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The development role for the union of the social and psychological workers in Bethlehem and Hebron districts. And the ways of development.

Abstract

The objective of this current study is to identify the development role of the social and psychological workers in Bethlehem and Hebron districts. In light of the rapid changes that occurred to this field, the study aims to analyze the scope to enhance this development role owing to the fact that this study came after 11 years post to the establishment of the social and psychological workers union. Currently many professionals are affiliate members of the union in both the social psychological fields.

This study addresses the development role of social and psychological workers in Bethlehem and Hebron districts and the scope to enhance this role taking into consideration the sensitivity of this role and the variable dimensions it entail. These variables were not addressed before by both the theoretical and the on field researches with the exception of few researches conducted in the past which addressed these variable dimensions.

In order to achieve this objective, the researcher used the descriptive quantitative method which is the appropriate tool used for the purpose of the research. The questionnaire was used as the tool for the research. The questionnaire is comprised of 63 sections. These sections were analyzed in terms of their verification and accuracy and were found to be of high level of validity. The total degree of validation of the study tool was (0.9076)

The results, which came out to answer the studies queries pertaining the obstacles of development role of the social and psychological workers in Bethlehem and Hebron districts whether at the union level and the individuals levels (the workers themselves). When the degree of the obstacles was high at both the union and individuals' levels, then the mean was (3.60) and (3.70) respectively. Pertaining the achievements of the union at the development level at Bethlehem and Hebron districts whether at the social work level or at the individuals levels (the workers themselves), these achievements were mediocre. The mean for the achievements at the individuals' levels was (2.93). The degree of achievements at the development level of the social work was also mediocre. The mean was (3.18). The analysis proves that the union did not achieve well but rather the union achievements were limited and mediocre.

Pertaining the degree of the "demand" to increase the scope of the development role of the social and psychological workers in Bethlehem and Hebron districts at this level, when the demand degree was high, then the mean was (4.01) which showed a high percentage. The results showed that those who undertook the questionnaire longed for the great need to achieve this scope of development.

Moreover, the results showed that the entire hypotheses placed were accepted with the exception the third field of the first hypothesis. This showed that there were variances with a statistical indicator for the degree of the development role of the social and psychological workers in Bethlehem and Hebron districts at the "gender variable". These variances were for the advantage of the males.

As well, for the fifth hypothesis showed that there were variances with a statistical indicator at the level α = 0.05 for the degree of the obstacles of development role of the social and psychological workers in Bethlehem and Hebron districts at the "career specialization variable". These variances were for the advantage of members whom their field of specialization was in social science.

To summarize, the study came out with several recommendations in response to the demands of those who under took the questionnaire and who requested the necessity to enhance the scope of the development for the social and psychological workers union. Among these requests are the following: The union should be independent and evade any misuse of the personal relations; The union needs to form a pressuring tool on the legislative organization in order to develop the work at the social field; The union should seek to attain skilled and professional trainers in order to provide the needed training for the workers; The union needs to arrange for educational conferences and workshops for the affiliates who are outside the profession; The union should raise the awareness for the importance of the union work for its affiliates and establish the meaning of democracy; The adoption of transparency and raising the level of proficiency of the unions' affiliates; The cooperation between the union and the civil institutions in order to develop the union work and to safeguard affiliates rights ; The essential need to revive and activate the relation between the union and the affiliates and finally the continuous fetch for the professionals the union is lacking.

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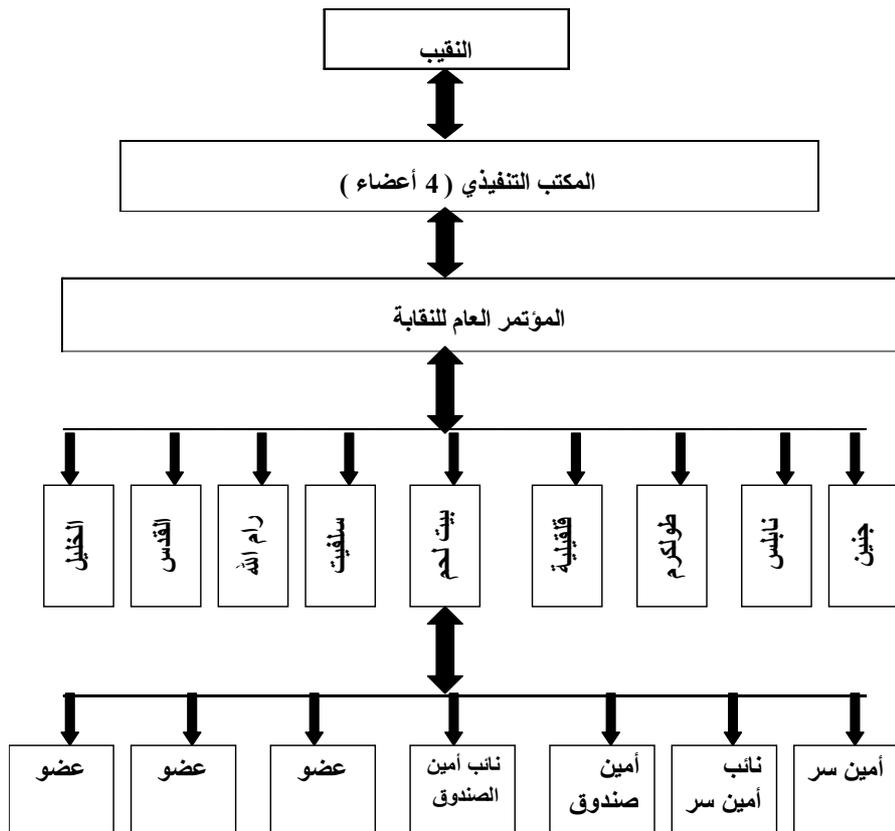
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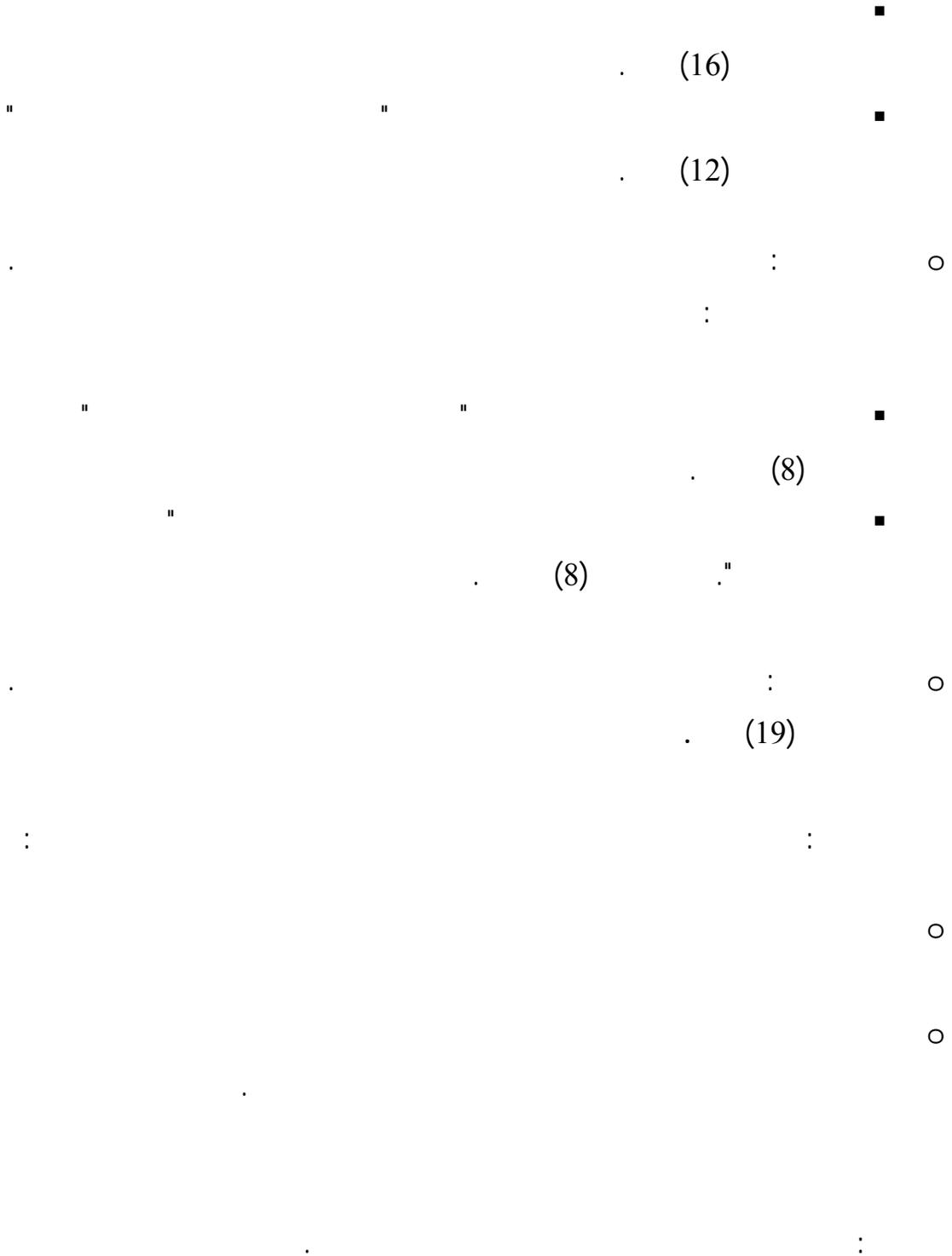
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0.00	0.324		.36
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0.00	0.383		.38
0.00	0.413		.39
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0.00	0.356		.43
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0.00	0.445		.46
0.00	0.570		.47
0.00	0.496		.48
0.00	0.559		.49
0.00	0.599		.50
0.00	0.539		.51
0.00	0.629		.52
0.00	0.530		.53
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0.00	0.574		.55
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0.00	0.624		.60
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	1.0724	3.6357	280	6
	1.0598	3.6286	280	7
	1.0836	3.5929	280	8
	1.0472	3.5857	280	9
	1.1161	3.5393	280	10
	1.1701	3.5036	280	11
	1.1500	3.4393	280	12
	1.2014	3.4321	280	13
	1.0699	3.4036	280	14
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	1.0865	3.7286	280		6
	1.0397	3.7107	280		7
	1.0742	3.6893	280		8
	0.9832	3.6500	280		9
	1.1277	3.6071	280		10
	1.1229	3.5286	280		11
	1.2101	3.4286	280		12
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	1.0517	2.9286	280		5
	1.1497	2.9107	280		6
	1.1713	2.8929	280		7
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	1.0689	3.3929	280		1
	1.0465	3.2893	280		2
	1.0592	3.2536	280		3
	0.9836	3.2321	280		4
	1.0661	3.1571	280		5
	0.9953	3.0964	280		6
	1.0477	3.0786	280		7
	1.0957	3.0107	280		8
	0.8776	3.1888	280		

(15.5)

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(3.28)

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	1.0499	4.1393	280		1
	1.0039	4.1000	280		2
	0.9661	4.0964	280		3
	0.9808	4.0964	280		4
	0.9609	4.0929	280		5
	0.9775	4.0714	280		6
	0.9837	4.0607	280		7
	1.0218	4.0500	280		8
	0.9969	4.0500	280		9
	1.0342	4.0464	280		10
	0.9833	4.0286	280		11

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	1.0605	4.0286	280		12
	1.0421	3.9964	280		13
	0.8859	3.9893	280		14
	0.9725	3.9786	280		15
	1.0331	3.9714	280		16
	1.0208	3.9679	280		17
	1.0701	3.9571	280		18
	1.0696	3.6000	280		19
	0.7669	4.0169	280		

(16.5)

(4.13)

(4.10)

(4.09)

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.(17.5)

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19.21	78		1
10.34	42		2
9.61	39		3
7.39	30		4

7.14	29		5
6.65	27		6
6.16	25		7
5.42	22		8
5.42	22		9
5.17	21		10
4.19	17		11
3.94	16		12
3.69	15		13
3.45	14		14
2.22	9		15
%100	406		

%19.21 (17.5)

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.(16.5) (16.5)

(19 – 1)

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3.5

0.05 = α

(t.test)   .

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:(18.5)

(t.test (: - 18.5

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	T					
0.443	0.767	278	0.6996	3.5676	110	
		207.889	0.6026	3.6279	170	

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	T						
0.443	0.767	278	0.6996	3.5676	110		
		207.889	0.6026	3.6279	170		
0.279	1.085	278	0.6952	3.7561	110		
		228.429	0.6773	3.6652	170		
0.797	0.258	278	0.8692	2.9477	110		
		244.105	0.9309	2.9191	170		
0.592	0.537	278	0.8908	3.2239	110		
		228.990	0.8708	3.1662	170		
0.037	2.185	278	0.6665	4.1354	110		
		263.571	0.8182	3.9402	170		
0.150	1.443	278	0.3691	3.6524	110		
		256.486	0.4291	3.5806	170		

α =   (18.5)

0.05

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0.05

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(18.5).

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0.05 = α

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.(20.5   )

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0.7327	3.5480	86		
0.6275	3.7226	73		
0.5742	3.5728	121		
0.6419	3.6042	280		
0.7392	3.5950	86		
0.6491	3.8288	73		
0.6571	3.6990	121		
0.6846	3.7009	280		

0.9102	2.9782	86		
0.9555	2.9623	73		
0.8760	2.8771	121		
0.9057	2.9304	280		
0.8212	3.2180	86		
0.9343	3.1678	73		
0.8878	3.1808	121		
0.8776	3.1888	280		
0.7102	3.9737	86		
0.8730	4.0382	73		
0.7423	4.0348	121		
0.7669	4.0169	280		
0.4216	3.5711	86		
0.4529	3.6710	73		
0.3653	3.5981	121		
0.4074	3.6088	280		

	F					
		0.707	2	1.414		
0.180	1.725	0.410	277	113.547		
		-----	279	114.961		
		1.080	2	2.159		
0.100	2.326	0.464	277	128.589		
		-----	279	130.748		

	F					
0.689	0.373	0.308	2	0.615		
		0.824	277	228.246		
		-----	279	228.861		
0.930	0.073	0.056	2	0.113		
		0.775	277	214.761		
		-----	279	214.874		
0.822	0.197	0.116	2	0.233		
		0.592	277	163.870		
		0.707	279	164.103		
0.284	1.265	0.210	2	0.419		
		0.166	277	45.889		
		-----	279	46.308		

(20.5) $\alpha =$

0.05

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0.05

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.(19.5   )

0.05 = α   :

One Way Analysis of)   .

Variance)

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.(22.5)

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0.6688	3.5813	140	20 – 29	
0.6188	3.6500	100	30 – 39	
0.6406	3.6438	30	40 – 49	
0.4716	3.3500	10	50 – 59	
0.6419	3.6042	280		
0.7438	3.6637	140	20 – 29	
0.6148	3.7258	100	30 – 39	
0.6605	3.8333	30	40 – 49	
0.5617	3.5750	10	50 – 59	
0.6846	3.7009	280		
0.9045	2.8946	140	20 – 29	
0.9034	2.9625	100	30 – 39	
0.9764	2.8458	30	40 – 49	
0.6933	3.3625	10	50 – 59	
0.9057	2.9304	280		

0.9244	3.1411	140	20 – 29	
0.8284	3.2750	100	30 – 39	
0.8677	3.0167	30	40 – 49	
0.6080	3.5125	10	50 – 59	
0.8776	3.1888	280		
0.7505	3.9970	140	20 – 29	
0.7927	4.0463	100	30 – 39	
0.8507	4.0877	30	40 – 49	
0.4466	3.7895	10	50 – 59	
0.7669	4.0169	280		
0.4076	3.5793	140	20 – 29	
0.4170	3.6490	100	30 – 39	
0.4234	3.6328	30	40 – 49	
0.2245	3.5476	10	50 – 59	
0.4074	3.6088	280		

One Way Analysis of Variance   : - 22.5

	F					
		0.326	3	0.977		
0.501	0.788	0.413	276	113.985		
		------	279	114.961		

One Way Analysis of Variance   : 22.5 -

	F					
0.501	0.667	0.314	3	0.941		
		0.470	276	129.808		
		-------	279	130.748		
0.573	0.960	0.788	3	2.364		
		0.821	276	226.497		
		-------	279	228.861		
0.412	1.302	1.000	3	2.999		
		0.768	276	211.876		
		-------	279	214.874		
0.274	0.456	0.270	3	0.810		
		0.592	276	163.293		
		-------	279	164.103		
0.566	0.678	0.113	3	0.339		
		0.167	276	45.969		
		-------	279	46.308		

= α   (22.5)

0.05

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0.05

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.(21.5)

α =   :

0.05

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(.(24.5)

: - 23.5

0.8166	3.8500	10		
0.6377	3.5902	239		
0.6193	3.6331	31		
0.6419	3.6042	280		
0.5968	3.9833	10		
0.6955	3.6642	239		
0.5822	3.8925	31		
0.6846	3.7009	280		
0.7818	3.0375	10		
0.9313	2.9540	239		
0.7124	2.7137	31		
0.9057	2.9304	280		
0.8166	3.8500	10		
0.6377	3.5902	239		
0.6193	3.6331	31		
0.6419	3.6042	280		

0.5968	3.9833	10		
0.6955	3.6642	239		
0.5822	3.8925	31		
0.6846	3.7009	280		
0.7818	3.0375	10		
0.9313	2.9540	239		
0.7124	2.7137	31		
0.9057	2.9304	280		
0.7817	2.8750	10		
0.8781	3.2071	239		
0.9080	3.1492	31		
0.8776	3.1888	280		
0.7072	3.7421	10		
0.7754	4.0282	239		
0.7243	4.0187	31		
0.7669	4.0169	280		
0.3101	3.6159	10		
0.4073	3.6070	239		
0.4455	3.6206	31		
0.4074	3.6088	280		

α =   (24.5)

0.05

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	F					
0.441	0.820	0.338	2	0.677		
		0.413	277	114.285		
		-----	279	114.961		
0.090	2.433	1.128	2	2.257		
		0.464	277	128.492		
		-----	279	130.748		
0.355	1.038	0.852	2	1.703		
		0.820	277	227.158		
		-----	279	228.861		
		0.772	277	213.761		
		-----	279	214.874		
0.514	0.666	0.393	2	0.786		
		0.590	277	163.317		
		-----	279	164.103		
0.983	0.017	0.0280	2	0.0561		
		0.167	277	46.302		
		-----	279	46.308		

0.05

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.(23.5)

0.05 = α   :

One Way)   .

Analysis of Variance)

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.(26.5)

: - 25.5

0.6212	3.6468	152		
0.6011	3.6778	58		
0.6961	3.3875	40		
0.7328	3.5116	27		
0.4881	3.7500	3		
0.6419	3.6042	280		
0.6891	3.7083	152		
0.6177	3.7328	58		
0.7763	3.4229	40		
0.5475	3.9475	27		
0.4811	4.1944	3		
0.6846	3.7009	280		
0.8973	2.8709	152		
0.8479	3.0582	58		
0.9181	3.1844	40		
0.9533	2.6713	27		
1.2521	2.4167	3		
0.9057	2.9304	280		

0.8504	3.1595	152		
0.8367	3.2543	58		
0.8643	3.3594	40		
1.1042	3.0139	27		
0.9709	2.7083	3		
0.8776	3.1888	280		
0.7430	4.0270	152		
0.7057	4.0953	58		
0.8107	3.7250	40		
0.8925	4.2281	27		
0.7165	3.9825	3		
0.7669	4.0169	280		
0.3923	3.6128	152		
0.4139	3.6817	58		
0.4370	3.4667	40		
0.4159	3.6408	27		
0.3280	3.6032	3		
0.4074	3.6088	280		

One Way Analysis of Variance

	F					
		0.691	4	2.764		
		0.408	275	112.198		
0.152	1.693	------	279	114.961		

	F					
		1.383	4	5.531		
0.018	3.037	0.455	275	125.217		
		-------	279	130.748		
		1.668	4	6.670		
0.086	2.064	0.808	275	222.191		
		-------	279	228.861		
0.411	0.994	0.765	4	3.061		
		0.770	275	211.813		
		-------	279	214.874		
0.074	2.155	1.247	4	4.988		
		0.579	275	159.115		
		-------	279	164.103		
0.140	1.746	0.287	4	1.147		
		0.164	275	45.161		
		-------	279	46.308		

$0.05 = \alpha$ (26.5)

0.05   .

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(25.5)

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(26.5)

0.05 = α

0.05 .

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(Tukey) .(27.5)

27.5: (test Tukey)

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(27.5) (   )

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0.05 = α

. (t.test)

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:(28.5)

28.5:) t.test (

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	T					
0.663	0.639	278	0.6225	3.5974		
		48.225	0.7555	3.6453		
0.486	0.001	278	0.6918	3.6892		
		55.170	0.6429	3.7708		
0.901	0.227	278	0.9121	2.9276		
		54.025	0.8775	2.9469		
0.521	0.332	278	0.8604	3.2026		
		49.486	0.9820	3.1063		
0.992	1.853	278	0.7576	4.0171		
		50.407	0.8307	4.0158		
0.806	0.034	278	0.4067	3.6063		
		52.169	0.4165	3.6238		

101

α = (28.5)

0.05

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0.05

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.(28.5)

0.05 = α

One)   .

Way Analysis of Variance)

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.(30.5)

29.5 -   :

	5 - 1	147	3.6395	0.4351
	10 - 6	83	3.5642	0.3505
	15 – 11	30	3.5857	0.4710
	16	20	3.6032	0.3105
		280	3.6088	0.4074

0.6712	3.6726	147	5 - 1	
0.5958	3.5527	83	10 - 6	
0.5261	3.5688	30	15 – 11	
0.7254	3.3688	20	16	
0.6419	3.6042	280		
0.7090	3.6876	147	5 - 1	
0.7341	3.7329	83	10 - 6	
0.4629	3.6639	30	15 – 11	
0.5980	3.7208	20	16	
0.6846	3.7009	280		
0.9187	3.0230	147	5 - 1	
0.8970	2.7575	83	10 - 6	
0.8424	3.0042	30	15 – 11	
0.8906	2.8563	20	16	
0.9057	2.9304	280		
0.8981	3.2415	147	5 - 1	
0.8511	3.0949	83	10 - 6	
0.9060	3.2333	30	15 – 11	
0.8152	3.1250	20	16	
0.8776	3.1888	280		
0.7824	4.0082	147	5 - 1	
0.7888	4.0044	83	10 - 6	
0.8250	3.9439	30	15 – 11	
0.3816	4.2421	20	16	
0.7669	4.0169	280		

	F				
		0.685	3	2.055	
		0.409	276	112.907	
0.173	1.674	-------	279	114.961	
		0.053	3	0.160	
		0.473	276	130.588	
0.953	0.113	--------	279	130.748	
		1.338	3	4.013	
		0.815	276	224.848	
0.180	1.642	------	279	228.861	
		0.427	3	1.281	
		0.774	276	213.593	
0.647	0.552		279	214.874	
		0.399	3	1.198	
		0.590	276	162.904	
0.567	0.677	------	279	164.103	
		0.107	3	0.320	
		0.167	276	45.988	
0.590	0.640	------	279	46.308	

α = (30.5)

0.05

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0.05

(29.5) .

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0.05 = α

One Way Analysis of)   .

Variance)

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.(32.5)

: - 31.5

0.5637	3.6963	78		
0.7361	3.4719	49		
0.6544	3.6318	83		
0.6709	3.4854	30		
0.6489	3.6018	240		
0.6448	3.7254	78		
0.8393	3.7194	49		
0.7035	3.7169	83		
0.5980	3.6306	30		
0.6997	3.7094	240		
0.8956	3.0321	78		
1.0245	2.9133	49		
0.8738	2.8313	83		
0.7913	3.0000	30		
0.9025	2.9344	240		

0.8777	3.1554	78		
0.9369	3.2704	49		
0.8607	3.2184	83		
0.6658	3.2625	30		
0.8570	3.2141	240		
0.8997	3.8981	78		
0.6708	4.1332	49		
0.7600	3.9626	83		
0.6818	4.0316	30		
0.7831	3.9851	240		
0.4656	3.6097	78		
0.4164	3.6220	49		
0.4117	3.5936	83		
0.3387	3.5878	30		
0.4206	3.6039	240		

One Way Analysis of Variance   : - 32.5

	F					
		0.668	3	2.004		
		0.418	236	98.644		
0.191	1.598	-------	239	100.648		
		0.072	3	0.216		
		0.495	236	116.784		
0.932	0.146	-------	239	117.000		

	F					
0.538	0.724	0.592	3	1.777		
		0.817	236	192.909		
		-------	239	194.685		
0.881	0.223	0.165	3	0.495		
		0.742	236	175.054		
		-------	239	175.549		
0.411	0.963	0.591	3	1.772		
		0.613	236	144.779		
		-------	239	146.551		
0.678	0.065	0.011	3	0.035		
		0.179	236	42.239		
		-------	239	42.274		

= α   (32.5)

0.05

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0.05

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(31.5)

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$0.05 = α$

.   (t.test)

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(33.5)

:33.5   (t.test (

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	T					
0.626	0.672	278	0.4174	3.5970	141	
		277.696	0.3981	3.6208	139	
0.502	1.503	278	0.6114	3.6299	141	
		274.711	0.6726	3.5782	139	
0.134	1.612	278	0.6568	3.7618	141	
		275.763	0.7086	3.6391	139	
0.108	1.261	278	0.9070	2.8440	141	
		277.991	0.8992	3.0180	139	
0.208	0.773	278	0.9142	3.1232	141	
		276.493	0.8369	3.2554	139	
0.440	0.488	278	0.8385	3.9817	141	
		269.165	0.6880	4.0526	139	

(33.5) $α =$

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0.05   .

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(http://www.dahsha.com/viewarticle.php?id=28020 , 22/8/2009)

• 1948.

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2005).   .

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(www.puswp-beth.org 21/12/2008)

• (2007).   .

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11 %3.9	42 %15	43 %15.4	116 %41.4	68 %24.3		4
13 %4.6	27 %9.6	57 %20.4	113 %40.4	70 %25		5
13 %4.6	36 %12.9	108 %38.6	78 %27.9	45 %16.1		6
11 %3.9	30 %10.7	72 %25.7	106 %37.9	61 %21.8		7
13 %4.6	45 %16.1	55 %19.6	112 %40	55 %19.6		8
14 %5	54 %19.3	49 %17.5	103 %36.8	60 %21.4		9
8 %2.9	46 %16.4	58 %20.7	108 %38.6	60 %21.4		10
18 %6.4	56 %20	50 %17.9	99 %35.4	57 %20.4		11
6 %2.1	31 %11.1	36 %12.9	112 %40	95 %33.9		12
11 %3.9	48 %17.1	83 %29.6	93 %33.2	45 %16.1		13
18 %6.4	40 %14.3	79 %28.2	87 %31.1	56 %20		14

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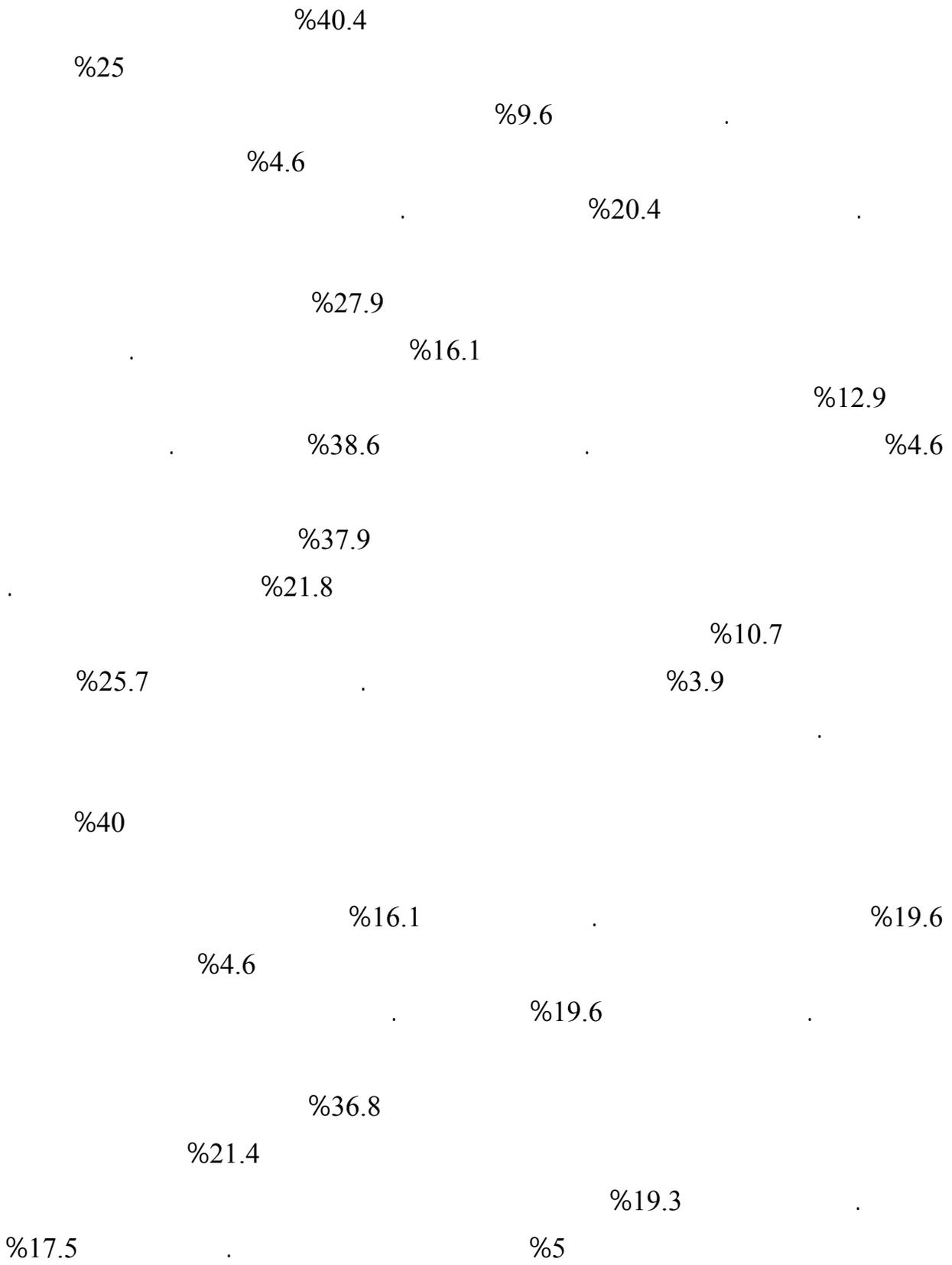
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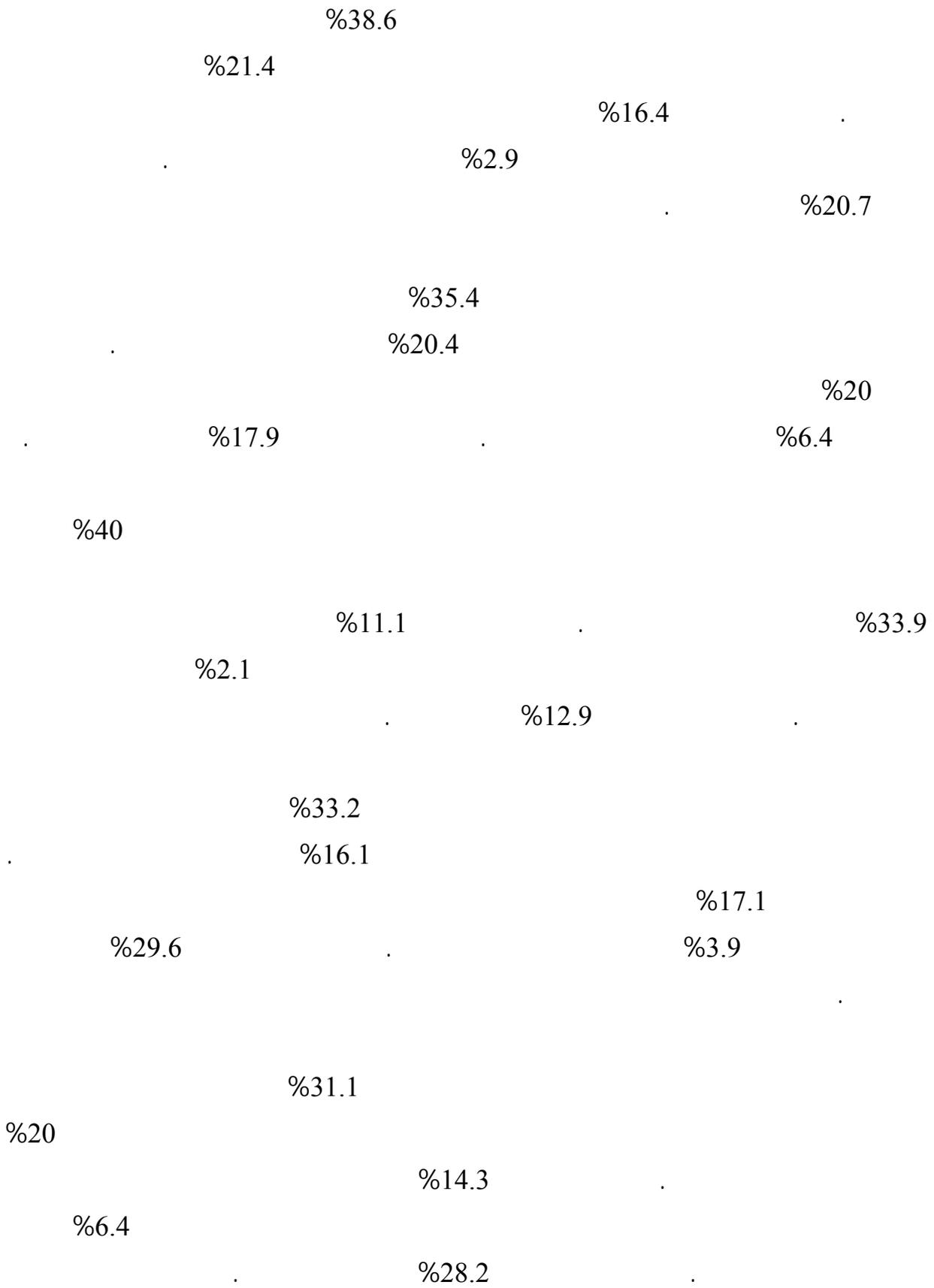%15   .   %3.6

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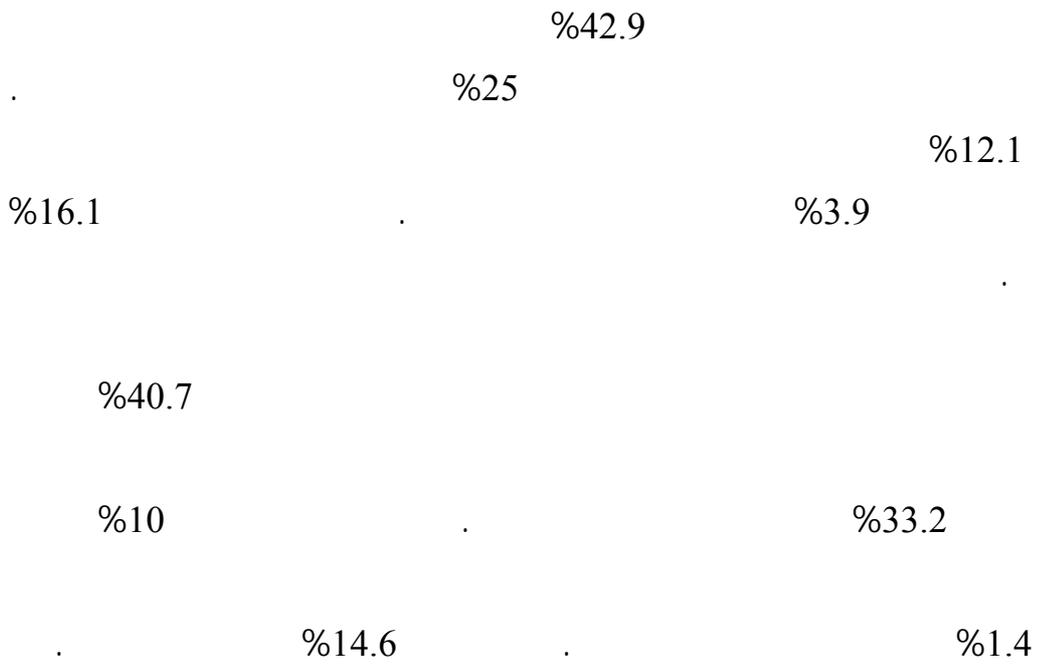
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6 %2.1	37 %13.2	48 %17.1	122 %43.6	67 %23.9		5
5 %1.8	29 %10.4	50 %19.7	135 %48.2	61 %21.8		6
6 %2.1	34 %12.1	63 %22.5	126 %45	51 %18.2		7
7 %2.5	41 %14.6	51 %18.2	96 %34.3	85 %30.4		8
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24 %8.6	79 %28.2	70 %25	90 %32.1	17 %6.1		4
24 %8.6	84 %30	69 %24.6	87 %31.1	16 %5.7		5
22 %7.9	84 %30	81 %28.9	78 %27.9	15 %5.4		6
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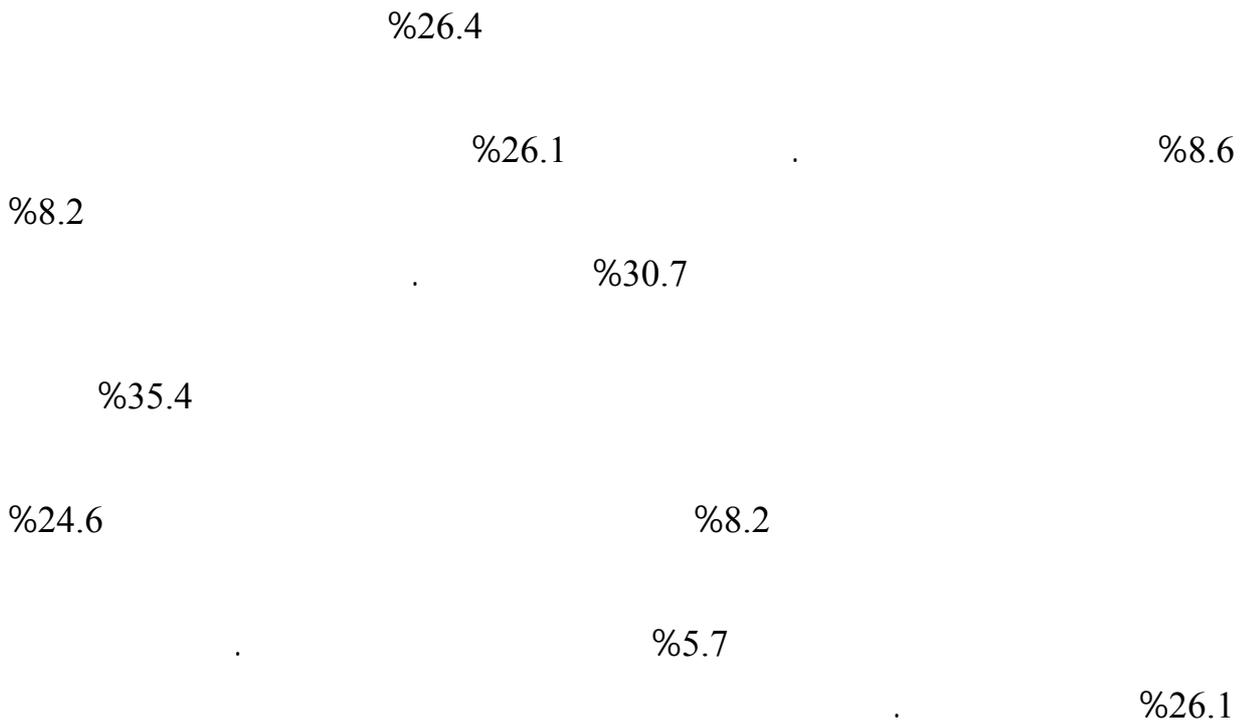
6 %2.1	50 %17.9	52 %18.6	114 %40.7	58 %20.7		1
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7 %2.5	20 %7.1	48 %17.1	105 %37.5	100 %35.7		3
3 %1.1	27 %9.6	36 %12.9	121 %43.2	93 %33.2		4
8 %2.9	25 %8.9	30 %10.7	121 %43.2	96 %34.3		5
6 %2.1	23 %8.2	27 %9.6	119 %42.5	105 %37.5		6
4 %1.4	24 %8.6	22 %7.9	121 %43.2	109 %38.9		7
4 %1.4	22 %7.9	34 %12.1	110 %39.3	110 %39.3		8
7 %2.5	17 %6.1	34 %12.1	116 %41.4	106 %37.6		9
10 %3.6	23 %8.2	37 %13.2	109 %38.9	101 %36.1		10
11 %3.9	16 %5.7	29 %10.4	117 %41.8	107 %38.2		11
9 %3.2	21 %7.5	35 %12.5	112 %40	103 %36.8		12

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7 %2.5	17 %6.1	35 %12.5	103 %36.8	118 %42.1		14
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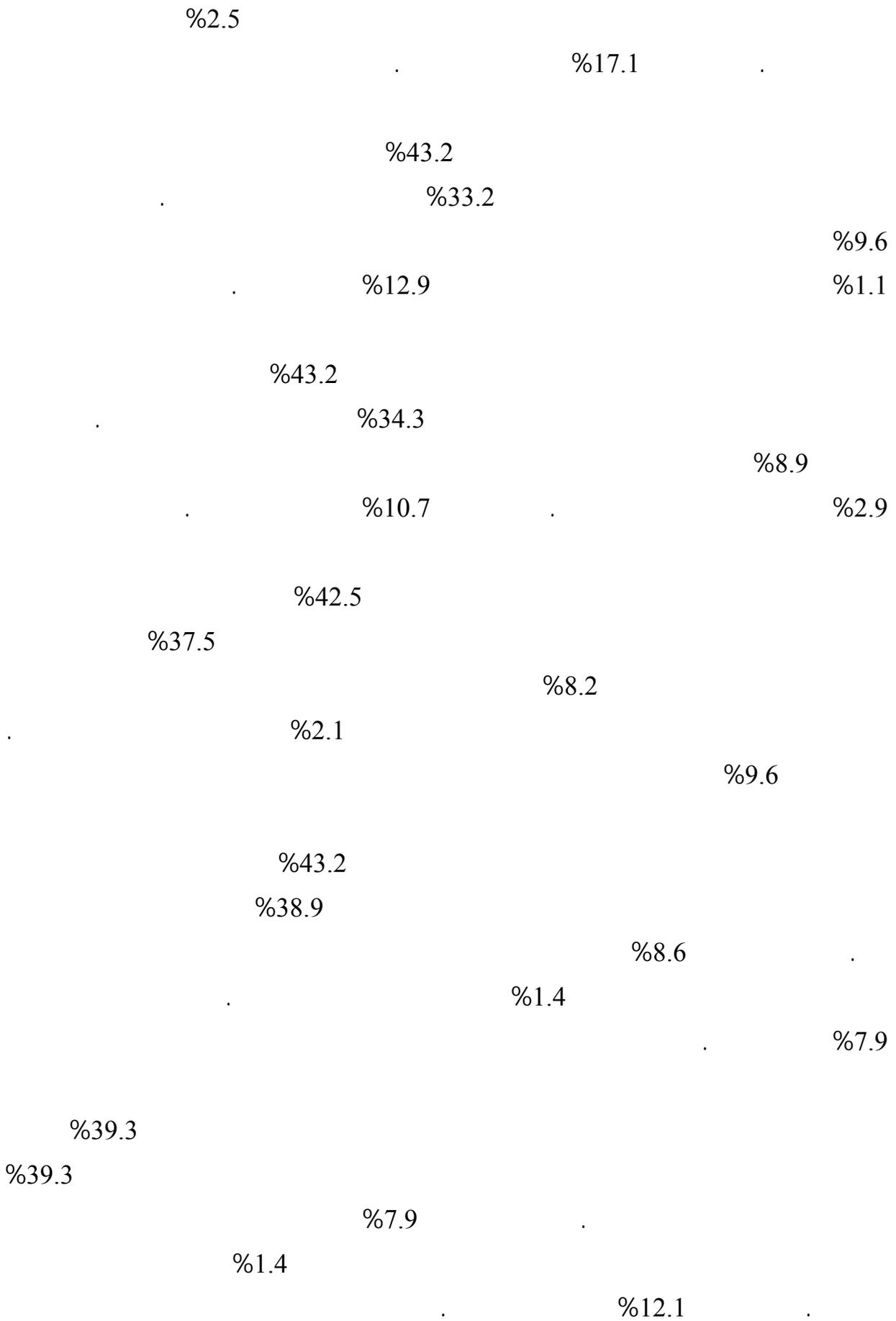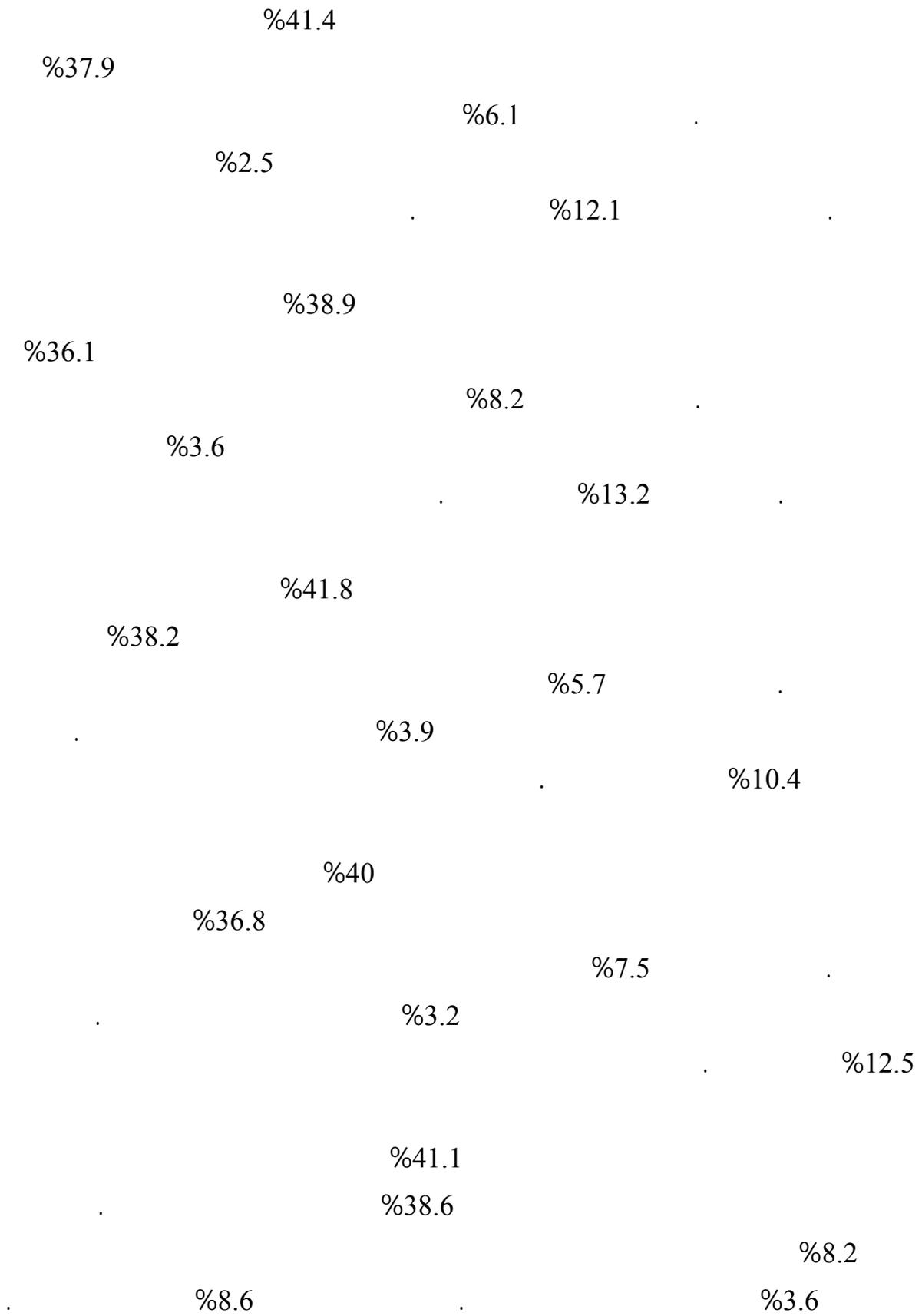
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107   (t.test)   33.5

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(t.test)

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