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د. نوره دياب كواد

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والتضارب، فهناك من يرى الانتماء

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(3.43)

(%68.6)

(%92-%65)

(%34.50-%8)

(%94.5-%53)

.(%5.5)

(%47)

$(0.05=\alpha)$

$.(0.789)$

## **Abstract**

This study aims to identify the psychological health level for International Relief Agency employees and its relation with job affiliation in Jerusalem – Al- Sheikh Jarah Office. Also, to identify if there is a difference between the averages of the individual answers of the sample related to psychological health. The job affiliation level also for International Relief Agency employees in Al-Sheikh Jarah Office according to the following variables: social status, gender, address, age, education, years of work experience, years of position experienced, job position, nature of the current work, level of salary that the employee gain.

To achieve the study's objectives, the researcher followed the descriptive approach, where she designed a questionnaire consisted of 71 paragraphs distributed in two fields that are: the psychological health level, job affiliation level, and this study had enjoyed the degree of truth, and a high degree of stability reached to (0.93), since it was distributed to all study society members which means all Relief Agency employees-Al-Sheikh Jarah Office-their number was (220) employees according to the records of the Agency for the year 2010. (200) questionnaires were recovered since it is considered as representative sample for the original society.

The researcher used data analysis through (SPSS) programme, and the arithmetic were extracted, standard deviations, percentages, and (t-test) test, analysis of variance, and Pearson test to measure the degree of relationship between the level of affiliation and psychological health.

The study results showed that the psychological health level for the individuals of the study sample was (3.29), and its percentage reached (65.8%), and the degree of approval on this field was medium. According to the level of job affiliation, the average of the individual answers of the sample was (3.43) with a percentage of (68.6%), and the degree of response was medium. The results showed that the International Relief Agency employees enjoyed a good healthy, personal and psychological level with a percentage ranging between (65%-92%), but they have healthy and personal problems with a percentage of (8%-34.50%). Also, they tend to the feelings and trends of the positive personal attitudes with a percentage ranging between (53%-94.5%), and the maximum percentage of their psychological problems was (47%), and the minimum percentage was (5.5%).

The results also showed that there was a relation with a statistical significance at the statistical level ( $0.05=\alpha$ ) in the psychological level for the International Relief Agency employees. Also, the level of job affiliation of all the study variables according to the levels of: social status, gender, address, age, education, years of work experience, years of position experienced, job position, nature of the current work, level of salary that the employee gain. It was also shown that there was a strong and positive relationship between the psychological level and job affiliation level since the value of this variable was (0.789).

In the light of study result, the researcher presented many recommendations for the administration of international relief agency as the psychological health section provided guidelines for International Relief Agency employees to improve the psychological condition. Also, some recommendations for employees are: the necessity of employees' participation in guidance programs and to receive the psychological and social services which enforce their psychological health and job affiliation, the necessity to do the medical tests that are necessary in a periodical way to avoid any health problems that they might face during their work, the work to provide the employees with the suitable atmosphere that brings them the mental health inside workplace through exercising social, cultural, and sporting activities.

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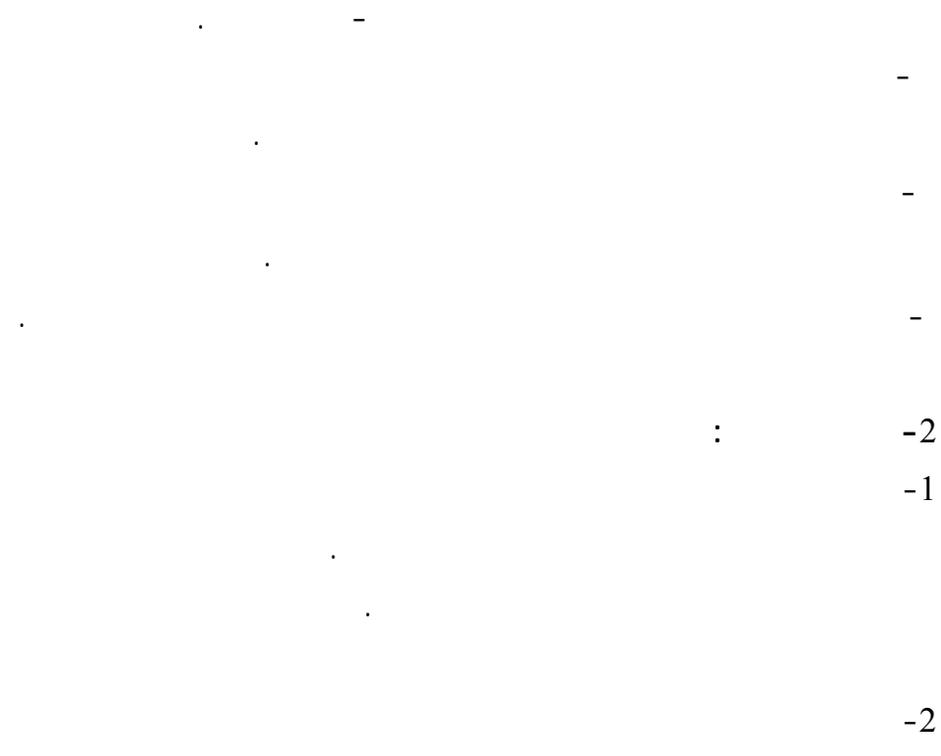
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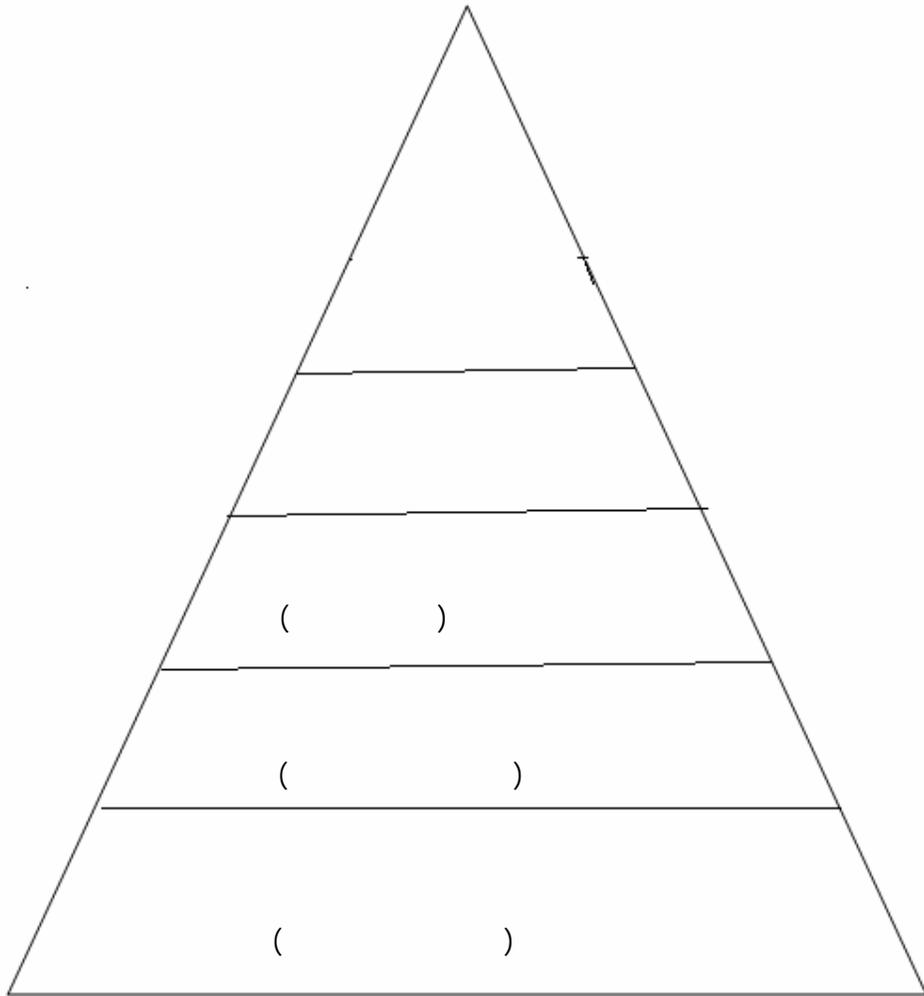
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(0.72 )

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( [http://www.faculty.ksa.edu.sa/2006.dabeid/my %20document](http://www.faculty.ksa.edu.sa/2006.dabeid/my%20document))

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) (462) > 7  
 ) (>8  
 ( %55,7)  
 )1,51 (%95) " "  
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: (2004) **Bonni** •

379

: (2000) **Celep** •

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146

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:(1992) **Bonnie**

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: (1990) **Behar** •

(%5) ( %7 ) ( %32) (%43) 1505 ( %13 )  
( %20) ( %63) . (%17)

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: (1989) **Rozenholtz** •

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- .(43-15)
- (71-44)

 : **.2.3.3**

Cronbach-) - (Consistency) - (Alpha  
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 .(0.93)

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 .( - ) :**1.3**

0.81	.	.1
0.93	.	.2
0.93		

4.3

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.(2010)

5.3

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.a

(210)

.b

(210)

.c

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(200)

(200)

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40-36 30-25 25 ) :

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#### .2.7.3

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: **8.3**

(spss)

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(Pearson Correlation)

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**1.4**

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**.1.1.4**

**:1.4**

%33.0	66	
%64.0	128	
%.7.5	6	+
%100.0	200	

(%64) . (% 33) (1.4)  
 %7.5

**:.2.4**

%55.5	111	
%44.5	89	
%100.0	200	

(44.5) . (%55.5) (2.4)

**:.3.4**

%57.5	115	
%15.5	31	
%21.5	43	
%5.5	11	
%100.0	200	

(%21.5) . (%57.5) (3.4)  
 (% 15.5)  
 %5.5

. :.4.4

%21.5	43	<b>25</b>
%27.0	54	<b>30-25</b>
%8.5	17	<b>40-36</b>
%16.5	33	<b>-45- 41</b>
%26.5	53	<b>45</b>
%100.0	200	

25 (%21.5) (4.4)  
 (%8.5) ( 30-25) (%27)  
 (45-41) (%16.5) (40-36)  
 . (45) (%26.5)

. :5.4

%7.0	14	
%22.5	45	
%57.5	115	
%13.0	26	
%100.0	200	

( ) (%7) (5.4)  
 (%13) (%57.5)  
 (%22.5)  
 (%70)

**:6.4**

%24.0	48	(5)
%19.0	38	(10-5)
%57.0	114	(10)
%100.0	200	

(5) (%19) (57) (6.4) (10) (24) (10)

**:7.4**

35.5	71	(5)
32.0	64	(10-5)
32.5	65	(10)
%100.0	200	

(5) (%32) (32.5) (7.4) (10) (35.5) (10)

.  
:8.4

%14.5	29	
%32.5	65	
%10.5	21	
%20.0	40	
%12.5	25	
%10.0	20	
%100.0	200	

(%14.5) (8.4)  
(%10.5) (%32.5)  
(%12.5) (%20)  
(%10)

.  
:9.4

%12.5	25	
%36.5	73	
%51.0	102	
%100.0	200	

(%51) (9.4)  
(%12.5) (%36.5)

**:10.4**

%7.5	15	
%54.5	109	
%38.0	76	
%100.0	200	

(%54.5) (10.4)

(%38)

(%7.5)

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**.2.1.4**

(1.4)

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(4.4) (3.4) (2.4)

%59.9-50	%80
%50	% 79.9-70
	%69.9-60

(2010 )

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.1.2.1.4

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:11.4

.(200= )

	(%)	*			
	%77.4	3.87		9	.1
	%74.8	3.74		7	.2
	%72.4	3.62		11	.3
	%70.4	3.52		8	.4
	68%	3.40		10	.5
	66.8%	3.34		4	.6
	%66.4	3.32		3	.7
	%65.8	3.29		1	.8
	64%	3.20		2	.9
	%64	3.20		13	.10
	%62.6	3.13		12	.11
	%60.8	3.04		14	.12
	56.8%	2.84		5	.13
	%52.6	2.63		6	.14
	<b>65.8%</b>	<b>3.29</b>			

(3.29 )

(11.4)

(65.8%)

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.2.2.1.4

:12.4

	(%)	*			
كبيرة جداً	%85.8	4.29		2	.1
كبيرة جداً	%82.2	4.11		5	.2
كبيرة جداً	%82	4.10		3	.3
كبيرة جداً	%81	4.05		13	.4
كبيرة	%79.6	3.98		4	.5
كبيرة	%76.6	3.83		7	.6
كبيرة	%75.4	3.77		24	.7
كبيرة	%73.8	3.69		15	.8
كبيرة	%72.6	3.63		23	.9
كبيرة	%71.6	3.58		26	.10
كبيرة	%71.2	3.56		6	.11
كبيرة	%71.2	3.56		11	.12
كبيرة	%70.8	3.54		18	.13
متوسطة	%69.8	3.49		12	.14
متوسطة	%69.2	3.46		14	.15
متوسطة	%69.2	3.46		28	.16
متوسطة	%69	3.45		29	.17
متوسطة	%68.4	3.42		9	.18
متوسطة	%64.2	3.21		8	.19
متوسطة	%64.2	3.21		10	.20

متوسطة	%64.2	3.21		20	.21
متوسطة	%64	3.20		25	.22
متوسطة	%61.8	3.09		27	.23
متوسطة	%60.8	3.04		16	.24
قليلة	%59.8	2.99		21	.25
قليلة	%54.6	2.73		17	.26
قليلة	%54	2.70		1	.27
قليلة	%52.8	2.64		19	.28
قليلة	%51.2	2.56		22	.29
متوسطة	68.6%	3.43			

( 3.43)

(12.4)

( %68.6)

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**.3.2.1.4**

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**:13.4**

**.(200= )**

%	%		
%75.5	%24.5		.1
%82	%18		.2
%92	%8		.3
%82	%18		.4
%85	%14.5		.5
%65	%34.5		.6
%75	%24.5		.7
%72.5	%27.5		.8
%74.5	%25.5		.9

%80.5	%19.5	.	.10
%68	%32	.	.11
%84.5	%15.5	.	.12
%88.5	%11.5	.	.13
%80	%20	.	.14

(13.4)

. (%92-%65.9)

)

:14.4

.(200= )

(

%	%		
%76	%24	/	.1
%77	%23	/	.2
%72.5	%27.5	/ \	.3
%47	%53	.	.4
%48	%52	\	.5
%82	%18	( )	.6
%80	%19.5	/	.7
%79	%21	/ /	.8
%88.5	%11.5	( / ) /	.9
%80	%20	( / ) /	.10
%88	%12	\	.11
%94.5	%5.5	. \ \ \	.12
%47.5	%52.5	\ \ \	.13
%84	%16	\ \ \	.14

(14.4)

. (%94.5-%76)

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: .4.2.1.4

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(0.05= $\alpha$ )

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(One way- ANOVA)

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:15.4

2.9429	3.9286	3.2913	3.3258	

(Oneway-ANOVA)

:16.4

<b>P Value</b>	( )					
0.393	1.003	0.362	3	1.085		
		0.361	196	70.675		
			199	71.76		

(17.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

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:17.4

0.758	0.308	198	0.61	3.30		
			0.58	3.28		

(0.05= $\alpha$ )

(0.05= $\alpha$ )

( )  
(One way- ANOVA)

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**:18.4**

3.5065	3.2658	3.3733	3.2683	

**(Oneway-ANOVA)**

**:19.4**

<b>P Value</b>	( )					
0.532	0.736	0.267	3	0.800		
		0.362	196	.800		
			199	71.76		

(0.05= $\alpha$ )

(0.05= $\alpha$ )

45-41      40-36      30-25      25      )  
(One way- ANOVA)

"( 45

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**:20.4**

45	-45- 41	40-36	-25 30	25	
3.2911	3.2944	3.4790	3.2646	3.2757	.

36-40

**(Oneway-ANOVA)**

**:21.4**

<b>P Value</b>	( )					
0.780	0.440	.160	4	0.641		
		.365	195	71.118		
			199	71.76		

(0.05= $\alpha$ )

(0.05= $\alpha$ )

(One way- ANOVA)

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**:22.4**

3.2363	3.2870	3.3762	3.2398	

**(Oneway-ANOVA)**

**:23.4**

<b>P Value</b>	<b>( )</b>					
0.754	0.399	0.145	3	0.436		
		0.364	196	71.324		
			199	71.76		

(24.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

10-5) (5) )  
 (One way- ANOVA) ."( 10)

**:24.4**

(10)	(10-5)	(5)	
3.3139	3.1955	3.3378	

(Oneway-ANOVA)

:25.4

P Value	( )					
0.499	0.697	0.252	2	0.504		
		0.362	197	71.256		
			199	71.76		

(26.4)

(0.05= $\alpha$ )

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(0.05= $\alpha$ )

-5) (5) )

One way- )

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(ANOVA

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:26.4

(10)	(10-5)	(5)	
3.3110	3.3616	3.2264	.

(27.4)

(Oneway-ANOVA)

:27.4

P Value	( )					
0.417	0.878	0.317	2	0.634		
		0.361	197	71.125		
			199	71.76		

(28.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

One ) "( (way- ANOVA

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**:28.4**

3.1857	3.3057	3.2607	3.4107	3.3033	3.3300	.

**(Oneway-ANOVA)**

**:29.4**

<b>P Value</b>	<b>( )</b>					
0.957	0.254	0.094	6	0.561		
		0.369	193	71.198		
			199	71.76		

(30.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

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 (One) way- ANOVA

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**:30.4**

3.2899	3.2309	3.5200	

**(Oneway-ANOVA)**

**:31.4**

<b>P Value</b>	<b>( )</b>					
0.114	2.199	0.784	2	1.567		
		0.356	197	70.192		
			199	71.76		

(32.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

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(One way- ANOVA)

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:32.4

3.3045	3.2864	3.3381	.

(Oneway-ANOVA)

:33.4

<b>P Value</b>	( )					
0.944	0.058	0.021	2	0.042		
		0.364	197	71.718		
			199	71.76		

(34.4)

(0.05= $\alpha$ )

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(0.05= $\alpha$ )

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(One way- ANOVA)

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:34.4

2.9241	3.5517	3.4173	3.5057	

(35.4)

**(One-way-ANOVA)**

**:35.4**

<b>P Value</b>	<b>( )</b>					
0.302	1.225	0.563	3	1.689		
		0.460	196	90.089		
			199	91.77		

(36.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

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**:36.4**

0.864	-0.171-	198	0.71	3.42		
			0.62	3.44		

(37.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

( )  
(One way- ANOVA)

:37.4

3.3605	3.3055	3.5784	3.4516	

(38.4)

(Oneway-ANOVA)

:38.4

P Value	( )					
0.372	1.050	0.484	3	1.451		
		0.461	196	90.327		
			199	91.77		

(39.4)  
(0.05= $\alpha$ )

(0.05= $\alpha$ )

45-41 40-36 30-25 25 )

(One way- ANOVA)

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**:39.4**

45	-45-41	40-36	-2530	25	
3.4658	3.4577	3.6815	3.3659	3.3681	

**(Oneway-ANOVA)**

**:40.4**

<b>P Value</b>	( )					
0.503	0.838	0.388	4	1.551		
		0.463	195	90.227		
			199	91.77		

(41.4)  
(0.05= $\alpha$ )

(0.05= $\alpha$ )

(One way- ANOVA)

"(

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**:41.4**

3.5570	3.4198	3.4161	3.3916	

**(Oneway-ANOVA)**

**:42.4**

<b>P Value</b>	( )					
0.806	0.326	0.152	3	0.456		
		0.466	196	91.322		
			199	71.76		

(43.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

10-5) (5) )  
(One way- ANOVA)

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:43.4

(10)	(10-5)	(5)	
3.4543	3.3666	3.4425	.

(Oneway-ANOVA)

:44.4

<b>P Value</b>	( )					
0.787	0.240	0.112	2	0.223		
		0.465	197	91.555		
			199	91.77		

(45.4)  
(0.05= $\alpha$ )

(0.05= $\alpha$ )

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One way- )

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**:45.4**

(10)	(10-5)	(5)	
3.5008	3.4596	3.3521	.
3.3110	3.3616	3.2264	.

**(Oneway-ANOVA)**

**:46.4**

<b>P Value</b>	<b>( )</b>					
0.419	0.875	0.404	2	0.808		
		0.462	197	90.970		
			199	91.77		

(47.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

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(way-ANOVA

**:47.4**

3.2814	3.4466	3.6207	3.4246	3.4875	3.5660	

**(Oneway-ANOVA)**

**:48.4**

<b>P Value</b>	<b>( )</b>					
0.490	0.908	0.420	6	2.519		
		0.462	193	89.260		
			199	91.77		

(49.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

"( )

(One) way- ANOVA

**:49.4.**

3.4216	3.3803	3.6483	

**(Oneway-ANOVA)**

**:50.4**

<b>P Value</b>	<b>( )</b>					
0.226	1.497	0.687	2	1.374		
		0.459	197	90.404		
			199	91.77		

(51.4)

(0.05= $\alpha$ )

(0.05= $\alpha$ )

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(One way- ANOVA)

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**:51.4**

3.4265	3.4445	3.4069	

**(Oneway-ANOVA)**

**:52.4**

<b>P Value</b>	<b>( )</b>					
0.971	0.029	0.014	2	0.027		
		0.466	197	91.751		
			199	91.77		

(53.4)

(0.05= $\alpha$ )

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**.6.2.1.4**

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**(0.05= $\alpha$ )**

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Pearson )

(Correlation

:53.4

	<b>Pearson Correlation</b>	
.789**		
<b>0.000</b>		
<b>200</b>		

\*\*Correlation is significant at the 0.05 level (2-tailed)

(55.4)

(0.05= $\alpha$ )

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(1992) Bonnie  
(2000) celep

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(%60.8-%68 )

(2006)

(2006)

(2000) celep

(11.4 )

(%52.6-%65.8)

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**3.5**

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(%70.8-%85.8 )

celep

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(2004)

(2006)

(2007)

(1996)

(12.4)

(%60.8-%69.8 )

(12.4)

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(%51.2-%59.8

(2006)

(2006)

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(2004)

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(13.4)

: (%34.50-%8)

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(%32)

(%34.5

( %27.5 )

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(%25.5

(%20)

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(2006)

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%21

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(2007)Thau

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(0.05= $\alpha$ )

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(18.4)

(0.05= $\alpha$ )

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⋮

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المحور الثالث : ما هي المشكلات الصحية والبدنية لدى موظفي وكالة الغوث الدولية في مكتب القدس – الشيخ جراح :

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		/	-25
		/	-26
		/ /	-27
		/	-28

**Al Quds University**  
**Faculty of Higher Studies**  
**Faculty of Public Health**  
**Community Mental Health Program**  
**(Questionnaire for Master Degree Thesis )**

**Title of Thesis :**

**Mental Health Status of The UNRWA Staff and its Relationship  
with Job Affiliation at Jerusalem Office- Sheikh Jarrah**

**Prepared by : the Student Rola Obeid**

**Supervisor Dr. Mohammad Brighieth**

**University No. 2010567**

**Jerusalem – Palestine**

**May , 2009**

**Dear Employee ,**

The researcher conducts a study relating to the personal conditions of some of the UNRWA Staff.

Please objectively m faithfully and accurately answer theses questions; noting that the objective of this Questionnaire is only a Scientific Study, and no need for mentioning names .

Thank you in advance for your cooperation

**The researcher  
Rola Obeid**

## **Part One: - Personal Data**

Please answer the questions of this part by circling the symbol of the appropriate answer:

**I. Marital Status :**

1- Single 2- Married 3- Divorced (er) 4- Widow (er) 5- Separated

**II. Sex :** 1- Male 2- Female

**III. Place of Residence :** 1- Jerusalem 2- Ramallah 3- Bethlehem  
4- Hebron 5- Village 6- Refugee Camp

**IV. Age:** \_\_\_\_\_ Years.

**V. Educational Qualification :** 1- Tawjihi 2- Diploma 3- Bachelors Degree  
4- Master Degree 5- PHD Degree

**VI. Number of Work Experience Years:** \_\_\_\_\_ years .

**VII. Job Rank :** \_\_\_\_\_ Years

**VIII. What is the Job Title** (Example : Director , Head of Division ,  
Secretary, Project Coordinator)?

**IX. Nature of Current Work :** 1- Field 2- Office 3- Office &  
Field

**X. Your Salary which you Currently Receive :**

- 1- Fulfils more than your requirements.
- 2- Fulfils your requirements exactly.
- 3- Does not fulfill your requirements

## First Topic:-

What is the extent of the job affiliation level of the UNRWA Staff at Jerusalem Office Sheikh Jarrah :-

No.	Statement	Strongly Agree	Agree	Agree to Some Extent	Don't Agree	Strongly Don't Agree
1-	I am prepared to do every possible effort in my work					
2-	I proudly talk about my work .					
3-	I feel belonging to the institutions where I work .					
4-	I selected my work with my free will .					
5-	I am greatly concerned with the future of the institutions where I work					
6-	The trust assigned to me makes me feel belonging to work .					
7-	I am very proud with the organizational values and principles existing in my institution .					
8-	My life will negatively be effected if I abandon my work					
9	I think to change my current work					
10	I see that working with the refugees is the best institution to work with .					
11	I feel that the institution is a part of my life					

<b>No.</b>	<b>Statement</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Agree to Some Extent</b>	<b>Don't Agree</b>	<b>Strongly Don't Agree</b>
12	I treat the beneficiaries in a manner that brings good reputation to the institution where I work.					
13	I prefer the interest of the institution on my personal interest					
14	I believe that my profession depends on rules, regulations and instructions approved and adopted by the institution.					
15	Dealing inside the institution where I work is characterized with objectivity and transparency.					
16	The institutions administration promotes each employee on his/her faith in work and not on defaults on work					
17	I prepared to do more efforts to achieve the objectives of the institution where I work.					
18	My institution is concerned with developing the employees					
19	This institution is the best of the Palestinian Institutions where one can work.					
20	The institution where I work respects its staff.					

<b>No.</b>	<b>Statement</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Agree to Some Extent</b>	<b>Don't Agree</b>	<b>Strongly Don't Agree</b>
21	The institution where I work objectively promotes the employee					
22	I feel with great concern with me by my officers.					
23	Work relations are based on respect					
24	My work Saturates my personal aspiration					
25	My work is suitable to my practical qualifications					
26	If I receive an offer for work with a better salary I refuse to leave the work and join any work .					
27	I believe that I could achieve important things with my work in the institutions					
28	Any negative change on my job status in the institutions will make me think to abandon the work .					
29	I clarified to my friend that the institutions is distinguished with its services provided to its staff.					

**Second Topic** : The Extent of Influence of Job Affiliation on the Mental Health of the UNTWA Staff at Jerusalem Office – Sheikh Jarrah

No.	Statement	Strongly Agree	Agree	Agree to Some Extent	Disagree	Strongly Disagree
1-	I feel satisfied with work					
2-	I feel highly active and vital in my work					
3	I feel with respect and appreciation as I am one of the UNTWA Staff					
4	I am exposed to strong pressures due to direct work with others at the UNRWA					
5	I feel remorse because I have accepted to work with this institution					
6	I have the ability to creating comfortable psychological atmospheres with my officers in this institution.					
7	I feel happy and proud as I had the opportunity to work with this institution					
8	I have the ability to create comfortable psychological atmospheres with my colleagues at the Division					
9	I feel happy when I spend my life in my current job .					

<b>No.</b>	<b>Statement</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Agree to Some Extent</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
10	I feel with great harmony and cooperation with my colleagues at my work place .					
11	I feel with job security in my work					
12	I feel that I have an influence in the local community because of my work in the institution					
13	I am prepared to accept any work in the institution to maintain my continuous stay in it .					
14	I feel with tranquility because of my continuous stay in this institution for long .					

You have now statement please give the closest answer to your status  
**Third Topic** : What is the level of Mental Health of UNRWA Staff of  
 Jerusalem Office – Sheikh Jarrah .

N	STATEMENT	YES	NO
&	Health condition :somatic health		
1-	Do you have disability of soma ?		
2-	Do you feel guilty and blame yourself constantly?		
3-	Do you have recurrent headaches?		
4-	Do you have chest pains ?		
5-	Do you have difficulties relaxing?		
6-	Do you have recurrent fears of specific things ?		
7-	Are you easily angered or upset from the slightest provocation ?		
8-	Do you have tremor ?		
9-	Do you have recurrent visual disturbances?		
10-	Do you have frequent aches and pain in the back and joints ?		
11-	Do you frequent muscular responses or convulsion?		
12-	Do you feel unable to control action		
13-	Are you unable to feel happy ?		
14-	Are you always worried?		
&	Personal feeling and attitudes		
15-	Are you always shy in front of people ?		
16-	Do you find it difficult to make decision on your own ?		
17-	Are you in any way influenced by the presences of relative when you need to express yourself frankly?		
18-	Do you prefer not to be responsible (or assume responsibility) ?		

N	STATEMENT	YES	NO
19-	Do you feel disturbed or stressed when you do take on certain responsibilities ?		
20-	Do you believe you are not smart (intelligent) ?		
21-	Do you believe you are not attractive ?		
22-	Do you feel that no body loves you ?		
23-	Are you always confused ?		
24-	Do you feel that other are better than you ?		
25-	Do you consider yourself aggressive ?		
26-	Are you unsatisfied (not contented) with your life ?		
27-	Are you indifferent (or uncaring) towards other ?		
28-	Are you sad most of the time ?		



: (2)

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			2
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		.	5
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		.	7
		.	8



(3) :

تحليل إحصائي بعنوان:

-

خصائص عينة الدراسة

Frequency Table

الحالة الاجتماعية					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	أعزب	66	33.0	33.0	33.0
	متزوج	128	64.0	64.0	97.0
	مطلق	1	.5	.5	97.5
	أرمل	5	2.5	2.5	100.0
	Total	200	100.0	100.0	

الجنس					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ذكر	111	55.5	55.5	55.5
	أنثى	89	44.5	44.5	100.0
	Total	200	100.0	100.0	

مكان السكن					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	القدس	115	57.5	57.5	57.5
	رام الله	31	15.5	15.5	73.0
	بيت لحم	43	21.5	21.5	94.5
	الخليل	11	5.5	5.5	100.0
	Total	200	100.0	100.0	

العمر					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	أقل من 25 سنة	43	21.5	21.5	21.5
	من 25-30 سنة	54	27.0	27.0	48.5
	36-40	17	8.5	8.5	57.0
	41-45	33	16.5	16.5	73.5
	أكثر من 45 سنة	53	26.5	26.5	100.0
	Total	200	100.0	100.0	

المؤهل التعليمي					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ثانوية عامة	14	7.0	7.0	7.0
	دبلوم	45	22.5	22.5	29.5
	بكالوريوس	115	57.5	57.5	87.0
	دراسات عليا	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

عدد سنوات الخبرة في العمل					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	أقل من 5 سنوات	48	24.0	24.0	24.0
	من 5-10 سنوات	38	19.0	19.0	43.0
	أكثر من 10 سنوات	114	57.0	57.0	100.0
	Total	200	100.0	100.0	

عدد سنوات الخبرة في المنصب					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	أقل من 5 سنوات	71	35.5	35.5	35.5
	من 5-10 سنوات	64	32.0	32.0	67.5
	أكثر من 10 سنوات	65	32.5	32.5	100.0
	Total	200	100.0	100.0	

المنصب					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	مدير	29	14.5	14.5	14.5
	رئيس قسم	65	32.5	32.5	47.0
	سكرتير	16	8.0	8.0	55.0
	سكرتير	5	2.5	2.5	57.5
	منشئ مشروع	40	20.0	20.0	77.5
	مساعد إداري	25	12.5	12.5	90.0
	موظف	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

طبيعة العمل الحالي					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ميداني	25	12.5	12.5	12.5
	مكتبي	73	36.5	36.5	49.0
	مكتبي وميداني	102	51.0	51.0	100.0
	Total	200	100.0	100.0	

راتبك الذي تتقاضاه حالياً					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	يفي بأكثر من احتياجاتك	15	7.5	7.5	7.5
	يفي بـ احتياجاتك تماماً	109	54.5	54.5	62.0
	لا يفي بـ احتياجاتك	76	38.0	38.0	100.0
	Total	200	100.0	100.0	

- المتوسطات الحسابية والانحرافات المعيارية لمجال الانتماء الوظيفي .

## Descriptives

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
q1a	200	1.00	5.00	2.7000	.73669
q2a	200	1.00	5.00	4.2900	1.04468
q3a	200	1.00	5.00	4.1050	.97917
q4a	200	1.00	5.00	3.9800	1.02217
q5a	200	1.00	5.00	4.1100	1.07409
q6a	200	1.00	5.00	3.5600	1.14585
q7a	200	1.00	5.00	3.8350	1.20625
q8a	200	1.00	5.00	3.2150	1.17716
q9a	200	1.00	5.00	3.4250	1.17100
q10a	200	1.00	5.00	3.2100	1.29781
q11a	200	1.00	5.00	3.5650	1.03009
q12a	200	1.00	5.00	3.4900	1.33371
q13a	200	1.00	5.00	4.0550	1.18278
q14a	200	1.00	5.00	3.4650	1.38142
q15a	200	1.00	5.00	3.6900	1.15350
q16a	200	1.00	5.00	3.0400	1.28712
q17a	200	1.00	5.00	2.7350	1.24197
q18a	200	1.00	5.00	3.5400	1.23125
q19a	200	1.00	5.00	2.6400	1.17358
q20a	200	1.00	5.00	3.2150	1.18990
q21a	200	1.00	5.00	2.9900	1.16907
q22a	200	1.00	5.00	2.5600	1.15458
q23a	200	1.00	5.00	3.6350	1.09442
q24a	200	1.00	5.00	3.7700	1.11053
q25a	200	1.00	5.00	3.2000	1.25213
q26a	200	1.00	5.00	3.5850	.98877
q27a	200	1.00	5.00	3.0900	1.34198
q28a	200	1.00	5.00	3.4600	1.18126
q29a	200	1.00	5.00	3.4550	1.07412
الانتماء الوظيفي	200	2.10	4.86	3.4348	.67912
Valid N (listwise)	200				

-المتوسطات الحسابية والانحرافات المعيارية لمجال الصحة النفسية

## Descriptives

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
q1b	200	1.00	5.00	3.2950	1.02137
q2b	200	1.00	5.00	3.2000	1.08900
q3b	200	1.00	5.00	3.3200	1.07395
q4b	200	1.00	5.00	3.3450	.96469
q5b	200	1.00	5.00	2.8400	1.26586
q6b	200	1.00	5.00	2.6350	1.26482
q7b	200	1.00	5.00	3.7400	1.01368
q8b	200	1.00	5.00	3.5250	1.03670
q9b	200	1.00	5.00	3.8700	.95796
q10b	200	1.00	5.00	3.4000	1.06568
q11b	200	1.00	5.00	3.6200	1.07301
q12b	200	1.00	5.00	3.1300	1.18750
q13b	200	1.00	5.00	3.2000	1.10276
q14b	200	1.00	5.00	3.0400	1.21067
تأثير الانتماء الوظيفي على الصحة النفسية	200	1.57	5.00	3.2971	.60050
Valid N (listwise)	200				

## Tables

المحور الأول : ما مدى مستوى الانتماء الوظيفي لدى موظفي وكالة الغوث الدولية في مكتب القدس الشيخ جراح

	لا اوافق بشدة		لا اوافق		أوافق الى حد ما		أوافق		أوافق بشدة	
	التكرار	النسبة%	التكرار	النسبة%	التكرار	النسبة%	التكرار	النسبة%	التكرار	النسبة%
q1a	15	7.5%	43	21.5%	134	67.0%	3	1.5%	5	2.5%
q2a	4	2.0%	12	6.0%	28	14.0%	34	17.0%	122	61.0%
q3a	2	1.0%	10	5.0%	44	22.0%	53	26.5%	91	45.5%
q4a	3	1.5%	22	11.0%	22	11.0%	82	41.0%	71	35.5%
q5a	3	1.5%	20	10.0%	27	13.5%	52	26.0%	98	49.0%
q6a	12	6.0%	21	10.5%	59	29.5%	59	29.5%	49	24.5%
q7a	13	6.5%	18	9.0%	32	16.0%	63	31.5%	74	37.0%
q8a	26	13.0%	20	10.0%	62	31.0%	69	34.5%	23	11.5%
q9a	10	5.0%	43	21.5%	38	19.0%	70	35.0%	39	19.5%
q10a	27	13.5%	37	18.5%	36	18.0%	67	33.5%	33	16.5%
q11a	7	3.5%	14	7.0%	84	42.0%	49	24.5%	46	23.0%
q12a	20	10.0%	36	18.0%	26	13.0%	62	31.0%	56	28.0%
q13a	12	6.0%	9	4.5%	35	17.5%	44	22.0%	100	50.0%
q14a	25	12.5%	28	14.0%	38	19.0%	47	23.5%	62	31.0%
q15a	11	5.5%	24	12.0%	35	17.5%	76	38.0%	54	27.0%
q16a	31	15.5%	38	19.0%	53	26.5%	48	24.0%	30	15.0%
q17a	56	28.0%	11	5.5%	71	35.5%	54	27.0%	8	4.0%
q18a	19	9.5%	16	8.0%	56	28.0%	56	28.0%	53	26.5%
q19a	52	26.0%	20	10.0%	86	43.0%	32	16.0%	10	5.0%
q20a	27	13.5%	18	9.0%	65	32.5%	65	32.5%	25	12.5%
q21a	24	12.0%	40	20.0%	75	37.5%	36	18.0%	25	12.5%
q22a	50	25.0%	35	17.5%	79	39.5%	25	12.5%	11	5.5%
q23a	4	2.0%	35	17.5%	40	20.0%	72	36.0%	49	24.5%
q24a	5	2.5%	33	16.5%	22	11.0%	83	41.5%	57	28.5%
q25a	34	17.0%	9	4.5%	69	34.5%	59	29.5%	29	14.5%
q26a	9	4.5%	13	6.5%	63	31.5%	82	41.0%	33	16.5%
q27a	31	15.5%	34	17.0%	65	32.5%	26	13.0%	44	22.0%
q28a	22	11.0%	10	5.0%	60	30.0%	70	35.0%	38	19.0%
q29a	7	3.5%	28	14.0%	73	36.5%	51	25.5%	41	20.5%

## Tables

المحور الثاني : ما مدى تأثير الانتماء الوظيفي على الصحة النفسية لدى موظفي وكالة الغوث الدولية في مكتب القدس - الشيخ جراح

	لا اوافق بشدة		لا اوافق		أوافق الى حد ما		أوافق		أوافق بشدة	
	التكرار	النسبة%	التكرار	النسبة%	التكرار	النسبة%	التكرار	النسبة%	التكرار	النسبة%
q1b	9	4.5%	33	16.5%	71	35.5%	64	32.0%	23	11.5%
q2b	20	10.0%	25	12.5%	67	33.5%	71	35.5%	17	8.5%
q3b	13	6.5%	32	16.0%	55	27.5%	78	39.0%	22	11.0%
q4b	7	3.5%	33	16.5%	60	30.0%	84	42.0%	16	8.0%
q5b	44	22.0%	33	16.5%	47	23.5%	63	31.5%	13	6.5%
q6b	55	27.5%	37	18.5%	41	20.5%	60	30.0%	7	3.5%
q7b	11	5.5%	10	5.0%	39	19.5%	100	50.0%	40	20.0%
q8b	17	8.5%	8	4.0%	51	25.5%	101	50.5%	23	11.5%
q9b	3	1.5%	15	7.5%	43	21.5%	83	41.5%	56	28.0%
q10b	19	9.5%	15	7.5%	50	25.0%	99	49.5%	17	8.5%
q11b	13	6.5%	12	6.0%	53	26.5%	82	41.0%	40	20.0%
q12b	26	13.0%	36	18.0%	39	19.5%	84	42.0%	15	7.5%
q13b	17	8.5%	35	17.5%	58	29.0%	71	35.5%	19	9.5%
q14b	13	6.5%	74	37.0%	34	17.0%	50	25.0%	29	14.5%

## Tables

محور الثالث : ما مستوى الصحة النفسية لدى موظفي وكالة الغوث الدولية في مكت  
القدس - الشيخ جراح

	نعم		لا	
	التكرار	النسبة%	التكرار	النسبة%
q1c	49	24.5%	151	75.5%
q2c	36	18.0%	164	82.0%
q3c	16	8.0%	184	92.0%
q4c	36	18.0%	164	82.0%
q5c	29	14.5%	171	85.5%
q6c	69	34.5%	131	65.5%
q7c	49	24.5%	151	75.5%
q8c	55	27.5%	145	72.5%
q9c	51	25.5%	149	74.5%
q10c	39	19.5%	161	80.5%
q11c	64	32.0%	136	68.0%
q12c	31	15.5%	169	84.5%
q13c	23	11.5%	177	88.5%
q14c	40	20.0%	160	80.0%

## Tables

### المشاعر والاتجاهات في المواقف الشخصية

	نعم		لا	
	التكرار	النسبة %	التكرار	النسبة %
q1d	48	24.0%	152	76.0%
q2d	46	23.0%	154	77.0%
q3d	55	27.5%	145	72.5%
q4d	106	53.0%	94	47.0%
q5d	104	52.0%	96	48.0%
q6d	36	18.0%	164	82.0%
q7d	39	19.5%	161	80.5%
q8d	42	21.0%	158	79.0%
q9d	23	11.5%	177	88.5%
q10d	40	20.0%	160	80.0%
q11d	24	12.0%	176	88.0%
q12d	11	5.5%	189	94.5%
q13d	105	52.5%	95	47.5%
q14d	32	16.0%	168	84.0%

• فحص الفرضيات

نتائج اختبار تحليل التباين الأحادي (Oneway) لفحص الفرضية المتعلقة بمتغير الحالة الإحصائية

Oneway

Descriptive						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	أعزب	66	3.5057	.68115	2.21	4.86
	متزوج	128	3.4173	.67749	2.10	4.69
	مطلق	1	3.5517	.	3.55	3.55
	أرمل	5	2.9241	.64021	2.14	3.59
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	أعزب	66	3.3258	.59566	1.57	5.00
	متزوج	128	3.2913	.60241	1.57	4.79
	مطلق	1	3.9286	.	3.93	3.93
	أرمل	5	2.9429	.61735	2.29	3.50
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	أعزب	66	3.4158	.61210	1.96	4.93
	متزوج	128	3.3543	.60198	1.94	4.74
	مطلق	1	3.7401	.	3.74	3.74
	أرمل	5	2.9335	.56080	2.47	3.54
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	1.689	3	.563	1.225	.302
	Within Groups	90.089	196	.460		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	1.085	3	.362	1.003	.393
	Within Groups	70.675	196	.361		
	Total	71.760	199			
المجال الكلي	Between Groups	1.256	3	.419	1.146	.332
	Within Groups	71.634	196	.365		
	Total	72.890	199			

نتائج اختبار (ت) (T-Test) لفحص الفرضية المتعلقة بمتغير الجنس

**T-Test**

Group Statistics					
	الجنس	N	Mean	Std. Deviation	Std. Error Mean
مجال الانتماء الوظيفي	ذكر	111	3.4275	.71962	.06830
	أنثى	89	3.4440	.62886	.06666
مجال الصحة النفسية	ذكر	111	3.3089	.61642	.05851
	أنثى	89	3.2825	.58317	.06182
المجال الكلي	ذكر	111	3.3682	.63430	.06020
	أنثى	89	3.3633	.57041	.06046

Independent Samples Test				
		t-test for Equality of Means		
		t	df	Sig. (2-tailed)
مجال الانتماء الوظيفي	Equal variances assumed	-.171-	198	.864
	Equal variances not assumed	-.173-	196.503	
مجال الصحة النفسية	Equal variances assumed	.308	198	.758
	Equal variances not assumed	.310	192.623	
المجال الكلي	Equal variances assumed	.057	198	.955
	Equal variances not assumed	.058	195.366	

نتائج اختبار تحليل التباين الأحادي ( Oneway ) لفحص الفرضية المتعلقة بمتغير مكان السكن

Oneway

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	القدس	115	3.4516	.67470	2.14	4.86
	رام الله	31	3.5784	.58612	2.21	4.52
	بيت لحم	43	3.3055	.67759	2.14	4.21
	الخليل	11	3.3605	.94036	2.10	4.69
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	القدس	115	3.2683	.64478	1.57	5.00
	رام الله	31	3.3733	.58167	2.29	4.14
	بيت لحم	43	3.2658	.47286	2.36	4.43
	الخليل	11	3.5065	.63443	2.21	4.79
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	القدس	115	3.3599	.62539	1.94	4.93
	رام الله	31	3.4758	.56139	2.28	4.33
	بيت لحم	43	3.2857	.54673	2.28	4.20
	الخليل	11	3.4335	.74755	2.40	4.74
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	1.451	3	.484	1.050	.372
	Within Groups	90.327	196	.461		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	.800	3	.267	.736	.532
	Within Groups	70.960	196	.362		
	Total	71.760	199			
المجال الكلي	Between Groups	.706	3	.235	.639	.591
	Within Groups	72.184	196	.368		
	Total	72.890	199			

• نتائج اختبار تحليل التباين الأحادي (Oneway) لفحص الفرضية المتعلقة بمتغير العمر

**Oneway**

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	أقل من 25 سنة	43	3.3681	.68217	2.14	4.45
	من 25-30 سنة	54	3.3659	.66940	2.10	4.52
	36-40	17	3.6815	.66670	2.31	4.86
	41-45	33	3.4577	.67502	2.14	4.83
	أكثر من 45 سنة	53	3.4658	.69670	2.10	4.59
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	أقل من 25 سنة	43	3.2757	.64126	1.57	4.14
	من 25-30 سنة	54	3.2646	.48537	2.29	4.14
	36-40	17	3.4790	.63526	2.57	5.00
	41-45	33	3.2944	.64006	1.79	4.79
	أكثر من 45 سنة	53	3.2911	.64740	1.57	4.64
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	أقل من 25 سنة	43	3.3219	.63188	1.96	4.30
	من 25-30 سنة	54	3.3152	.53951	2.28	4.33
	36-40	17	3.5803	.62168	2.44	4.93
	41-45	33	3.3760	.63168	2.13	4.74
	أكثر من 45 سنة	53	3.3785	.63134	1.94	4.61
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	1.551	4	.388	.838	.503
	Within Groups	90.227	195	.463		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	.641	4	.160	.440	.780
	Within Groups	71.118	195	.365		
	Total	71.760	199			
المجال الكلي	Between Groups	1.015	4	.254	.688	.601
	Within Groups	71.875	195	.369		
	Total	72.890	199			

نتائج اختبار تحليل التباين الأحادي (Oneway) لفحص الفرضية المتعلقة بمتغير المؤهل التعليمي

Oneway

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	ثانوية عامة	14	3.3916	.73903	2.14	4.14
	دبلوم	45	3.4161	.64718	2.10	4.52
	بكالوريوس	115	3.4198	.69673	2.10	4.86
	دراسات عليا	26	3.5570	.64664	2.21	4.83
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	ثانوية عامة	14	3.2398	.69626	1.57	3.86
	دبلوم	45	3.3762	.51336	1.93	4.14
	بكالوريوس	115	3.2870	.60395	1.57	5.00
	دراسات عليا	26	3.2363	.68832	2.29	4.79
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	ثانوية عامة	14	3.3157	.68774	1.96	3.98
	دبلوم	45	3.3961	.53654	2.07	4.33
	بكالوريوس	115	3.3534	.61867	1.94	4.93
	دراسات عليا	26	3.3966	.64255	2.28	4.74
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	.456	3	.152	.326	.806
	Within Groups	91.322	196	.466		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	.436	3	.145	.399	.754
	Within Groups	71.324	196	.364		
	Total	71.760	199			
المجال الكلي	Between Groups	.119	3	.040	.107	.956
	Within Groups	72.771	196	.371		
	Total	72.890	199			

نتائج اختبار تحليل التباين الأحادي (Oneway) لفحص الفرضية المتعلقة بمتغير عدد سنوات الخبرة في العمل

## Oneway

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	أقل من 5 سنوات	48	3.4425	.64143	2.14	4.52
	من 5-10 سنوات	38	3.3666	.66669	2.21	4.86
	أكثر من 10 سنوات	114	3.4543	.70254	2.10	4.83
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	أقل من 5 سنوات	48	3.3378	.55382	1.57	4.14
	من 5-10 سنوات	38	3.1955	.66504	2.29	5.00
	أكثر من 10 سنوات	114	3.3139	.59849	1.57	4.79
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	أقل من 5 سنوات	48	3.3902	.55947	1.96	4.33
	من 5-10 سنوات	38	3.2810	.63846	2.28	4.93
	أكثر من 10 سنوات	114	3.3841	.61512	1.94	4.74
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	.223	2	.112	.240	.787
	Within Groups	91.555	197	.465		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	.504	2	.252	.697	.499
	Within Groups	71.256	197	.362		
	Total	71.760	199			
المجال الكلي	Between Groups	.340	2	.170	.461	.631
	Within Groups	72.550	197	.368		
	Total	72.890	199			

نتائج اختبار تحليل التباين الأحادي ( Oneway ) لفحص الفرضية المتعلقة بمتغير المنصب الوظيفي

## Oneway

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	أقل من 5 سنوات	71	3.3521	.63342	2.14	4.52
	من 5-10 سنوات	64	3.4596	.72756	2.10	4.86
	أكثر من 10 سنوات	65	3.5008	.67934	2.14	4.83
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	أقل من 5 سنوات	71	3.2264	.57916	1.57	4.14
	من 5-10 سنوات	64	3.3616	.59936	1.57	5.00
	أكثر من 10 سنوات	65	3.3110	.62518	1.57	4.79
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	أقل من 5 سنوات	71	3.2892	.56851	1.96	4.33
	من 5-10 سنوات	64	3.4106	.63291	1.94	4.93
	أكثر من 10 سنوات	65	3.4059	.61721	1.96	4.74
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	.808	2	.404	.875	.419
	Within Groups	90.970	197	.462		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	.634	2	.317	.878	.417
	Within Groups	71.125	197	.361		
	Total	71.760	199			
المجال الكلي	Between Groups	.649	2	.325	.885	.414
	Within Groups	72.241	197	.367		
	Total	72.890	199			

نتائج اختبار تحليل التباين الأحادي (Oneway) لفحص الفرضية المتعلقة بمتغير المسمى الوظيفي

**Oneway**

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	مدير	29	3.5660	.66409	2.14	4.83
	رئيس قسم	65	3.4875	.67335	2.10	4.69
	سكرتير	16	3.4246	.69375	2.14	4.10
	سكرتير	5	3.6207	.69694	2.45	4.14
	مُنشِق مشروع	40	3.4466	.71150	2.14	4.86
	مساعد إداري	25	3.2814	.67504	2.14	4.10
	موظف	20	3.2034	.65099	2.10	4.10
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	مدير	29	3.3300	.65002	1.79	4.50
	رئيس قسم	65	3.3033	.59145	1.57	4.79
	سكرتير	16	3.4107	.54367	2.36	3.93
	سكرتير	5	3.3571	.58248	2.36	3.79
	مُنشِق مشروع	40	3.2607	.69977	1.57	5.00
	مساعد إداري	25	3.3057	.53473	2.36	4.43
	موظف	20	3.1857	.52458	2.29	3.86
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	مدير	29	3.4480	.62439	2.13	4.46
	رئيس قسم	65	3.3954	.60233	1.94	4.74
	سكرتير	16	3.4176	.58511	2.28	3.98
	سكرتير	5	3.4889	.63578	2.40	3.91
	مُنشِق مشروع	40	3.3536	.67669	1.96	4.93
	مساعد إداري	25	3.2935	.55533	2.28	4.20
	موظف	20	3.1946	.54522	2.28	3.96
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	2.519	6	.420	.908	.490
	Within Groups	89.260	193	.462		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	.561	6	.094	.254	.957
	Within Groups	71.198	193	.369		
	Total	71.760	199			
المجال الكلي	Between Groups	1.095	6	.182	.490	.815
	Within Groups	71.795	193	.372		
	Total	72.890	199			

نتائج اختبار تحليل التباين الأحادي (Oneway) لفحص الفرضية المتعلقة بمتغير طبيعة العمل الحالي

Oneway

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	ميداني	25	3.6483	.55002	2.10	4.52
	مكتبي	73	3.3803	.68117	2.10	4.83
	مكتبي وميداني	102	3.4216	.70174	2.14	4.86
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	ميداني	25	3.5200	.32636	2.86	4.14
	مكتبي	73	3.2309	.60416	1.79	4.79
	مكتبي وميداني	102	3.2899	.63989	1.57	5.00
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	ميداني	25	3.5841	.39756	2.62	4.33
	مكتبي	73	3.3056	.61129	2.13	4.74
	مكتبي وميداني	102	3.3557	.63500	1.94	4.93
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	1.374	2	.687	1.497	.226
	Within Groups	90.404	197	.459		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	1.567	2	.784	2.199	.114
	Within Groups	70.192	197	.356		
	Total	71.760	199			
المجال الكلي	Between Groups	1.467	2	.733	2.023	.135
	Within Groups	71.423	197	.363		
	Total	72.890	199			

نتائج اختبار تحليل التباين الأحادي (Oneway) لفحص الفرضية المتعلقة بمتغير مستوى الرضا عن الراتب

**Oneway**

Descriptives						
		N	Mean	Std. Deviation	Minimum	Maximum
مجال الانتماء الوظيفي	يفي بأكثر من احتياجاتك	15	3.4069	.62779	2.14	4.14
	يفي بـ احتياجاتك تماماً	109	3.4445	.67820	2.14	4.86
	لا يفي بـ احتياجاتك	76	3.4265	.69817	2.10	4.83
	Total	200	3.4348	.67912	2.10	4.86
مجال الصحة النفسية	يفي بأكثر من احتياجاتك	15	3.3381	.40718	2.36	3.93
	يفي بـ احتياجاتك تماماً	109	3.2864	.62561	1.57	5.00
	لا يفي بـ احتياجاتك	76	3.3045	.60140	1.57	4.79
	Total	200	3.2971	.60050	1.57	5.00
المجال الكلي	يفي بأكثر من احتياجاتك	15	3.3725	.45952	2.64	3.96
	يفي بـ احتياجاتك تماماً	109	3.3654	.62522	1.96	4.93
	لا يفي بـ احتياجاتك	76	3.3655	.60791	1.94	4.74
	Total	200	3.3660	.60521	1.94	4.93

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
مجال الانتماء الوظيفي	Between Groups	.027	2	.014	.029	.971
	Within Groups	91.751	197	.466		
	Total	91.778	199			
مجال الصحة النفسية	Between Groups	.042	2	.021	.058	.944
	Within Groups	71.718	197	.364		
	Total	71.760	199			
المجال الكلي	Between Groups	.001	2	.000	.001	.999
	Within Groups	72.889	197	.370		
	Total	72.890	199			

نتائج اختبار بيرسون ( Pearson Correlation ) لتبيان العلاقة ما بين الانتماء الوظيفي والصحة النفسية

## Correlations

Correlations			
		مجال الانتماء الوظيفي	مجال الصحة النفسية
مجال الانتماء الوظيفي	Pearson Correlation	1	.789**
	Sig. (2-tailed)		.000
	N	200	200
مجال الصحة النفسية	Pearson Correlation	.789**	1
	Sig. (2-tailed)	.000	
	N	200	200

\*\* . Correlation is significant at the 0.01 level (2-tailed).

مستوى الثبات لمجال الانتماء الوظيفي

## Reliability

Scale: ALL VARIABLES

Reliability Statistics	
Cronbach's Alpha	N of Items
.932	29

مستوى الثبات لمجال الصحة النفسية

## Reliability

Scale: ALL VARIABLES

Reliability Statistics	
Cronbach's Alpha	N of Items
.819	14

## Reliability

Scale: ALL VARIABLES

Reliability Statistics	
Cronbach's Alpha	N of Items
.934	71

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		13.4
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	)	14.4
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85		15.4

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