
**0.421	.
*0.304	.
*0.352	.
**0.739	.
**0.487	.

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**0.367	.
**0.835	.
*0.290	.
*0.307	.
**0.612	.
**0.581	.

**0.762	.
**0.482	.
*0.275	.

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**0.442	.
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**0.842	.
*0.308	.
**0.519	.
**0.632	.

0.05 *

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2.606	0.768	0.651	0.187	1	
1.566	0.107	0.272	1	0.187	
2.432	0.509	1	0.272	0.651	
2.384	1	0.509	0.107	0.768	
8.988	2.384	2.432	1.566	2.606	

.(8)

(8)

	0.008	0.004	0.871	0.916	
	0.022	0.011	0.523	0.269	
	0.024	0.012	0.813	0.783	
	0.020	0.010	0.797	0.897	

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(0.9)

(32).

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0.89	0.818	
0.86	0.754	
0.89	0.801	
0.84	0.724	
0.82	0.694	

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0.78	
0.72	
0.75	
0.68	
0.71	

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(31.87)
 (%51)
 (%53.19) (%49.59)
 (%28)
 (%29.18) (%27.68)
 (%54.48) (%55)
 (%62) (%61.78)
 (%62) (%61.38)
 (%64) (%57.78) (%61)

(11)

	()					180=		180=		
		df								
	0.00	343.2	2.7	0.040	4.24	7.05	32.98	8.59	30.75	
	0.35	358	0.9	0.585	0.3	2.80	4.71	2.98	4.42	
	0.00	358	3.3	0.265	1.24	2.67	8.15	2.95	7.18	
	0.72	358	0.4	0.010	6.7	2.49	11.17	3.56	11.05	
	0.00	349.3	3.9	0.013	6.26	1.92	8.96	2.26	8.09	

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(12)

(12)

	()					87=		273=		
		df								
	0.00	178.6	3.52	0.01	6.16	6.57	34.17	8.19	31.13	
	0.05	358	0.36	0.02	5.51	2.52	5.09	2.98	4.39	
	0.01	358	2.52	0.64	0.22	2.92	8.33	2.79	7.45	
	0.07	358	1.79	0.55	0.35	2.67	11.62	3.17	10.94	
	0.00	358	3.03	0.07	3.38	1.88	9.12	2.18	8.33	

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(13)

(13)

	()					
0.836	0.180	11.34	2	22.68		
		63.16	358	22484.16		
			360	22506.84		
0.413	0.887	7.14	2	14.82		
		8.35	358	2983.70		
			360	2998.53		
0.701	0.354	2.86	2	5.73		
		8.15	358	2910.27		
			360	2916		
0.542	0.613	5.78	2	11.57		
		9.44	358	3359.18		
			360	3370.76		
0.988	0.012	0.054	2	0.108		
		4.598	358	1641.61		
			360	1641.72		

(13)

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(14)

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	()					
0.00	6.95	423.13	2	846.26		
		60.84	358	21660.58		
			360	22506.84		
0.114	2.18	18.12	2	36.25		
		8.29	358	2962.27		
			360	2998.53		
0.059	2.85	22.91	2	45.82		
		8.04	358	2870.18		
			360	2916		
0.005	5.45	50.09	2	100.18		
		9.18	358	3270.58		
			360	3370.76		
0.005	5.29	23.64	2	47.28		
		4.46	358	1594.43		
			360	1641.72		

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(15)

31.53=	30.17=	33.99=	
2.45	*3.81	-	33.99=
1.35	-	*3.81	30.17=
-	1.35	2.45	31.53=

() (16)

4.36=	4.33=	5.03=	
0.670	0.702	-	5.03=
0.032	-	0.702	4.33=
-	0.032	0.670	4.36=

() (17)

7.62=	7.24=	8.14=	
0.516	0.897	-	8.14=
0.381	-	0.897	7.24=
-	0.381	0.516	7.62=

() (18)

10.96=	10.54=	11.84=	
0.878	*1.304	-	11.84=
0.426	-	*1.304	10.54=
-	0.426	0.878	10.96=

() (19)

8.567=	8.052=	8.964=	
0.397	*0.911	-	8.964=
0.514	-	*0.911	8.052=
-	0.514	0.397	8.567=

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(1990) (1998) (1991)

(1991)

(1983)

(1991) (1990)

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.7: (29)

2000 -2

.123:

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	.30: (36)	
(30)	-2002	-24
	.22:	
	-2004	-25
	-1986	-26
	.97 : (17)	
	-1990	-27
	-1990	-28
	-1993	-29
(51)	-1978	-30
	-1995	-31