

# **The Level of Job Alienation Among the Government School Teachers in Hebron Governorate as Perceived by them**

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## **Abstract**

This study aimed to investigate the job alienation level among the teachers of government schools in Hebron Governorate as perceived by them. The study based on a descriptive approach. The study population consisted of all teachers at government schools in Hebron Governorate during the 2018-2019 academic year numbered (8663). A sample of (717) school teachers were used to collect data, beside that, the instrument of this study was a (questionnaire) consisting of (41) items and divided into (5) aspects which represent the aspects of job alienation. The validity and the reliability of the instrument were determined by appropriate methods. The questions and hypotheses of the study were answered and tested by using the Statistical Packages for Social Science (SPSS).

The results of this study revealed that the level of job alienation among the teachers of government schools in Hebron Governorate was low with a mean average of (2.18) of the total degree. The results showed that there were significant differences in the estimation of government school teachers concerning job alienation related to various variables of: gender, directorate, qualification, experience and school gender. However, The results showed that there were no significant differences in the estimation of government school teachers concerning job alienation related to the variable of school type. Finally, the study recommended some recommendations: the Ministry of Education and Higher Education needs to work toward achieving job satisfaction of teachers by increasing the amount of the salary to ensure a dignified and happy life. School principals should ensure that teacher's annual assessments match their effort. Highlight, reinforce and reward teacher's achievements with available means and ensuring that everyone is treated equally.

**Key words:** job alienation, powerlessness, social isolation, meaninglessness, normalness, self alienation.