



Faculty of Business and Economics

Exploring the Association between Gender Performativity and Work Alienation:

An Analysis of Nurses' Experiences in Five Public Hospitals in Palestine

فحص العلاقة ما بين الأداء الجندي والاعتراب الوظيفي: دراسة تستهدف الممرضين العاملين في خمسة

مستشفيات حكومية في فلسطين

A thesis prepared by

Hiba A. Al-Jibeih

Supervised by

Dr. Randa Nasser

2018/2019



Faculty of Business and Economics

Exploring the Association between Gender Performativity and Work Alienation:

An Analysis of Nurses' Experiences in Five Public Hospitals in Palestine

فحص العلاقة ما بين الأداء الجندي والاعتراب الوظيفي: دراسة تستهدف الممرضين العاملين في خمسة

مستشفيات حكومية في فلسطين

Prepared by

Hiba A. Al-Jibeih

In partial fulfillment of the requirements for the degree of Master's in Business Administration at the

Faculty of Graduate Studies of Birzeit University, Palestine

Committee:

Dr. Randa Nasser (Supervisor) : _____

Dr. Samia Al-Botmeh (Examiner) : _____

Dr. Bayan M. Arqawi (Examiner) : _____

May 2019

ABSTRACT

This study analyses the relationship between gender and work alienation in the nursing sector in Palestinian hospitals. While the prior literature considers differences in work alienation between the biological gender, this study assesses the association between gender performativity and work alienation while controlling for a variety of sociodemographic and work-related variables among male and female nurses working in five public hospitals in Palestine. A mixed methods design was utilized starting with qualitative interviews with 21 nurses and three focus groups, followed by a quantitative survey distributed to 376 nurses. The results of the bivariate cross-tabulation and multivariate logistic regressions show that gender performativity affects alienation. Females who follow the gendered scripts experience a sense of subordination, marginalization, and weakness that negatively affects their feeling at work and leads them to have a higher sense of work alienation than females who do not perform their gendered roles. However, gender performativity gives males a sense of superiority, strength and dominance that is also reflected in their feelings at work and leads them to have lower rates of feeling alienated compared with males who do not perform their gendered roles.

Keywords: Gender performativity, work alienation, public hospitals.

ملخص تنفيذي

هذه الدراسة تقدم تحليلاً للعلاقة ما بين النوع الاجتماعي والاعتراب الوظيفي في قطاع التمريض في المستشفيات الحكومية في فلسطين، ولكنها لم تحلل هذه العلاقة بذات نهج الدراسات السابقة التي تعاملت مع النوع الاجتماعي كأساس بيولوجي له تأثير على الاعتراب الوظيفي لكلا الذكور والإناث، بل ذهبت هذه الدراسة لتحليل العلاقة ما بين الأداء الجندري والاعتراب الوظيفي مع ضبط للعوامل الديموغرافية والوظيفية ضمن صفوف الممرضين والممرضات العاملين في خمسة مستشفيات حكومية في فلسطين. لدراسة هذه العلاقة، تم استخدام منهج البحث المختلط بدءاً بالبحث الكيفي باستخدام المقابلات التي استهدفت 21 ممرض وممرضة وثلاثة مجموعات مركزة، تلاه البحث الكمي باستخدام منهج المسح حيث ضمت العينة 376 ممرض وممرضة. أظهرت نتائج جداول التقاطع ومعادلات الانحدار أن للأداء الجندري تأثير على الاعتراب الوظيفي حتى بعد ضبط أثر العوامل الديموغرافية والوظيفية. وبالتحديد، أظهرت النتائج دور الأداء الجندري في التأثير على الاعتراب ما بين الإناث والذكور. فالإناث اللواتي يتبعن الأدوار الجندرية المفروضة عليها ويعكسها على ذواتهن تصبح التبيعة والضعف وتهميش ذواتهن جزء من شخصياتهن وهوياتهن، الأمر الذي يؤثر سلباً على مشاعرهن تجاه العمل ويقودهن إلى الشعور باغتراب أعلى من الإناث اللواتي يرفضن هذه الأدوار الجندرية ولا يعكسها على ذواتهن. على العكس، أداء الذكور للأدوار الجندرية الممنوحة لهم من المجتمع تمنحهم الشعور بالهيمنة والقوة والتفوق على الجنس الآخر، الأمر الذي ينعكس على شعورهم بالاغتراب الأقل في العمل مقارنة بالذكور الذين لا يؤمنون بهذا التفوق الممنوح لهم اجتماعياً.

الكلمات المفتاحية: الأداء الجندري، الاعتراب الوظيفي، المستشفيات العامة

ACKNOWLEDGMENT

I place on record my sincere appreciation for all those who stood with me from the beginning of this thesis through to the end. I am honored to have collaborated with the committee members, each of whom brought a unique perspective to my research and my life in general.

A very special thank you goes to Dr. Craig Smith and Dr. Clark Guo for encouraging my efforts and for the way they supported my work. Their support and inspiration helped me broaden my research from various angles.

Nobody has been more important to me in my entire life than my humble and kind family and my wonderful and supportive friends. I would like to express my gratitude to my lovely brothers and sisters for being part of my identity and my reliable friends who have remained steadfast in their friendship even when I could not spend enough time with them. Most importantly, thanks to my parents, Adnan and Sameeha; your love, confidence, support, and guidance have served as a beacon for how I live my life and whatever I pursue. You are the ultimate role models.

DECLARATION

This thesis is submitted to Birzeit University in partial fulfillment of the requirements for the degree of Master in Business Administration. This thesis represents my own original work towards this research degree and contains no material which has been previously submitted for a degree at this University or any other institution.

Signature: _____
Hiba Al-Jibeih

TABLE OF CONTENTS

CHAPTER 1	1
Introduction	1
1.1 Purpose of the Study	6
CHAPTER 2	7
Literature Review	7
2.1 Theories on Alienation	7
2.2 Prior Empirical Studies	14
2.2.1 Studies based on Sex-Role Socialization Theory	14
2.2.2 Studies based on Social Comparison Theory	16
2.2.3 Studies based on Job Analysis Model	19
2.2.4 Gender as a Biological Component in Prior Studies	20
2.3 Theoretical Framework	23
2.3.1 Alienation	23
2.3.1.1 Alienation of Human from his/her Product	23
2.3.1.2 Alienation from the Act of Production	23
2.3.1.3 Alienation from Species-Essence	24
2.3.1.4 Alienation from Fellow Human Beings	24
2.3.2 Gender Performativity	25
2.3.3 Theories on Work-Related Variables	29
2.3.3.1 Marx’s Conception of the Division of Labor	29
2.3.3.2 Organizational and Behavioral Theories: Traceability to Employees’ Work Alienation	30
CHAPTER 3	33
Research Design and Methodology	33
3.1 Population and Research Area	33
3.2 Qualitative Research Design	35
3.2.1 Data Collection Procedure	35
3.2.2 Participants and Sampling Schemes	35
3.2.3 Interview Questions	37
3.2.4 Data Analysis Procedures for the Qualitative Data	38
3.3 Quantitative Research Design	38

3.3.1 Design and Method.....	38
3.3.2 Sampling.....	38
3.3.3 Conceptualization and Measurement Instruments.....	39
3.3.4 Research Model	46
CHAPTER 4	48
Results	48
4.1 Qualitative Results	48
4.1.1 Data Analysis	48
4.1.1.1 Nurses’ Perceptions of Work Alienation Phenomena	48
4.1.1.2 Nurses’ Perceptions of Gender Performativity Phenomena	51
4.1.1.3 Work-Related Variables Identified in the Qualitative Phase.....	55
4.2 Quantitative Results	59
4.2.1 Summary Measures for Descriptive Purposes	59
4.2.1.1 Sociodemographic Variables	59
4.2.1.2 Occupational Variables.....	60
4.2.1.3 Work Alienation Dimensions	61
4.2.1.4 Gender Performativity Dimensions	65
4.2.1.5 Work-Related Variables	69
4.2.2 Diagnostics for Regression Modeling	70
4.2.2.1 Multicollinearity	70
4.2.3 Association between Gender Performativity and Work Alienation.....	73
4.2.3.1 Cross-Tabulation	73
4.2.3.2 Multivariate Analysis	76
CHAPTER 5	82
Discussion and Conclusions.....	82
APPENDIX: Questionnaire	86

LIST OF TABLES

Table 1: Description of the interview participants.....	36
Table 2: Description of participants in the focus group discussions	36
Table 3: Basic questions presented during the interviews and focus group discussions	37
Table 4: Population size and sample for each hospital	39
Table 5: Measures for sociodemographic and occupational variables	40
Table 6: Conceptualization and instruments for ‘Work Alienation’	41
Table 7: Items for measuring ‘Gender Performativity’	43
Table 8: Items for measuring work-related variables	44
Table 9: Forms of alienation expressed by nurses in the qualitative research.....	48
Table 10: Forms of gender performativity experienced by nurses	51
Table 11: Work-related variables that constrain the nurses’ work	55
Table 12 :Descriptive statistics of sociodemographic variables.....	60
Table 13: Descriptive statistics of occupational variables.....	61
Table 14: Frequency table of items on alienation from final product.....	62
Table 15: Frequency table of items on alienation from the act of production.....	63
Table 16: Frequency table of items on alienation from species essence	64
Table 17: Frequency table of items on alienation from fellow human beings.....	64
Table18 : Frequency table of items on gender performativity in the workplace	66
Table19 : Frequency table of items on gender performativity outside the workplace.....	68
Table 20: Pearson correlation matrix	71
Table 21: Cross-tabulation of four dimensions of work alienation and overall gender performativity	74
Table 22: Multivariate logistic models	76

LIST OF FIGURES

Figure 1: Percentages of nurses who agree and agree strongly with statements that measures these work-related variables	69
Figure 2: Percentages of nurses who answer Yes in statements that measures these work-related variables	70
Figure 3: Bivariate association between overall gender performativity and alienation from the act of production.....	75
Figure 4: Bivariate association between overall gender performativity and alienation from final product	75
Figure 5: Bivariate association between overall gender performativity and alienation from species essence.....	75
Figure 6: Bivariate association between overall gender performativity and alienation from fellow humans	75

CHAPTER 1

Introduction

Although work alienation is typically perceived as a concept that falls within psychology and sociology, the main developer of its theory, Karl Marx, attributed its causes to the division of labor and the production process that affect human resources (Marx, 1844/1956, p. 18). Work alienation, as confirmed in the literature, negatively affects employees' sense of commitment, readiness to extend meaningful effort in their work, social relations (Tummer & Dulk, 2013, p. 2), job performance (Qader, 2017, p. 87), well-being, enthusiasm, enjoyment, and work motivation (Saari, 2015, p. 51). Understanding this phenomenon must therefore be given high priority by organizations. Such comprehension begins from probing into the capitalist system that implements division of labor to transform humans into machines that perform work unconsciously but profitably (Marx, 1844/1956, p. 5), the societal traditions and cultures that compound the consequences of the aforementioned division by fostering further fractionalization between sexes, and the managerial adoption of capitalist principles that perpetuate social stratification. Illuminating work alienation then proceeds to exploring the contributions of individuals who reinforce social stratification through their subordination and submission to as well as their acceptance and performance of patriarchal social norms and roles (Butler, 2006, p. 191).

This thesis focused on the roles that individuals play in the performance of gender-based scripts (gender performativity) and its association with work alienation. Previous studies dealt with gender only in its biological sense, asserting that whether a person has the biological body of a male or a female is what determines this individual's extent of work alienation. Such analyses are thus directed principally to identifying differences in degrees of work alienation between male and female employees. Examples of these studies are (Walshok, 1978; Callahan-levy & Messe, 1979; Ramaswami, Agarwal & Bhargava, 1993; Abdul Mutalb, 2013; Rasheed, 2013; Miller, Labovitz

& Fry,1975; Hosseinzadeh, Nazem & Eimani ,2014; Anooz, 1999; Dagli & Averbek; 2017, Yorulmaz, Altinkurt & Yilmaz, 2015; Ewidat, 1995, Erdem, 2009; Temel, Mirzeoglu & Mirzeoglu, 2013; Shehada & Khafaje 2015; Amazue et al., 2016; Singh & Kumar, 2015; Pashootanzadeh, Yavari, & Kaffash, 2016; Yildiz & Saylikay, 2013; Geotzee, 2016; Baynazoğlu & Akova, 2016; Taamneh & AL-Gharaibeh, 2014; Maqableh, Hawamdeh, & Al-Trawneh, 2012; Al-Hamadani & Al-Sarraf, 2012; Aboul-Ela, 2015; Abu Samra, Shuibat, & Abu Maqaddam, 2014; Mousa, 2003; Carr, Szalacha, Barnett, Caswell, & Inui, 2003; Dworkin, Chaftez, & Dworkin, 1986; Settles et al., 2012; Nito, 2013).

Some studies went further by elucidating such differences through gender analysis model informed by either sex role socialization theory that is proposed by Sanra L. Bem in 1974 or social comparison theory that was developed by Festinger in 1954, but these researches examined the work of females only as it relates to their personal characteristics and their families' situations. Researches grounded in sex role socialization theory attributed the strong or weak alienation of females to their socialized roles, behaviors, and attitudes. Examples of these studies are those carried out by Walshok (1978), Callahan-Levy & Messe (1979), Rollero, Fedi, & Piccoli (2015), Ramaswami, Agarwal & Bhargava (1993), Abdul Mutalb (2013) and Rasheed (2013). Studies based on social comparison theory ascribed such alienation levels to the tendency of females to compare and asses their value against that of other females. Examples of these studies are those conducted by Miller, Labovitz & Fry (1975), Hosseinzadeh, Nazem & Eimani (2014), and Anooz (1999). Certain researchers asserted that only biological differences between males and females influence work alienation without providing any further interpretation (Dagli & Averbek; 2017, Yorulmaz, Altinkurt & Yilmaz, 2015; Ewidat, 1995, Erdem, 2009; Temel, Mirzeoglu & Mirzeoglu, 2013; Shehada & Khafaje 2015). Whereas, a considerable number of studies reported no work alienation effect from gender in its biological sense. Examples are (Amazue et al., 2016;

Singh & Kumar, 2015; Pashootanizadeh, Yavari, & Kaffash, 2016; Yildiz & Saylikay, 2013; Geotzee, 2016; Baynazoğlu & Akova, 2016; Taamneh & AL-Gharaibeh, 2014; Maqableh, Hawamdeh, & Al-Trawneh, 2012; Al-Hamadani & Al-Sarraf, 2012; Aboul-Ela, 2015; Abu Samra, Shuibat, & Abu Maqaddam, 2014; Mousa, 2003). Finally, other studies shifted the direction with which females' work conditions in general and their work alienation vis-à-vis that of males in particular are examined, moving from the gender model to the job model, which involves analyzing women's employment in relation to the conditions in which they work and the strategies that organizations implement in allocating and distributing tasks to males and females (Feldberg & Glenn, 1979, p. 525). These studies especially focused on examining the gender-biased policies and procedures of organizations and their effects on work alienation. Examples of these studies are (Carr, Szalacha, Barnett, Caswell, & Inui, 2003; Dworkin, Chafetz, & Dworkin, 1986; Settles et al., 2012; Nito, 2013). The problem with job model-based investigations and studies that scrutinized gender-biased organizational regulations and processes is that none of them delved into gender discrimination that is stimulated by individuals themselves because of their acceptance and performance of the gender norms and roles that are enforced by societies—a submission that doubles the prejudice and alienation that people experience in their workplaces.

The deficiencies of all the above-mentioned studies boil down to their disregard of the fact that gender and the subsequent sexual division of roles, attitudes, and perceptions associated with it are culturally formed by society and consolidated by the unconscious performance of individuals themselves, whereby the carrying out of societally cultivated sexual roles, perceptions, and attitudes influences how other people perceive and treat such people (Butler, 2006, p. 192). This argument is the essence of Judith Butler's theory of gender performativity, which was first introduced in her book *Gender Trouble* (1990). The theory centers on the notion that "Gender is the repeated stylization of the body, a set of repeated acts within a highly rigid regulatory frame

that congeal over time to produce the appearance of substance, of a natural sort of being” (Butler, 2006, p. 45). On this basis, then, gender is an act that entails a number of actions that create what are now called a “masculine” man or a “feminine” woman (Butler, 2006, p. 191).

Capturing this association between gender performativity and work alienation was motivated by my practical experience, witnessing that females who behaved in traditional gendered ways may have been more alienated than those who rejected the gender-grounded dictates of society. To illustrate, I observed that there are some women constantly submitting to the so-called superiority of males and believing that men are the ones who have power, skills, wisdom, and determination and that females are passive followers who have no future other than to be wives and mothers who take care of the home. I witness that these tendencies toward passivity affect their feelings toward their work, which for them functions simply as a source of subsistence and a means of overcoming the financial obstacles borne by their families. By contrast, I observe that women who reject performing the repressive representations of traditional views of gender are driven and exhibit strong interest in working hard for a promotion, confident in the believe that they have the power and ability to accomplish excellence. These women regard work as having merit and are thus maybe less alienated than those who subscribe to patriarchal ideas of superiority.

With consideration for the ideas and studies discussed above, the current work gears the focus of the analysis of both males and females’ work alienation away from gender and job models to Judith Butler’s theory of gender performativity. Specifically, this thesis tests the influence of gender performativity on work alienation while controlling for the effects of various determinants of alienation.

The study was also inspired by Nasser’s (2016) unpublished work, in which she pointed out the failure of previous quantitative studies to capture the phenomenon of alienation as defined by Karl Marx (p. 16). Thus, Marx theory of work alienation constitutes the theoretical foundation

in this study. Previous research on alienation principally adopted Seaman's (1959) definition of alienation, which reflects five dimensions, namely, meaninglessness, powerlessness, normlessness, social isolation, and self-estrangement (pp. 784-790). Conversely, Marx's theory of alienation identifies four interrelated dimensions of work alienation: alienation from a product, alienation from the act of production, alienation from fellow human beings, and alienation from species-essence dimensions. These dimensions can be defined as, the loss of connection between a human entity and all the humane attributes that differentiate people from all other creatures on Earth; these characteristics encompass a human being's social, passion-associated, consciousness-related, and creative traits.

Furthermore, this study is the first to inquire into work alienation among male and female nurses working in five public hospitals that are located in three of the largest governorates in Palestine: Ramallah, Nablus, and Hebron. More specifically, the subjects of interest work in the Medical Complex in Ramallah, the Rafidia and Al Watani hospitals in Nablus; Alia and Yatta hospitals in Hebron.

This thesis investigates the effects of gender performativity among male and female nurses on their respective feminine and masculine attitudes. Such effects were determined by examining how the linguistic structures through which they express themselves to describe their gender attributes, the gender roles and duties that they confirm and perform, and the behaviors that they accept as normative. The analysis also shed light on the effects of these gendered perceptions, attitudes, and actions on the four dimensions of work alienation among the nurses: alienation from a final product, alienation from the act of production, alienation from fellow human beings, and alienation from species-essence. Ultimately, this research illuminates the illusion of gendered essence, its limitations, and its contribution to aggravating the nurses' sense of work alienation, in the hopes that both male and female nurses will prioritize their true selves over the representations

imposed by their gendered culture and accordingly open a space for them to find possibilities beyond gendered stereotypical identities.

1.1 Purpose of the Study

The purpose of the study is to assess the association, between gender performativity and work alienation among male and female nurses working in five public hospitals in Palestine.

Along with this overarching purpose, the study aims to;

1. Explore the phenomenon of work alienation, its characteristics, nurses' perceptions of this phenomena through qualitative face to face interviews
2. Explore the phenomenon of gender performativity, its characteristics, nurses' perceptions of this phenomena through qualitative face to face interviews
3. Discover the work-related variables that may affect work alienation based on the perspective of the nurses themselves
4. Measure the level of work alienation among nurses working in five public hospitals in Palestine
5. Measure the level of gender performativity among nurses working in five public hospitals in Palestine
6. Empirically examine the relationship between gender performativity and work alienation.

CHAPTER 2

Literature Review

2.1 Theories on Alienation

The term “alienation” was first used in early theology to describe an individual’s separation from God, with the concept originally assimilated from verse 18 in the New Testament: “They are darkened in their understanding alienated from the life of God because of the ignorance that in them, due to their hardness of heart” (Tummers, 2013, p. 22). Its meaning then underwent a conceptual shift in Jean-Jacques Rousseau’s (1762/2017) *The Social Contract*, wherein alienation carries a legal connotation. As defined by the author, “to alienate something that you own is to bring it about that you no longer own it; in brief, to give it away or sell it” (p. 1). This definition projects human beings, with their supreme humanistic characteristics, as material items that can be sold for the power of a community—a process referred to as reification (Hammad, 1995, p. 39). The notion of reification dominated many theorists’ treatment of alienation, as can be seen mainly in the works of Marx and Fromm. In the end, Rousseau suggested that overcoming alienation necessitates that society reach the original harmony, wherein “members of society behave decently to one another that natural relations are always in harmony with the laws, so that all the law does is, to assure accompany and adjust those natural relations” (1762/2017, p. 27). Rousseau’s final approach which reflected on the concept of the original harmony has influenced some later philosophers who are interested in the different denominations of alienation, such as Schiller, Schelling, Hegel, and Fromm.

Even though Schiller does not utilize the term “alienation” in his book, *Letters upon the Aesthetic Education of Man*, (1794), he alludes to it when he describes modern human beings who are living inhuman conditions due to the industrial revolution. He refers to it in his writing as follows:

A man splitting up into numberless parts his enjoyment was separated from labor, the means from the end, the effort from the reward. Man himself eternally chained down to a little fragment of the whole, only forms a kind of fragment; having nothing in his ears but the monotonous sound of the perpetually revolving wheel, he never develops the harmony of his being, and instead of imprinting the seal of humanity on his being, he ends by being nothing more than the living impress of the craft to which he devotes himself (1794/2002, p. 8).

Schiller (1794/2002, p. 15) implied that the solution to alienation is the original harmony that helps a person objectify himself/herself within his/her nature and reach his/her own liberty. This perspective influenced Schelling (1797/2004, p. 194), who was the first to infuse a positive meaning into alienation, identifying it as an important stage in realizing self-objectification or self-consciousness. Schelling expounds “after we had separated object and representation through freedom, we wanted to unite them again through freedom, we wanted to know that, and why, there is originally no separation between them” (1797/2004, p. 241). This positive perspective on alienation, in turn, inspired Hegel’s (1807) treatment of the concept, with the thinker refining Schelling’s suggestion regarding self-consciousness and presenting his own philosophy on the dialectical development of the human spirit in his book *The Phenomenology of Spirit* (Morrison, 2006, p. 116). Hegel views alienation as a separation between essence and existence; “existence of a thing comes about, is distinct from the way in which its essence or inner nature comes to be” (Hegel, 1807/1977, p. 24). The “essence or inner nature of human beings” for Hegel is constituted of two parts: First, the universal spirit or absolute that a human himself/herself has created through centuries of human activities and brought into existence what Hegel names the social substance or the objective world. Hegel writes “the substance and its movement are viewed as the object of consciousness ... for what is contained in this is nothing but spiritual substance, and -this, too, as object of the self” (1807/1977, p. 21). Second, human’s subjective existence that shapes his/her own “Genus, Species, and Individuality” (Hegel, 1807/1977, p. 34). For Hegel, alienation arises

when a human is “driven back to into the I” (1807/1977, p. 61). Consequently, Individual's sense of particularity “singular I” transcends his sense of universality “Universal I”, so the human being ceases to identify him/herself with the universal objective world he/she is created, even “the object world starts confronting the I” (Hegel, 1807/1977, p. 62).

This alienation phase for Hegel is considered an essential and desirable phase for the development of the human’s self-consciousness since it transfers the human from “ethical world” where there is no space for individuality to “actual self-consciousness of absolute Spirit” (Hegel, 1807/1977, pp. 550-551). At this point, the human realizes that the objective, social substance is part of his/her subjective inner nature as he/she the one who created it. Hegel expounds; the human’s actual self-consciousness is “a consciousness which knows the Substance to be its own essence” (1807/1977, p. 216). To reach for this actual self-consciousness and to overcome the sense of alienation, Hegel explains that the human must surrender his/her own subjectivity and particularity to the objective, universal world in order to achieve a new union; where the two-human essence: the subjective and objective have equal value (1807/1977, p. 454). This recalls the statement mentioned in Schacht book *Alienation (1970)* for Hegel, “alienation is a separation that can be overcome through surrender” (1970, p. 83).

In contrary to Hegel’s view, alienation is “a separation through surrender” for Karl Marx (Schacht, 1970, p. 83), who is along with Friedrich Engels, develops the Hegelian dialectical theory of evolution of the human spirit to introduce the “dialectical materialism”, which is considered the basis of Marxism (Ghosh, 1964, p. 2). Marxist dialectical materialism approach asserts that it is not the process of thinking or human spirit that creates the real world. Rather, it is the system of social relations of production that creates the real world and shapes human minds and thoughts (Lenin, 1937, pp. 10-13). Marx describes his dialectical method in the preface to volume 1 of *Capital*:

My own dialectical method is not only fundamentally different from Hegelian Dialectical method, but is its direct opposite. For Hegel, the thought process, which he actually transforms into an independent subject, giving to it the name "Idea" is the creator of the real... In my view, on the other hand, the ideal is nothing other than the material when it has been transposed and translated inside the human head. (1867/1996, p. 14)

Therefore, under his materialistic principle, Marx conceives Hegel's views of alienation as too abstract. Thus, he reconceives the concept within his materialistic analysis (Puusalu, 2012, p. 7) and redirects the main cause of human alienation to production relationships that originates the capitalist system of production (Schacht, 1970, p. 85).

Following Hegel, Marx views alienation as a separation between essence and existence (Marx, 1844/1956, p. 43), but disagreeing with Hegel, Marx's perception of the human essence is different. Marx uses the term "species-being" to refer to the essence of human beings that he defines as:

Man is a species-being, not only because in practice and in theory he adopts the species ..as his object, ..also because he treats himself as the actual, living species; because he treats himself as a universal and therefore a free being.. Man makes his life activity itself the object of his will and of his consciousness. He has conscious life activity... Conscious life activity distinguishes man immediately from animal life activity. It is just because of this that he is a species-being. (1844/1956, p. 31).

In the *Economic and Philosophical Manuscripts*, Marx (1844/1956) was concerned primarily with the devastating effects of the capitalist mode of production on humanity, specifically on the working class, who live in inhumane conditions under capitalism. The author referred to these inhumane conditions as constituting alienation, contending that the phenomenon is the natural destructive result of capitalism: "Labor is man's coming-to-be for himself within alienation, or as alienated man" (1844/1956, p. 67).

Marx explained his theory of alienation through differentiating the essence of a human being, how he/she should live in a fair and a decent society with the actual reality of living under capitalism. In describing the essence, Marx writes:

Let us suppose that we had carried out production as human beings. Each of us would have in two ways affirmed himself and the other person. 1) In my production I would have objectified my individuality, its specific character, and therefore enjoyed not only an individual manifestation of my life during the activity, but also when looking at the object I would have the individual pleasure of knowing my personality to be objective, visible to the senses and hence a power beyond all doubt. 2) In your enjoyment or use of my product I would have the direct enjoyment both of being conscious of having satisfied a human need by my work, that is, of having objectified man's essential nature, and of having thus created an object corresponding to the need of another man's essential nature. 3) I would have been for you the mediator between you and the species, and therefore would become recognized and felt by you yourself as a completion of your own essential nature and as a necessary part of yourself, and consequently would know myself to be confirmed both in your thought and your love. 4) In the individual expression of my life I would have directly created your expression of your life, and therefore in my individual activity I would have directly confirmed and realized my true nature, my human nature, my communal nature. (1844/1932, p. 20).

In describing the realities that workers experience under capitalism—realities that force them to surrender their selves to others—Marx shared the following insights:

...the worker sinks to the level of a commodity and becomes indeed the most wretched of commodities; that the wretchedness of the worker is in inverse proportion to the power and magnitude of his production; that the necessary result of competition is the accumulation of capital in a few hands, and thus the restoration of monopoly in a more terrible form. (1844/1956, p. 28)

In sum, the main differences between Marx and Hegel's theories of alienation are as follows: Hegel regards alienation as a desirable phase in human existence that will lead to the enrichment of human consciousness, Marx views alienation as "a total loss of humanity" (quoted from Persaud, 2005, p. 46). In addition, Hegel calls for the unity with the social substance as the only way to overcome alienation. Whereas, Marx sees this social substance that gives birth to the

capitalist system is the main cause of human alienation. Thus, he calls the “workers of the world to unify to eliminate the capitalist system (Marx & Engels, 1848/1888, p. 67).

Half a century later and after World War 11, psychological analysis flourished with the help of military and governmental financial support that were raised at that time as part of governmental social responsibility (Weiner, 2003, p. 232). Alienation phenomenon is not exceptional, its analysis finds its way in psychological analysis, mainly in the work of Eric Fromm and Karen Horney, who shift the analysis of alienation concept from its historical-structural roots to social-physiological level (Jackson, 1983, p. 4). Fromm (1942, p. 225) viewed love as a means of eliminating alienation given its role in unifying human beings without causing them to lose their sense of individuality, whereas Horney (1945, p. 80) identified the path to overcoming alienation to be psychotherapy.

After the emergence of the psychological analysis of alienation, sociologically oriented examinations of the concept were developed. One such initiative was that of Melvin Seeman (1959), who is well-known for his article “On the Meaning of Alienation,” wherein he comprehensively defined social alienation and introduced the occurrence as a multidimensional concept. He used certain insights from Marx’s and Fromm’s theories of alienation and Emile Durkheim’s theory of anomie to introduce his five socio-psychological dimensions of alienation (Seeman, 1959, pp. 784–790). These dimensions, namely, powerlessness, meaninglessness, isolation, self-estrangement, and normlessness, later became the main reference for scholars and researchers in this field (Musto, 2010, p. 93). Powerlessness refers to “the expectancy or probability held by the individual that his own behavior cannot determine the occurrence of the outcomes, or reinforcements, he seeks” (Seeman, 1959, p. 784). It was derived from Marx’s criticism of working conditions under capitalism. Meaninglessness pertains to a “state when the individual is unclear as to what he ought to believe when the individual’s minimal standards for

clarity in decision-making are not met” (Seeman, 1959, p. 786). Isolation is the “apartness from society ...it reflects the individual’s degree of commitment to popular culture” (Seeman, 1959, p. 789). Self-estrangement, which derives from Fromm’s theory of alienation, refers to “the degree of dependence of the given behavior upon anticipated future rewards” (Seeman, 1959, p. 790). Finally, normlessness, is based on a definition provided by Durkheim and is expounded by Seeman as the anomic situation “in which there is a high expectancy that socially unapproved behaviors are required to achieve given goals” (1959, p. 788). In accordance with Seeman’s ideas, Robert Blauner (1964), in his book *Alienation and Freedom: The Factory Worker and His Industry*, conceived of alienation as a “quality of personal experience,” which encompasses four of Seeman’s dimensions, namely, “powerlessness, meaninglessness, isolation and self-estrangement” (Gabriel, 2008, p. 8).

In contrast to the sociological analysis, Existentialists analyze the concept of alienation along individualistic lines. They either perceive it as a separation from a true faith in God or a separation from man’s authentic being depending on the existentialism category the thinker belongs to; religious existentialism or atheist existentialism (Puusalu, 2012, p. 39). These existentialist readings of alienation could be distinguished in the analysis of the religious Soren Kierkegaard and the atheist Martin Heidegger.

Kierkegaard (1941) focused on the effects of modernity and the development of science on the religious beliefs of individuals. He believed that modernity separated an individual from his/her authentic being, which is reflected primarily in a serious belief in God (Kierkegaard, 1941, p. 134). For the author, overcoming alienation requires that humans restore their deep faith in God: “For a person who has no God has no self either...Since for God everything is possible, then God is that everything is possible” (1941, p. 45). In contrast, Heidegger perceived alienation as an ontological phenomenon, defining authentic being as a human’s self-determined existence. Such existence is

rarely achieved because of people's dread of death. "Our everyday falling evasion in the face of death is an inauthentic being-toward-death, and in re-evaluating one's existence one is opened to feeling anxious" (Heidegger, 1962, p. 303). This feeling of anxiety drives a human being to relinquish his/her own authentic being into a "they" being (the crowd)—a decision that ends in a state of inauthenticity and alienation (1962, p. 223). Heidegger believed that overcoming alienation is possible only in isolation; "isolating the 'I' so that one must then seek some way of getting over to the Others from this isolated subject" (1962, p. 154).

2.2 Prior Empirical Studies

2.2.1 Studies based on Sex-Role Socialization Theory

Some of the studies that adopted the gender model were grounded in sex role socialization theory to interpret females' lower rate of work alienation (e.g., Walshok, 1978; Callahan-Levy & Messe, 1979; Rollero, Fedi, & Piccoli, 2015; Ramaswami, Agarwal, & Bhargava, 1993; Abdulmutalb, 2013; Rasheed, 2013). These studies concluded that such socialization trains males to believe that they are the primary income earners in a household and that they are thus the ones who shall work and build careers for themselves. Females, on the other hand, are trained to be housewives and mothers, for whom establishing careers is not a priority. Correspondingly, males more actively concern themselves with work, achievement, and development than do females; they are also more susceptible to alienation (Kanungo, 1982, p. 46). Walshok (1978) found that even though females receive fewer economic rewards than do males for similar jobs, their self-esteem and motivation are higher than those of men. The researcher analyzed this finding on the basis of his own perception, establishing a connection between alienation and the sex-role socialization that affects both male and female expectations regarding job rewards and economic mobility. The author further asserted that females are socialized with respect to the unpaid labor that they are traditionally compelled to bear, thereby inculcating in them the belief that "any income is better

than no income.” However little the compensation that they receive from work, it at least represents an improvement over jobs for which they are conventionally uncompensated. The low job expectations of females mean that they can be easily satisfied and minimally alienated in their workplaces.

Following the same logic, Callahan-Levy and Messe (1979) argued that sex-role socialization prevents females from fostering a connection between their work and income. This fragmentation between employment and earning drives women to hold internal standards of a fair salary that are lower than those espoused by men. Accordingly, their job expectations and alienation are also lower than those of males. Rollero et al. (2015) and Ramaswami et al. (1993) analyzed the lower level of work alienation among females than among males. Both studies attributed their results to sex-role socialization, which they stated as shaping the sexes’ perceptions of achievement, wherein males are socialized to be task oriented and females are socialized to be relationship and nurturing oriented.

The same conclusions were drawn by Abdulmutalb (2013) and Rasheed (2013), who conducted their investigations in Kuwait and Iraq, respectively. The authors employed Seeman’s (1959) dimensions to measure work alienation and assessed the effects of gender on such condition in public schools. Abdulmutalb (2013) attributed the strong alienation among male teachers to the pressure that is imposed on them by the idea that they are the main income providers in their families. This situation leads them to accept the reality of working in jobs that cause estrangement when no other alternative is available. Contrastingly, female teachers are not forced to endure such conditions because they are not regarded as responsible for household income. Rasheed (2013) justified his conclusions with reference to his own sex-biased perceptions about the interest of males and females in political issues. The author indicated that males are strongly aware of Iraq’s political conflict and its negative impacts on their career aspirations, which in turn, increases their

sense of work alienation. Conversely, females are less aware of political effects on careers, rendering them less alienated from their jobs (Rasheed, 2013).

2.2.2 Studies based on Social Comparison Theory

Other studies that explained the lower level of alienation among females than among males adopted social comparison theory and unraveled the predisposition of individuals to make comparisons within their sex groups (e.g., Miller, Labovitz, & Fry, 1975; Hosseinzadeh, Nazem, & Eimani, 2014; Anooz, 1999). For example, females value working conditions differently from other females rather than from all other employees; this tendency stems from researchers' perceptive of the identically in oppressive situations that all females experience. Researchers perceive that because these situations apply to them all, they are satisfied and less alienated than males in their careers. On the contrary, male satisfaction diminishes when they make comparisons among themselves (Magee, 2013, p. 2). In their exploration into the effects of gender on alienation and overall job alienation among 335 male and female employees working in five organizations, Miller et al. (1975) discovered that female workers exhibit lower alienation than do males. The authors ascribed the females' higher levels of tolerance toward work conditions to their belief that all women employed in organizations experience the same situations. This psychological satisfaction originates from the logic that "if you expect little and get little, you will be satisfied" (Motazz, 1986, p. 2). Because males assess their value against that of other males in high-status positions, they are strongly alienated on the basis of the logic that "if you expect a lot and get little, you will be dissatisfied" (Motazz, 1986, p. 2).

Similar findings were obtained by Hosseinzadeh et al. (2014), who explored the influence of gender on work alienation on the basis of Seeman's (1959) ideas in their study on 1604 employees in District 2 of Islamic Azad University in Iran. The results revealed that male teachers suffer from higher levels of alienation than do female instructors. The researchers justified these

results through social comparison theory, explaining that both sexes deal with the university's sex-biased policy on promotions and allocations of senior positions. Considering that male teachers are afforded more opportunities to secure academic jobs and senior positions than are female teachers and that the availability of such chances are unequal among the males themselves, they experience intense dissatisfaction and a sense of injustice, thereby fostering feelings of detachment from their work. Female educators, however, are certain of not even being considered as candidates for a job, driving them to hold low expectations, experience equally minimal dissatisfaction, and accordingly undergo low alienation.

Anooz (1999) also used social comparison theory to elucidate the stronger work alienation among male nurses than among female nurses in the public hospitals of northern Jordan. The authors explained (based on his perspective) that Jordanian males usually compare themselves to other males who have more freedom to move and work outside their countries, especially in the Gulf States. This comparison causes males discontent in their own current living and working conditions, which in turn, increases their sense of work alienation. Comparison among females does not appear to be as disheartening because women evaluate themselves against peers who are equally deprived of the freedom to move because of social restrictions. Work alienation among members of this gender are therefore low because they also have minimal job expectations and future aspirations.

This study does not follow the studies that adopts sex role socialization theory or social comparison theory because these studies grounded their interpretations in a researcher's own views, which are influenced by unjust gender stereotypes and the perception that females have a fixed gender-related character that determines their classification under a weak, inferior segment of the population. The studies that embraced sex role socialization theory concluded that because all males are socialized to be breadwinners, they are more interested in work, development, and

achievement. Therefore, their sense of work alienation is greater than that of females, who are socialized to be housewives who prioritize their gendered roles more than work and achievement. In the same vein, studies that used social comparison theory ascribe women's low level of alienation in comparison to males to their higher levels of tolerance toward work conditions, they assume that because all females experience the same oppressive working conditions, women are satisfied as this situation is applicable to all women. The problem that I sense in these studies lies in their generalizations that all females are uninterested in work and achievement and that all females suffer the exact same oppressive working conditions. These studies even neglected the targeted samples' views and failed to develop measurement instruments that can be used to probe into these generalizations to construct analyses around them.

The practices of viewing all females as cast in the exact same mold and treating them as individuals belonging to a single category of subjugated experience drove Butler (2006, pp. 2–4) to establish her theory of gender performativity. The author regarded this universalization of fixed, gendered identities due to the acceptance of gender as biological fact as always requiring signification through sweeping generalizations (Butler, 2006, p. 175). She perceived this practice as tantamount to the promotion and reinforcement of patriarchal norms that are designed to maintain the stereotypical image of women over time (Butler, 2006, p. 49). Accordingly, Butler advised eliminating the notion of the biological body as a basis for gendered generalizations and fixed identities. She instead illuminated how gender is constructed through individuals' unconscious actions and behaviors that are performative and consolidated as time passes (Butler, 2006, p. 192). These insights underscore the necessity of attaching weight to the gendered actions of people in analyses because these are the main determinants of the cultivation of gendered identities and the value of investigating the effects of such conduct and selfhood on work experiences, particularly work alienation.

2.2.3 Studies based on Job Analysis Model

After the mid-1970s, researchers shifted the analysis of both sexes' attitudes toward workplaces, including their level of work alienation from gender model to job model (Feldberg & Glenn, 1979, p. 527; see also Carr, Szalacha, Barnett, Caswell, & Inui, 2003; Dworkin, Chafetz, & Dworkin, 1986; Settles et al., 2012; Nito, 2013). Job model centers on the notion that disparities in job conditions and gender-bias policies are the major causes of gender differences in work orientations (Lorence, 2014, p. 123). Carr et al. (2003) and Dworkin et al. (1986) highlighted the matter of gender bias in organizational policies on recruitment, promotions, payment, the allocation of senior positions, and these policies' effects on work alienation among different population samples. Carr et al. (2003) reported that 60% of females working in New England Research Institutes experience considerable work alienation because of the sex-biased practices of the organization's management staff. Dworkin et al. (1986) probed into the effects of gender and racial discrimination among 2,000 public school teachers in the United States and found no difference between Black and White female educators in terms of the job discrimination that they experience (i.e., high discrimination)—a situation that has also led to more significant work alienation compared with that endured by Black and White male teachers. Settles et al. (2012) focused on one aspect of gender discrimination—unequal access to pay and promotion—and its impact on work alienation among 353 science and engineering faculty members of the University of Michigan. The authors declared that female teachers experience higher levels of alienation than do male educators mainly because of the university's gender-bias policies on compensation and career advancement. Nito (2013) concentrated on the ramifications of the unequal distribution of economic compensation in Mexico. The results demonstrated that even though females bear a higher workload inside and outside the workplace than do males, they receive lower wages, thus exacerbating their feelings of detachment from their jobs.

The problem with job model-based investigations and studies that scrutinized gender-biased organizational regulations and processes is that none of them delved into gender discrimination that is stimulated by individuals themselves because of their acceptance and performance of the gender norms and roles that are enforced by societies—a submission that doubles the prejudice and alienation that people experience in their workplaces.

2.2.4 Gender as a Biological Component in Prior Studies

The bulk of studies on work alienation revolved only around the biological differences between males and females as determinants of isolation or detachment and did not provide explanations for this result. The findings of these studies are also inconsistent, with many reporting that alienation is higher among males than females but neglecting to justify this finding. Some of these scholarly endeavors are those of Dagli and Averbek (2017), Yorulmaz, Altinkurt, and Yilmaz (2015), and Ewidat (1995), who adopted Seeman's (1959) dimensions of work alienation in their analyses. Dagli and Averbek (2017) and Yorulmaz et al. (2015) conducted their studies in two districts of Turkey to delineate the relationship between gender and work alienation among teachers working in primary, secondary, and high schools. The authors found that the overall level of work alienation among male teachers is higher than that among their female counterparts. Ewidat (1995) investigated the association between gender and work alienation in secondary public schools using four of Seeman's (1959) dimensions of work alienation as a guide. The author identified apathy and organizational commitment as other dimensions of alienation but provided no explanation as to the sources of these new dimensions. The study concluded that male teachers experience a higher level of work alienation than do female instructors.

Other studies supported the notion that females experience stronger work alienation than do males. This was the case with the research of Erdem (2009) and Temel et al. (2013), who used Seeman's (1959) work as basis for looking into work alienation among school teachers in Turkey.

Similar findings were presented by Shehada and Khafaje (2015), who studied the relationship between gender and work alienation among 48 employees of the Jordanian Phosphate Company and the Jordanian Potassium Company also on the basis of Seeman's research. However, the authors expounded only on the results relevant to normlessness and social isolation and added weaknesses as a new dimension without defining it. They declared that female workers are more alienated than males but did not scrutinize the reasons for this difference. They concluded their work by recommending the equal distribution of tasks between males and females as a solution to the high levels of alienation in the case companies.

In contrast to earlier studies that confirmed the existence of gender discrimination in the workplace, other research revealed no significant difference between males and females in terms of overall work alienation (Amazue et al., 2016; Singh & Kumar, 2015; Pashootanzadeh, Yavari, & Kaffash, 2016; Yildiz & Saylikay, 2013; Geotzee, 2016; Baynazoğlu & Akova, 2016; Taamneh & AL-Gharaibeh, 2014; Maqableh, Hawamdeh, & Al-Trawneh, 2012; Al-Hamadani & Al-Sarraf, 2012; Aboul-Ela, 2015; Abu Samra, Shuibat, & Abu Maqaddam, 2014; Mousa, 2003). Amazue et al. (2016) and Singh and Kumar (2015) conducted their studies in the education sectors of Nigeria and India, respectively, whereas Pashootanzadeh et al. (2016), Yildiz and Saylikay (2013), and Geotzee (2016) targeted their endeavors toward the financial industries of different countries on the basis of different alienation theories. Pashootanzadeh et al. (2016) used Seeman's (1959) dimensions to examine the influence of efficiency, job type, and gender on work alienation among 320 male and female employees of state-owned and private banks in Tehran, Iran. Yildiz and Saylikay (2013) adopted Blauner's (1964) dimensions to study the relationship between gender and work alienation among bank employees in Turkey. The authors, however, neglected to define their specific population of interest (i.e., which banks they analyzed). Geotzee (2016) employed Nair and Vohra's (2012) scale of alienation, which measures the condition as a unidimensional

concept determined only by self-estrangement. The alienation dimensions of Seeman were used by Baynazoğlu and Akova (2016) to inquire into the association between gender and work alienation among 148 employees of six five-star hotels in Istanbul, Turkey.

Taamneh and AL-Gharaibeh (2014) and Maqableh et al. (2012) investigated the situations confronting teachers in private universities in Jordan and public schools in Iraq, respectively. The title of Taamneh and AL-Gharaibeh's study and their objectives did not reflect their purpose of looking into the effects of gender on work alienation. Their study, which involved 209 employees, determined work alienation as put forward by Blauner (1964) but added pessimism as a new dimension without clarifying its source. The authors discovered that male and female teachers experience the same levels of work alienation, but they did not expound on this finding. Maqableh et al. attributed this equivalence to identical job descriptions of male and female teachers.

Similar results were derived by Aboul-Ela (2015), although the researchers adopted Korman et al.'s (2000) definition of work alienation. Korman viewed alienation as a two-dimensional phenomenon comprising personal alienation and social alienation. He defined personal alienation as a state of estrangement between an individual's self-being and his/her everyday activities and social alienation as a state of estrangement between people and other groups, leading to feelings of hostility against others. Abu Samra, Shuibat, and Abu Maqaddam (2014) and Mousa (2003) ascertained the impact of gender on work alienation in Al-Quds and Hebron universities and public schools located in the northern governorates of Palestine, respectively. These researchers used Seeman's (1959) approach, but Mousa incorporated apathy as another dimension into the analysis without providing a definition.

These studies advanced and strengthened the idea that one's biological makeup (i.e., male or female) shapes one's sense of work alienation—a view that was totally rejected by Butler, who articulated the fear that espousing a biological sex-oriented distinction of people will lend credence

to biology as a determinant of who we are (Butler, 2006, p. 175). The author thus suggested rejecting the differentiation between males and females on the basis of their anatomy and the consequent gendering of identities given that gender is constituted by deeds and acts (Butler, 2006, p. 195). In the tradition of Butler, then, the current research emphasized gendered deeds and acts and distinguished males and females on the basis of these behaviors and the effects that they exert on their feelings of work alienation.

2.3 Theoretical Framework

2.3.1 Alienation

This study employs Marx's theory of work alienation. The four dimensions of alienation that Marx specified related to alienation from the product, the act of production, fellow human beings, and species-essence.

2.3.1.1 Alienation of Human from his/her Product

Human alienation from his/her product entails that human's product with all his/her creative power is reduced to the level of a materialistic object that "exists outside him, independently, as something alien to him, and that it becomes a power of its own confronting him" (Marx, 1844/1956, p. 29). Human's product, that is supposed to be an objectification of human's creative power is reduced to level of materialistic object that the worker cannot use neither obtain (Marx, 1844/1956, pp. 29- 33). In this sense, the product no longer belongs to the social forces that produces it, but for its owner, the capitalist (Marx, 1844/1956, p. 395). Furthermore, the product is converted to only a mere mean of physical subsistence (Marx, 1844/1956, p. 29).

2.3.1.2 Alienation from the Act of Production

Alienation from the act of production appears when the labor becomes external to the worker, it does not reflect his/her intrinsic nature, nor helps him/her to affirm himself/herself. Labor no longer provides the worker the space to develop his/her physical and mental energy, but

“mortifies his body and ruin his mind”. Accordingly, the “worker does not feel content, but unhappy”. “The worker therefore only feels himself outside his work, and when he is working, he does not feel at home” (Marx, 1844/1956, pp. 29-30). All these conditions turn the labor, as Marx contends, “as repulsive, always as external forced labor; and not-labor, by contrast, as freedom, and happiness” (Marx, 1861/1973, p. 544). Thus, human’s labor is converted to “a labor of self-sacrifice, of mortification”. This situation has switched the labor from an end by itself to a mean to satisfy human’s physical needs; that as soon as no physical need exists, workers will stop working (Marx, 1844/1956, p. 30).

2.3.1.3 Alienation from Species-Essence

Marx contends that free, purposive, spontaneous, conscious and productive activity, as well as human’s sensuous essence and social life shape the human species-essence that distinguishes human life from animal life (1844/1956, pp. 31-48). Marx contends that the capitalist power stripped the species-essence from humanity. He elaborates, “estranged labor tears from his species-life”; i.e. the human's advantage over the animal is transformed to disadvantage; the qualities that were a life in itself become only means to life (1844/1956, pp. 31-32). Additionally, the labor no longer represents the humans’ will, but the capitalists’ will. In this sense, the humans’ labor is no longer free, spontaneous, and conscious activity. The labor no longer gives the workers the space to develop their spiritual essence and reflect their aesthetic power. The workers become slaves to their physical needs, ignoring their spiritual life (Marx, 1844/1956, pp. 31-35).

2.3.1.4 Alienation from Fellow Human Beings

"An immediate consequence of the fact that man is estranged from the product of his labor, from his life activity, from his species-being, is the estrangement of man from man" (Marx, 1844/1956, p. 32). Marx defines the core of social relationship “assume man to be man and his relationship to the world to be a human one: then you can exchange love only for love, trust for

trust” (1844/1956, p. 62). Human alienation from his fellow human being arises when human social essence is turned to the sphere of naked-private interest driven only by the exchange of value (Marx, 1859/1999, p. 794). And since, the human is only driven by his private interest; he/she will start to perceive his/her coworkers as rivals rather than fellows (Marx, 1844/1956, p. 33). In addition, the workers relationship with their masters will be affected. Marx elaborates on this “if he treats his own activity as unfree activity, then he treats it as an activity performed in the service, under the domination, the coercion, and the yoke of another man” (1844/1956; p: 33).

2.3.2 Gender Performativity

Judith Butler’s (2006) *Gender Trouble* was widely acclaimed as a groundbreaking book because of its presentation of a new, radical way of rethinking notions of gender identity, its explanation of the distinction between sex and gender, and its introduction of her theory of gender performativity (Nayak & Kehily, 2006, p. 459). In "Gender Trouble", Butler undermines the prior feminist theories’ distinction between sex as a biological fact and gender as a cultural interpretation and signification of the body (Butler, 1988, p. 522). Butler holds the two as inseparable and suggests that if gender is the cultural signification and interpretation that the sexed bodies assume and shall perform, then sex cannot be distinct from gender; they both are cultural construct (Butler, 1988, p. 524).

The idea that gender is socially constructed has been extensively recognized as long-standing common knowledge, thus raising the question of how such construction occurs. Butler suggested that gender is performative (2006, p. 34) through her perspectives regarding gender performativity, in which she elaborates on how gender identity is formed. She clarifies this matter by offering a constructive criticism of feminist theory’s core assumption of an existing, fixed feminine identity, understood through the universal category of women and awaiting representation in or by gender norms (Butler, 2006, pp. 2–4). Butler deconstructed this notion of

stability as the extension of an inner essence, claiming that gender identity is not a permanent manifestation of intrinsic nature but the product of actions and behaviors, hence the term “performative” (2006, p. 185).

Gender Performativity means that “gender is the repeated stylization of the body, a set of repeated acts within a highly rigid regulatory frame that congeal over time to produce the appearance of substance, of a natural sort of being” (Butler, 2006, p. 45). The appearance of substance or the constructed identity is the fruit of everyday acts, gestures, behaviors, speech utterances and enactments, which the society, including the actors themselves, comes to believe and to perform in the mode of natural (Butler, 2006, p. 192). And since gender is just a deed, there is no “doer behind a deed”, but that the “doer” is variably constructed in and through the deed (Butler, 2006, p. 195). In other simple words, Butler argues since gender is just actions, there is no fixed identity behind the actions since actions and behaviors are changeable by time and place. Therefore, there is no common identity that could characterized and shape the universal the universal category of masculine men and the universal category of feminine women (Butler, 2006, p. 9). This shapes Butler’s central argument: there is no natural essence to gender reality or identity; gender is just a performance; “that is various acts of gender create the idea of gender, and without those acts, there would be no gender at all” (Butler, 2006, p. 190).

In this respect, one purpose of this study is to investigate how gender is performed in and through organizational spaces (hospitals). To do this, this study borrows its instruments of measurement of the concept of gender performativity from various empirical studies that investigate gender performativity at workplaces. Examples of these studies are (Martin, 2003; Tyler & Cohen, 2010; Engstrom & Ferri, 2000; Lester, 2008; and Faulkner, 2009). Martin (2003) examines gender performativity within different organizational themes: power and position. The study finds that power always tied with masculine characteristics; i.e. both males and females

believe that those who occupy leadership positions and who make effective decisions are males, regardless of the gender occupying the senior position. Females, however, are generally accepted to be in positions of wasting time talking to co-workers, making irrational decisions, and ignoring rules for the favor of their personal interests. More than that, if males behave in such a way; they are characterized by workers, including female coworkers, as men 'act like women'.

Tyler and Cohen (2010) found workplaces to be vital spaces for the materialization of gender performativity. Specifically, they examined the perspectives of females independently of any frame of reference and in relation to two themes that characterize experience: spatial constraints and spatial invasion. First, spatial constraints at work are manifested in females' reflections on their experiences in the workspace, with women lamenting feeling overwhelmed and invisible in the presence of males and assuming a status inferior to that of their male coworkers (Tyler & Cohen, 2010). Second, spatial invasion pertains to how males dominate the workspace both physically and symbolically as part of their exercise of power over females. Such influence is so invasive that women acknowledge feeling relaxed and capable of effectively solving problems in the absence of their male coworkers (Tyler & Cohen, 2010).

Lester (2008) shed light on gender performativity in the workplace with reference to gender role distributions, reporting that workers, including females, perceive the job of women to be largely secretarial in nature. Under this atmosphere, then, females find themselves unconsented for their opinions in official meetings and taking notes as a sign of acquiescence to their 'natural' roles in such a space. Males, however, are not expected to waste time on trivial tasks and therefore avoid clerical duties. In any case, no one expects men to take on such jobs.

Lester (2008) and Faulkner (2009) analyzed social interactions in the workplace to ascertain how gender is performed within personal exchanges in organizational spaces. These studies uncovered that because females are always perceived as caring mothers, they are motivated

to act as kind and compassionate figures. To add to these revelations, Faulkner (2009) scrutinized the topics of conversations in which males and females involve themselves and found that although female workers are interested in sports and politics, they prefer to refrain from partaking in exchanges characterized by “masculine” subjects. The author further indicated that in mixed-sex interactions, males dominate and accordingly advance their interests, whereas females conduct themselves calmly as a display of tolerance for the personal dialogs of men. Engstrom and Ferri (2000) surveyed 250 TV agencies to elevate the understanding of how gender is performed in news organizations, with focus on the life priorities of male and female news employees. They found that physical appearance is a top priority for women; that is, they are driven to behave in a way that renders them attractive and seductive. Males, on the other hand, are compelled to project trustworthiness as well as pride and confidence in their work.

In addition to the above findings and based on my own empirical observations, I consider other dimensions of gender performativity embedded in the workplace and peculiar to a conservative, religious, and patriarchal Mediterranean country like Palestine.

In particular, I argue that understanding gender performativity within institutions should be connected to comprehending the nature of power and the hierarchy of authority in these organizations. Such connection also extends to the submissive character of males and females in this hierarchical structure as they accept it as natural and integral in typical institutions. In my experience, gender performativity in these establishments is enshrined in a number of occupational phenomena, such as the distribution of senior managerial positions and the attitudes of both sexes as regards the right to obtain these posts, the right to head formal meetings and negotiations, and the freedom to travel. I also contend that improving the identification of all dimensions that cultivate gendered subjects and thus influence gender performativity in workplaces necessitates considering factors that are external to work environments and prominently shape gender identity

as well as people's perceptions of themselves and one another. These factors include the linguistic structures and vocabularies that people use to describe their attributes and express themselves. Throughout my daily life, I see some females express themselves through passivity-related terms, such as "dependent," "inferior," "weak," "talkative," "irrational," and "trivial." These descriptions, I maintain, may influence how females communicate in the workplace and how other people perceive them. These effects may eventually relegate them to positions inferior to those assigned to men, thereby elevating their sense of work alienation.

I contend, as well, that in daily life, the performance of certain social behaviors may affect the manner by which both sexes view themselves in the workplace—appraisals that potentially influence their sense of alienation. For example, I have witnessed women avoiding speaking or laughing loudly in public places for the reason that such behavior is seen as contradictory to the image of a feminine woman. This predilection is carried over to the work environment, with female workers tending to act as conservative, shy employees. By contrast, some men can scream in the streets as part of their attempts to demonstrate power and dominance. This conduct may afford them a sense of authority and supremacy at work and, thus, a low sense of alienation.

2.3.3 Theories on Work-Related Variables

2.3.3.1 Marx's Conception of the Division of Labor

Marx (1844/1956, p. 18) averred that alienation is caused principally by the division of labor, which he explained as being aimed at breaking down the capacities and capabilities of workers into smaller proportions to increase their productivity. This division increases wealth and capital accumulation by capitalists at the expense of simple workers who have now been transformed into machines (Marx, 1844/1956, p. 6). Marx explains "the division of labor renders him ever more one-sided and dependent, bringing with it the competition not only of men but also

of machines. Since the worker has sunk to the level of a machine, he can be confronted by the machine as a competitor” (1844/1956, p. 5).

Given that Marx’s alienation theory is the fundamental grounding of this research, an essential requirement is to study all its dimensions, aside from unraveling the reasons behind this phenomenon. However, the target sample in this work are nurses, who have not been given distinct job descriptions, as determined from the qualitative analysis. In this context, then, division of labor is non-existent, thus driving me to direct examination toward variables that emerge from the division of labor system and are relevant to the study sample. These variables are the routinary nature of tasks, boredom, and task evolution.

2.3.3.2 Organizational and Behavioral Theories: Traceability to Employees’ Work Alienation

In the quest for a comprehensive picture of work alienation and its causes, this study employed a number of organizational and behavioral theories that identify three primary work-related variables as reference in acquiring an in-depth description of the characteristics of a healthy employee working in healthy conditions. The absence of one of these variables would create an imbalance in work structure and affect employees’ life, work, emotions, performance, and behaviors. These variables are organizational commitment, job satisfaction, and motivation. Porter et al. (1974) defined organizational commitment as “an attachment to the organization, characterized by an intention to remain in it; an identification with the values and goals of the organization; and a willingness to exert extra effort on its behalf” (p. 604). It inspires the feeling that an individual is part of work and, simultaneously, that work is part of him/her. Under this situation, work becomes a central focus for the employee and a source of profound satisfaction that allows him/her to find space in which to accomplish goals. Organizational commitment is one of the crucial factors discussed by Marx with respect to capitalism. Capitalism alienates a person from his work, which then becomes a source of misery. “He feels at home when he is not working,

and when he is working, he does not feel at home” (Marx, 1844/1956, p. 30). On this basis, it is necessary to study the effects of organizational commitment on work alienation.

Job satisfaction and motivation are equally essential determinants of work alienation. I noted considerable confusion surrounding these two concepts, with many researchers regarding them as interchangeable. Yet, they are two distinct phenomena that are explained through different theories. A worker may feel completely alienated from his job but still be satisfied with it given that it is a source of income.

There are a number of theories which addressed the subject of satisfaction and motivation and combined them together. An example of such theories is Maslow's Hierarchy of Needs theory (1943) and Herzberg's two-factor theory of job satisfaction (1959). Since this study aims to analyze the two dimensions in general without details and without the gradual hierarchy suggested in Maslow's theory, the theory of Herzberg (1959) in its definition of the job motivation and satisfaction was adopted. The theory states that there are several factors that could lead to job satisfaction and therefore motivation. These factors are called motivators and could be manifested in “achievement, recognition, the work itself, responsibility, and growth or advancement” (Herzberg, 1959, p. 9). Other factors are called Hygiene factors as their absence will lead to the sense of dissatisfaction such as “company policy and administration, supervision, interpersonal relationships, working conditions, salary, status, security” (Herzberg, 1959, p. 9). Motivation is defined as ‘inner force that drives individuals to attain personal and organizational goals’ (Dugguh, Dennis, 2014, p. 12).

In the qualitative analysis, a number of nurses identified certain dimensions of work alienation in correspondence with Herzberg's theory (1959). These dimensions are exploitation, dissatisfaction with salaries, and job insecurity. Some of the nurses stated that the efforts expected from them do not match the wages that they receive (i.e., approximately US\$600–US\$800) even

when they work beyond the hours stipulated by law (i.e., over 12 hours). Job security is reflected mainly in the contracts of new employees. A review of the contracts revealed abusive and unsafe working conditions. The contract binds the employees to the organization for years and denies them basic benefits, such as insurance. These dimensions should therefore be examined as their existence corresponds with Herzberg's ideas and confirmed by the nurses.

CHAPTER 3

Research Design and Methodology

A sequential exploratory design is utilized to investigate the relationship between work alienation and gender performativity. The qualitative phase is used to contextualize the study's phenomena and eventually operationalize measures relevant for the nursing job. This step involves comparison between the samples' perception of 'work alienation' and 'gender performativity' concepts and the theoretical underpinnings. Furthermore, the initial explorative qualitative phase identifies work-related variables that may affect work alienation among nurses, and sequentially need to be incorporated in the empirical model. Phase two includes the empirical testing to determine the association between the variables.

3.1 Population and Research Area

The sample recruited for this work was taken from a population of 1,015 nurses employed by five public hospitals located in three major governorates of Palestine, namely, Ramallah, Hebron, and Nablus. The governorate of Hebron¹ has two public hospitals: Alia Public Hospital, which has 295 nurses (149 males, 146 females), and Yatta Public Hospital, which employs 84 nurses (47 males, 37 females). The governorate of Ramallah² is home to the Palestinian Medical Complex, which is the largest public hospital in the West Bank and employs 300 nurses (160 males, 140 females). Finally, the governorate of Nablus³ has two public hospitals: the National Hospital, where 98 nurses (55 males, 43 females) work, and Rafidia Public Hospital, where 238 nurses (92 males, 146 females) are employed.

¹ Hebron is the largest governorate in the West Bank. It is located in the south side, spanning an area of 997 km² with a population of 729,194 (Palestine Statistical Yearbook, 2016; PCBS).

² Ramallah is the second largest city in the middle of the West Bank. It sits on 885 km² of land, accommodating 357,969 people (Palestine Statistical Yearbook, 2016; PCBS).

³ Nablus is located in the northern part of the West Bank. It spans a territory of 605 km² and has a population of 389,329 (Palestine Statistical Yearbook, 2016; PCBS).

My own experience in public hospitals two years ago drove my selection of public hospitals. At that time, I witnessed health care professionals' poor service to and treatment of patients transform a place that should offer mercy into a place of misery. In particular, I was surprised by how some nurses seemed to perceive their patients as burdens they look forward to shedding. They did not seem to be the "angels of mercy" the literature describes. I suspected alienation from their work could be driving their mistreatment of their patients.

My experience is confirmed by official reports that describe the deficiencies of the health sector in Palestine. A report released by the Palestinian Ministry of Health (2018, p. 3) revealed serious problems that have diminished the functioning of the sector. Budget deficits resulted in a shortage in employees, especially nurses and as a result, nursing responsibilities, in certain hospitals, are assumed by pharmacists and accountants (p. 24). The budget-related problems of the Palestinian hospitals were further discussed by the Union of Health Work Committees (2018) which indicated that the budget proportion allocated to the health sector of Palestine in 2016 was 9.7%, which is minimal compared with the allotments of health sectors in developed countries (p. 104)⁴. The inadequacy in financial resources impedes the much needed development initiative to increase public hospital's capacity. Current capacity stands at 5,414 beds, translating into 12.8 beds per 10,000 Palestinian citizens in public hospitals (Palestinian Ministry of Health, 2017, p. 25). Such capacity is low even in regional comparisons where Jordan's average number of beds is 10,000, which amounts to 18 beds per 10,000 citizens (Jordanian Ministry of Health, 2016, p. 12). Sourani (2016, p. 11) noted that the insufficient budget resulted in a significant shortage in medical equipment and medicines. Sourani also criticized Palestinian public hospitals for sewage flooding,

⁴ The US health sector was allocated 16.5% of the government's budget.

failing to live up to hygiene requirements and eliminate bacterial mildew that stemmed from the existence of aged structures.

3.2 Qualitative Research Design

3.2.1 Data Collection Procedure

Qualitative data were collected principally through semi-structured interviews with 21 nurses. Three focus group discussions were conducted with nurses from three of the five hospitals; Rafidia, Palestinian Complex, and Yata hospitals, where the respondents were recruited.

3.2.2 Participants and Sampling Schemes

Two sampling schemes were employed. A purposeful sampling was utilized for the selection of interview participants. A convenient sampling was employed for the selection of the focus groups participants, whereby only participants who were conveniently available and willing to participate in the study were recruited.

Purposeful sampling is designed to draw a sample that is representative in terms of age, years of experience, position, gender, hospital, and hospital division. The sample chosen for participation in the interviews comprised nurses from only some of the hospital divisions because access to certain departments was denied for health reasons. The divisions that were off limits are the sterilization and disinfection, X-ray, and burn departments. The interview participants consisted of nursing directors working in the five hospitals, four heads of departments, and 12 nurses with different positions, ages, genders, and years of experience. Table 1 presents a detailed description of the interview respondents, and Table 2 provides a comprehensive description of the participants in the focus group discussions. Each interview and focus group session lasted for 25 to 30 minutes.

Table 1: Description of the interview participants

Participant ID	Age	Gender	Hospital name	Hospital Section	Year of experience
W001	38	Female	Watani	Director of nursing	15
W002	25	Male		Emergency	2
W003	32	Male		Men	7
W004	26	Female		Men	2.5
R005	42	Female	Rafidia	Director of nursing	17
R006	35	Female		Women and Management	10
R007	37	Female		Children and management	12
R008	23	Male		Surgical operation	1
C009	48	Female	Palestinian Complex	Director of nursing	20
C010	50	Female		Emergency	16
C011	30	Male		Emergency	8
C012	28	Male		Children	5
C013	22	Male		Male surgery	1.5
A014	40	Male	Alia	Director of nursing	20
A015	38	female		Management and Nursing	12
A016	26	Male		Men	4
A017	29	Female		Maternity	5
A018	27	Male		Surgery	6
Y019	55	Male	Yatta	Director of nursing	30
Y020	35	Female		Management and nursing	13
Y021	23	Male		Men	8

Table 2: Description of participants in the focus group discussions

	ID	Age	Gender	Hospital	Hospital Section	Experience
Focus Group # 1	FG. R01	30	Male	Rafidia	Men	7
	FG. R03	27				5
	FG. R04	24	Female		Women	3
	FG. R05	25				4
	FG. R02	27				5
Focus Group # 2	FG.C01	25	Female	Palestinian Complex	Maternity	3
	FG.C02	25				3
	FG.C03	27				4
	FG.C04	29				6
	FG.C05	30				8
	FG.C06	27				5
Focus Group # 3	FG. Y01	30	Male	Yatta	Men	9
	FG. Y02	30				8
	FG. Y03	29				8
	FG. Y04	32				9
	FG. Y05	28				6

3.2.3 Interview Questions

The interview questions were divided into three categories: The first was intended to examine the participants' viewpoints on work alienation; the second was aimed at exploring their perspectives on gender performativity; and the third was designed to identify the work-related variables that may constrain work from the standpoint of the nurses. Table 3 lists the questions presented to the respondents to examine work alienation. Each of these questions were succeeded by follow-up and probing inquiries.

Table 3: Basic questions presented during the interviews and focus group discussions

Alienation from final product	Describe your relationship with your patients?
	Do you feel your relationship with your patient is a part of a human message or only for pay
	Do you find your creativity in the service you offer to the patients?
	Do you sense the value of your efforts or their benefits goes for those who have power and influence?
Alienation from the act of production	Describe your attitudes toward the concept of work in general?
	Describe your attitude toward the nursing work, and your work at the hospital?
	Do you find that you work in a space of freedom, where you are given leeway to express your opinions, offer suggestions, or even refuse tasks that are not part of your job description as a nurse?
Alienation from species-essence	How do you spend your typical day?
	Does the work pressure affect your creative sense, passion for life and social life?
Alienation from fellow humans	Describe your relationship with your fellow nurses, doctors, and the hospital management?

The fundamental questions for exploring gender performativity are as follows:

1. Describe your relationship with the opposite sex at the hospital and whether you believe in their mastery and predominance in the workplace?
2. What are the societal factors that you believe to be restrictive of the work and career development of males and females?

To identify the work-related variables, the participants were presented the following fundamental query:

1. Describe the factors that constrain your work and convert your workplace into an inconvenient space. Will the absence of these obstacles improve the environment in which you work?

3.2.4 Data Analysis Procedures for the Qualitative Data

No audio recording was carried out during the interviews because of the nurses' fear regarding disclosure or confidentiality, and the data analyzed were those documented by hand (i.e., notes). The data were subjected to thematic content analyses to identify the similarities and differences in the issues raised during the interviews and, thus, obtain an overview of the nurses' insights on work alienation, gender performativity, and work-related factors that they deem restrictive.

3.3 Quantitative Research Design

3.3.1 Design and Method

This study uses a survey design with a closed-ended question for a cross-section of nurses during November and December 2018. The questionnaire includes instruments that measure work alienation and gender performativity dimensions, and other occupational, sociodemographic and work-related variables.

3.3.2 Sampling

The respondents for this work were drawn from a population of 1,015 nurses working in five public hospitals: Alia Public Hospital, Yatta Public Hospital, Palestinian Medical Complex, National Public Hospital, and Rafidia Public Hospital. The intended total sample size was 400 (i.e., 40% of the population). Convenience sampling was employed as only nurses who were available at the time of the study and willing to complete the questionnaire were chosen. Although

I set a systematic sampling procedure to ensure the selection of a representative sample, this procedure was impractical in the end. Some of the selected nurses were not on duty given that their shifts had ended, others were on annual leaves, and some refused to fill out the questionnaires.

The questionnaires were distributed to 400 nurses, among whom 380 returned valid ones, representing a 95% response rate. After entering and filtering the SPSS data, an additional four questionnaires were excluded because only the first section of these instruments was filled out. This left 376 questionnaires for analysis. Table 4 describes the samples chosen from each hospital. Note that because of the large target sample, I hired a data collection group to assist me in gathering information from the participants.

Table 4: Population size and sample for each hospital

Hospital	Females	Males	Total	Targeted sample	Actual sample size	Percentage
Alia Hospital	146	149	295	116	106	35.9%
Yatta Hospital	37	47	84	33	32	38.0%
Rafidia Hospital	146	92	238	93	91	38.2%
National Hospital	43	55	98	38	37	37.8%
Palestinian Medical Complex	140	160	300	118	110	36.6%
Total	512	503	1015	400	376	37%

3.3.3 Conceptualization and Measurement Instruments

The questionnaire consists of five sections (see full questionnaire in the appendix). The first and second sections incorporate general demographic and occupational data. Table (5) illustrates the measures for these variables: -

Table 5: Measures for sociodemographic and occupational variables

#	Variable	Scale
1.	Sex	Nominal; 0: Female; 1: Male
2.	Age	Ordinal; 0: 20-30 years; 1: 31-40 years; 2: 41-50 years; 3: 51 years and more.
3.	Academic Degree	Nominal; 0: Diploma, 1: Bachelor, 2: Master
4.	Social Class	Ordinal; 0: Very poor, 1: Poor, 2: Middle class; 3: Upper middle class; 4: Upper class
5.	Experience	Ordinal; 0: Less than one year, 1: 1-5 years; 2: 6-10 years; 3: 11-15 years; 4: More than 15 years
6.	Position	Nominal; 0: Director of nursing; 1: Head of department; 2: Administrative supervisor; 3: Nurse
7.	Salary	Ordinal; 0: Less than 2000 ILS, 1: 2001-3000 ILS, 2: 3001-4000; 3: 4001-5000 ILS; 4: 5001-6000 ILS, 5: 6001-7000 ILS

The third section measures the dimensions of work alienation. Table (6) illustrates the conceptualization, of theoretical concepts, and the instruments developed to measure work alienation. All the variables are ordinal, measured on a 4-point Likert scale (0= strongly disagree, 1= disagree, 2 =agree, and 3 = strongly agree)

Table 6: Conceptualization and instruments for ‘Work Alienation’

Theoretical definition	Conceptualization	Measurement instrument
Alienation of human from his/her product		
Human’s product, that is supposed to be an objectification of human’s creative power is reduced to level of materialistic object that the worker cannot use neither obtain. The product also no longer belongs to the social force that produces it, but for its owner, the capitalist. Where the product becomes a mere mean of physical subsistence.	The final product of the work is only a means to stay alive.	I do not feel emotions related to my caregiving work. It is only a job that I accomplish to earn a salary.
	The final product does not represent a human’s creative power.	I see in a patient’s comfort that I have considered his/her condition a reflection of my creative abilities.
	Workers lose the value of their own products as their usefulness benefits only those who have power and influence.	All my work achievements are for the benefit and fame of doctors and the material income of hospital management.
	The product that a worker offers to others, he/she cannot provide for himself.	Because of exhausting workloads, I cannot give myself the same attention and care that I give to my patients.
Human alienation from the act of production		
The labor becomes external to the worker; it does not help him/her to affirm himself/herself. Labor no longer provides the worker the space to develop his/her physical and mental energy. “The worker therefore only feels himself outside his work, and when he is working, he does not feel at home”. The labor becomes external forced labor; where worker does not find a space of freedom. This situation has switched the labor from an end by itself to a mean to satisfy human’s physical needs	Work is a means of self-realization.	I achieve self-realization through my work as a nurse.
	Work is an avenue for developing mental abilities.	I feel that my work develops my mental competencies.
	Work serves as a second home.	I feel that the hospital is my second home.
	Work is a space where workers find their freedom and where they are not forced to accomplish tasks.	The hospital administration gives me freedom to identify the tasks that I need to accomplish.
	When in a financial need, a worker will maintain his/her job.	Without the need for satisfying the basic survival needs, I will leave my job.

Theoretical definition	Conceptualization	Measurement instrument
Human alienation from species-essence		
<p>Estranged labor tears from his species-life”; i.e. the human's advantage over the animal is transformed to disadvantage; the qualities that were a life in itself become only means to life (Marx, 1844/1956; pp. 31-32). Additionally, the labor no longer represents the humans’ will, but the capitalists’ will. Thus, the humans’ labor is no longer free, spontaneous, and conscious activity. The labor no longer gives the workers the space to develop their spiritual essence and reflect their aesthetic power. Thus, the workers become slaves to their physical needs, ignoring their spiritual life (Marx, 1844/1956; pp. 31-35).</p>	<p>A worker has a sense of consciousness regarding his/her work (i.e., knowing the purpose behind their tasks)</p>	<p>I feel that I am a machine at work. I do tasks in an unconscious manner.</p>
	<p>A worker performs his/her duties with passion and love and in an aesthetic manner.</p>	<p>I am seriously interested in providing patients with the best possible care and service.</p>
	<p>A worker exhibits a loving, passionate essence.</p>	<p>I feel that my life is full of love and generosity.</p>
	<p>Space and time are available for workers to engage in recreational activities.</p>	<p>My work deprives me of time to take up activities to entertain myself.</p>
Human alienation from fellow human beings		
<p>Marx defines the core of social relationship “Assume man to be man and his relationship to the world to be a human one: then you can exchange love only for love, trust for trust”. And since, the human is only driven by his private interest; he/she will start to perceive his/her coworkers as rivals rather than fellows. Marx adds “if the product of his labor is for the worker an alien, hostile force. Then his position towards it is such that someone else is master of this object, someone who is alien”.</p>	<p>Authentic human nature loves without waiting for something in return.</p>	<p>I love people and give them my trust without expectations.</p>
	<p>Nurses have healthy and sound horizontal relationships with their colleagues.</p>	<p>I have good and cooperative relationships with my fellow nurses.</p>
	<p>A worker’s vertical relationships with his/her managers are healthy and sound.</p>	<p>I have good and healthy relationships with my manager, the hospital’s management, and doctors.</p>

The fourth section of the questionnaire measures gender performativity dimensions, as depicted in previous studies, the qualitative phase results, and my own observations. The items for measuring gender performativity (Table 7) address the situation of males and females separately because the two sexes perform gender in different ways. All the variables were measured on a four-point Likert scale (0 = “strongly disagree,” 1 = “disagree,” 2 = “agree,” 3 = “strongly agree”). The fifth section of the questionnaire is designed to measure the work-related variables (Table 8).

Table 7: Items for measuring ‘Gender Performativity’

Gender Performativity in the Workplace		
Item	Measurement items for females	Measurement items for males
Work-related behaviors	In leadership positions, it is necessary to act as firmly as males.	In leadership positions, it is necessary to avoid acting irrationally as females.
	Family and household obligations are more important than work regulations.	Work regulations are more important than family and household obligations.
	I care a lot about reflecting my femininity and gentleness in the workplace.	I care a lot about reflecting my manhood and strength in the workplace.
Work-related perceptions about self	I feel marginalized compared with my male colleagues.	My presence dominates over that of my female colleagues in the workplace.
	I feel that males are more capable in decision making and therefore accept their dominance over important decisions in the workplace.	I feel that males have a greater ability to make decisions and must therefore dominate positions involving this process.
Work-related duties and roles	If my male colleague and I are sitting with each other and the phone rings, I always answer because this is a female’s job.	If my female colleague and I are sitting with each other and the phone rings, I do not respond because this is a female’s job.
	I do not have the qualifications for securing leadership positions in the hospital.	I have the qualifications for securing leadership positions in the hospital.
	I do not have the qualifications that my male colleagues do running meetings.	I am more capable of managing meetings than are my female colleagues.
Social interaction in the workplace	I do not get involved in conversations regarding masculine topics, such as sports and cars.	I do not involve myself in conversations regarding feminine topics, such as fashion and art.
	I tend to be calm and a good listener in conversations with my male colleagues.	I dominate conversations with my female colleagues.
Work-related attitudes	I prefer not to work at night with my male colleagues because I believe in	I do not mind working with females at night because I do not believe in societal

Item	Measurement items for females	Measurement items for males
	societal standards that disapprove of this practice.	standards that disapprove of this practice.
	I do not like working with males in the same unit as this restricts my liberty.	I do not mind working with females in the same unit as it does not restrict my liberty.
Gender Performativity outside the Workplace		
Language performativity	As a female, I describe myself as irrational, weak, talkative, a follower, and moody.	As a man, I describe myself as strong, rational, free, and independent.
Performativity of social behaviors	A female should not talk or laugh loudly in the street, so I do not do this. It is not permissible for a female to smoke, so I do not smoke in public.	I speak loudly in the street as this does not contradict my manhood. Smoking is for men, so I smoke.

Table 8: Items for measuring work-related variables

Variable	Measurement item	Scale	
Work commitment	I feel a sense of belonging in my work.	Ordinal variable: 4-point Likert scale: 0 = Strongly disagree, 1 = Disagree, 2 = Agree 3 = Strongly agree	
Motivation	I feel that I have considerable motivation to continue working hard.		
Job satisfaction	I am satisfied with my work in the hospital.		
Job security	I am always afraid of losing my job.		
Exploitation	The pay I get is incommensurate to all I do in my work.		
Satisfaction with salary	I am satisfied with my salary.		
Division of labor	I only do one task at the hospital. If not, how many tasks do you perform?		
Task development	There is no evolution in my tasks.		
Boredom	I feel that my tasks are boring.		
Routinary nature of tasks	I feel that my tasks are routine.		
Arbitrary transfer	Have you been subjected to arbitrary transfer between governorates?		Nominal variable: 0 = No, 1 = Yes
Stress due to poor infrastructure	Is the infrastructure of the hospital poor? If so, does this situation cause you psychological stress?		
Lack of security	Are there security officers at the hospital? If not, do you feel that this counts as marginalization of nurses by hospital management?		
Pejorative attitudes toward nursing	Do you feel inferior because of society's pejorative attitudes toward the nursing profession?		

Variable	Measurement item	Scale
Pressure from heavy workloads and lack of rest periods	Do you have breaks during your working hours? If so, how long is your rest period? Do you endure pressure from work that exceeds the number of legal work hours for a day?	
Deprivation of the right to sick and annual leaves	Do you enjoy the sick and annual leaves guaranteed by the law?	
A pessimistic view on life	Do you feel that you have a pessimistic view on life because of your constant encounters with the dead?	
A constant fear of making mistakes	Do you have a constant fear of making a mistake and causing the death of a patient?	

3.3.4 Research Model

To examine the relationship between work alienation and gender performativity, the following logistic regression models are estimated:

$$WA_i = B_0 + B_1Sex_i + B_2GP_i + e_i \quad (1)$$

$$WA_i = B_0 + B_1Not\ Performing * Males_i + B_2Performing * females_i + B_3Performing * Males_i + B_4Control\ Variables_i + e_i \quad (2)$$

Where i is from 1 to 376 nurses.

The dependent variable, WA_i ⁵, is a dummy variable (0: not alienated and 1: alienated). It is shown in the equation as the log odds of having the probability of being work-alienation or not. Sex is a dummy variable that equals to 0 when the sex is female and 1 when the sex is male. Gender performativity⁶ is a dummy (0: not performing and 1: performing). Equation 2 presents three interaction variables of sex and gender performativity (not performing*males, performing*females, and performing*males). The intercept, B_0 , in equation 2 measures the log odds of work alienation for females who do not perform their gender (reference group). B_1 measures the difference in log odds of work alienation probability between males who do not perform their gender and females who do not perform their gender. B_2 measures the differences in log odds of work alienation probability between females who perform their gender and females who do not. B_3 represents the differences in log odds of work alienation probability between males who perform their gender and females who do not.

⁵ Work alienation was measured on a Likert scale in the questionnaire and then combined to create total work alienation with a scale (0-48), which was converted into dummy variable (0-24 were converted into 0 = not alienated, 25-48 were converted into 1 = alienated).

⁶ Gender performativity was measured on a Likert scale in the questionnaire and then combined to create total gender performativity with a scale (0-45), which was converted into dummy variable (0-23 were converted into 0 = not performing, 24-45 were converted into 1 = performing).

The control variables include 1) sociodemographic and other occupational variables such as place of residence, age, academic degree, social class, years of work experience, and salary; 2) three variables derived from Marx's (1844) conception of the division of labor are used as controls; boredom, routinely nature of tasks, and development of tasks; 3) six variables derived from Porter et al.'s (1974) theory of job commitment, and Herzberg's (1959) theory of job motivation; work commitment, job satisfaction, exploitation, satisfaction with salaries and job insecurity; 3) eight occupational variables identified from the qualitative stage which are arbitrary transfer, poor infrastructure of public hospitals, lack of security services, society's pejorative attitudes toward nursing, high workload pressure and lack of rest periods, deprivation of the right to sick and annual leaves, a pessimistic view of life, and constant fear of making mistakes. e_i is a normally distributed error term.

CHAPTER 4

Results

4.1 Qualitative Results

4.1.1 Data Analysis

The qualitative research was conducted to explore the nurses' perspectives on both work alienation and gender performativity concepts and to pinpoint the shared issues that constrain nurses' work. This analysis relies on thematic content analyses to identify shared insights.

4.1.1.1 Nurses' Perceptions of Work Alienation Phenomena

The thematic content analyses were carried out to identify the viewpoints of the participants regarding work alienation. Table 9 summarizes the forms of detachment that the respondents experience.

Table 9: Forms of alienation expressed by nurses in the qualitative research

Form of alienation	Coding group	Frequency
1. Lack of space and time to engage in recreational activities	1. Considerable pressure, along with tiring, irregular work hours, prevents nurses from seeing their family members.	17
	2. Irregular and exhausting work hours and tremendous pressure prevent engagement in recreational activities.	
2. Deprivation of autonomy in the workplace	1. Nurses are denied the right to decline tasks that are not part of their responsibilities.	16
	2. Nurses are unable to exercise flexibility in adjusting shift schedules among themselves to accommodate their social needs.	
3. Inhumane vertical relationships of nurses with managers and doctors	1. Some nurses describe their relationship with managers and doctors as exploitative.	15
	2. The relationship between nurses and managers is dictatorial. They are expected to only adhere to orders and instructions.	

Form of alienation	Coding group	Frequency
4. No valuation of nurses' achievements	1. Nurses' efforts are neglected, with the advantages of their diligence extending only to those who hold positions superior to theirs, namely, administrative employees and doctors. 2. Even patient appreciation is directed only toward doctors and not nurses.	9
5. Lack of equity in healthcare availability and self-care	1. Nurses cannot afford the healthcare services that they provide to patients. 2. Disruptions to the biological clock, long work hours, and lack of rest cause fatigue that prevent nurses from taking care of themselves.	3

Lack of Space and Time to Engage in Recreational Activities

The most common form of alienation that the nurses pinpointed during the interviews was the deprivation of time and space for social or recreational activities given the irregularity of work hours—an aspect that also runs counter to people's biological clocks. This problem, according to Marx (1844/1956), constitutes alienation from species essence; labor should afford workers the occasion and room necessary to develop their sensuous being, which Marx defined as existence that enables individuals to “have time at their disposal for spiritual creative activity and spiritual enjoyment” (1844/1956, p. 7). Nurse R007 noted “the social life is nonexistent, what entertainment are you speaking of!” In another interview, nurse A020 said “I barely see my children because of the irregular hours of my work.”

Deprivation of Autonomy in the Workplace

The lack of staff and the large number of patients treated in public hospitals make it difficult for nurses to define their tasks or reject those tasks that are not supposed to be their responsibility. This has transformed their work and tasks to forced work where there is no space for freedom, described by Marx (1844/1956, p. 30) as a form of alienation from the act of production. Nurse R006, a department head, said, “just because I'm the head of the department does not mean I do

not have to do some traditional tasks myself, even to the extent of changing patients' bedding". The lack of autonomy was also reflected in the nurses' inability to simply change shifts among themselves to make room for their social engagements. As explained by FG.Y05 in the focus group discussions, "we are not asking for a great deal of freedom. Our only demand would be some freedom in urgent social circumstances—for example, changing working hours with other colleagues."

Inhumane Vertical Relationships of Nurses with Managers and Doctors

Another aspect giving rise to alienation among nurses were the exploitative relationships bred by the managers and doctors at the hospitals where they work. This form of alienation was described by Marx (1844/1956) as estrangement from fellow human beings, wherein workers become disenchanted by those who oppress and take advantage of them (p. 33). Nurse CO13 depicted his connection with managers and doctors as merely "a relationship of orders," with the respondent only "[receiving] orders and procedures to accomplish from [managers]."

No Valuation of Nurses' Achievements

Alienation likewise stemmed from the neglect of nurses' efforts and the lack of recognition, either in material or moral form. Since nurses occupy the lowest level of the hierarchy, their efforts are instead advantageous to those who hold positions superior to theirs, namely, the administration and doctors. This is consistent with Marx's description of the alienation of the worker from the fruits of his/her final product (1844/1956, p. 31). Nurse CO10 stated, "The nurse is the one that gets tired, the one that stays up late for the patient's comfort. The doctor comes in the morning for barely 15 minutes and gives orders and leaves, and then when the patient heals, the patient's parents thank the doctor and forget to thank us".

Lack of Equity in Healthcare Availability and Self-care

Alienation from the final product was manifested in the inequitable access of nurses to the healthcare services that they provide to their patients; this situation is in line with Marx’s description of alienated workers who are divested of opportunities to enjoy the products that they create (1844/1956, pp. 29- 33). Nurse W004 noted

look at my chapped lips. I’m here working for eight hours without breaks. Today I work in the morning, tomorrow I will work in the evening, and the day after tomorrow I will work during the night. With this disturbance of my body’s biological clock, how can I give my lips the attention needed? I always say, we give health care to others but not to ourselves.

4.1.1.2 Nurses’ Perceptions of Gender Performativity Phenomena

The qualitative research focused on identifying the forms of gender performativity that are encountered by the nurses owing to their acceptance of, subordination to, and embodiment of social standards.

Table 10: Forms of gender performativity experienced by nurses

Form of gender performativity	Coding group	Frequency
1. Prioritization of physical appearance and style	1. Some female nurses prioritize their physical appearance and style over work proficiency.	9
	2. None of the males consider outward appearance a primary concern even as they recognize its cruciality.	0
2. Linguistic expressions for self-description	1. Some female nurses depict themselves as vulnerable and not as tenacious as males.	6
	2. Some male nurses describe themselves as more steadfast and capable of handling tasks that females cannot.	4
3. Fear of working with the opposite sex at night	1. Some female nurses express fear and disapprove of working with males at night because of their belief in community standards that frown upon this practice.	5
	2. None of the male nurses express fear or dissatisfaction as regards working with females at night.	0

Form of gender performativity	Coding group	Frequency
4. Fear of socializing and working with the opposite sex in the same department	1. Some female nurses prefer not to work with males in the same department where they work because the presence of men restricts their freedom. They are compelled to act, talk, and walk in what others perceive to be a decent fashion.	4
	2. None of the male nurses favor working with males only, and none perceive a mixed-sex environment as a curtailment of their freedom.	0
5. Assertion and recognition of qualification for managerial positions	1. Few females regard themselves as qualified for managerial positions, and they reject the possibility that women can assume such posts.	3
	2. None of the male nurses deny their suitability for managerial responsibilities.	0
6. Acceptance and performance of certain imposed sexist social behaviors	1. Few females express their beliefs and convictions regarding societal standards that dictate how women should sit and talk as well as prohibit certain conduct, such as smoking in public, which men are allowed to do.	3
	2. None of the males express belief in societal standards that project them as individuals who are given free rein to act as they wish.	0

Prioritization of Physical Appearance and Style

In delineating how gender is performed within workspaces, Engstrom and Ferri (2000) found that females prioritize their physical appearance over their work because they are keen to appear stylish, which in turn, originates from their desire to behave in an attractive and seductive manner. Contrastingly, males are more concerned about appearing as dependable men whose work takes precedence over everything else. The same behaviors were observed among some of the female nurses participating in the qualitative research; they look on their physical appearance and style as an inherently pressing matter for women. These findings were punctuated by female nurse W004 thus: “For sure. Who says that not all females prioritize their physical appearance over any other issue in life?” Nevertheless, other female nurses who acknowledged the truth of the observations qualified appearance as a concern, not a female priority. As elaborated by female

nurse A017, “We are nurses working in hospitals day and night. Our concern for style means that we shall put some staff that violates standards of hygiene.”

All the male nurses who were interviewed disputed the idea that having a fashion sense is an issue of primacy for them. Male nurse C011 noted that “no one would neglect looking at a mirror before leaving the house, but certainly, appearing stylish is not a male priority.”

Linguistic Expressions for Self-Description

Butler (2006, p. 54) averred that linguistic systems comprise a substantial array of semantic expressions, vocabularies, terms, and idioms that contribute to reinforcing female subordination and that are unconsciously used by both males and females in daily life. This is consistent with the sentiments shared by some of the female nurses (R007, R009, C010, Y020, A015, FG.R04), who bemoaned that their nursing tasks are doubly difficult because they are women and because they are viewed as vulnerable, unlike men. The rest of the female nurses who were interviewed rejected the notion that they use such utterances to describe themselves.

Very few of the male nurses accepted portrayals of themselves as more strong-willed and more enduring of nursing challenges and irregular tasks than females. Male nurse Y019 stated the following: “I believe that the expressions that dehumanize women are out of date.” Male nurse A018 articulated a contrasting opinion: “I believe it is a fact that women are weaker than males. So, what is the problem with publicly declaring that they are weaker and more emotional?”.

Fear of Working with the Opposite Sex at Night

This dimension is the first novel aspect uncovered through the qualitative research, derived on the basis of the nature of nursing work and neglected thus far by other researchers. Some of the female nurses admitted to being fearful of working with the opposite sex at night because community norms that take exception to such practice have been strongly ingrained in their belief

systems. As indicated by female nurse R007, “No one can ignore that we live in a patriarchal society, and we have to accept that. If my economic situation were better, I myself would never agree to working with males at night.” Meanwhile, none of the male nurses exhibited such fear.

Fear of Socializing and Working with the Opposite Sex in the Same Department

The fear of socializing and working with the opposite sex in the same department is the second form of gender performativity that was newly extracted through the qualitative research and has thus far been unexplored in scholarship. In the words of female nurse C010:

I would really rather not . . . work with men belonging to the same department as I do. It restricts my freedom. In the presence of men, I have to sit in a certain way, speak in a decent manner, and pay attention to my actions and words. When there are no men around, however, I feel complete freedom.

Similar viewpoints were conveyed by female nurse W004: “I wish the hospital was only for [women and girls]. I would feel more comfortable. Men restrict my movements, freedom, and behavior.” Unsurprisingly, none of the male nurses showed societal standard-induced anxiety over socializing with the opposite sex or a dislike for working with women.

Assertion and Recognition of Qualification for Managerial Positions

Some of the male and female nurses shared a point of view that is largely promoted by societal patriarchal norms—that is, that managerial positions must be occupied by males only given the emotional character and absentmindedness of women. For example, when asked about her opinion of the fact that the director of nursing is a woman, female nurse Y020 expressed her preference for a man in this position: “Men are wiser than women.” None of their male counterparts expressed reservations about their suitability for a management post; rather, some openly professed their ambition to secure managerial and leadership positions at their hospitals.

Acceptance and Performance of Certain Imposed Sexist Social Behaviors

Some of the female nurses consent to the imposition of certain societal standards on them and conduct themselves accordingly, particularly refraining from talking out loud and smoking in public places. Female nurse W004 said, “I am surprised by girls who laugh loudly, who sit around like men, and who smoke. I am sensing that these girls are actually men in female bodies.” No male nurses exhibited approval of societal standards that sanction any behavior from men, but a few of them cautioned that women should be more cautious than males, especially in terms of how they dress and talk.

4.1.1.3 Work-Related Variables Identified in the Qualitative Phase

The thematic content analysis conducted through the coding process involved identifying the shared issues expressed by nurses that constrain their work. Table 11 summarizes the results of this analysis.

Table 11: Work-related variables that constrain the nurses’ work

Work-related variable	Coding group	Frequency
Heavy workload and lack of rest	1. Staff shortage	24
	2. The number of patients exceeds the capacity of the staff	
	3. Deprivation of rest times	
Deprivation of the right to sick and annual leaves	1. Management’s denial of the basic rights of nurses	13
	2. Nepotism in the right to sick and annual leave among nurses	
Pessimistic view of life	1. Constant fear of death and need to deal with it	11
	2. Delusion of nurses that they have the diseases they treat	
Constant fear of making mistakes	1. The sensitivity of the nursing profession and its relation with human lives	9
	2. Hospital management covers the medical mistakes by blaming nurses	
	3. Shortage of essential medical devices and equipment	

Work-related variable	Coding group	Frequency
Society's pejorative attitude towards nurses	1. Nurses treated as servants because they serve patients	7
	2. Nurses perceives themselves as they occupy the lowest levels in the hierarchy so management and doctors treat them prejudicially	
	3. Society's aversion to women working outside the home at night with men	
Arbitrary transfers	1. Arbitrary transfer is a punishment method	6
	2. Social and employment insecurity	
	3. Nurses were subject to arbitrary transfers for the benefit of management's preferred nurses	
Lack of security services	1. The lives of nurses are worthless	6
	2. Being humiliated and hit by the patients' families	
	3. Indifference of the government and the hospital administration towards nurses	
Poor infrastructure	1. Poor public facilities	5
	2. Shortage of medical equipment	
	3. Lack of hygiene	

Heavy Workload and Lack of Rest: The head of the Nursing Unit reported

I could have sworn that all the nurses' complaints would be about the heavy workload pressure upon them. There is a considerable shortage in the hospital's staff. The task of organizing the work schedules for the nurses is the hardest and most complicated task, because the work schedule means part of the staff go home while we really need them. We need twice the number of the staff that we currently have.

This constraint exists in all five hospitals. While showing me rooms filled with patients, Nurse W004 noted "You see, does it make sense? 12 patients in each room! If I entered into one, I would need over two hours to finish checking up on all patients and answering the questions of their families. It is too stressful. I am a human, and I need time to rest."

Deprivation of the Right to Sick and Annual leaves: Sick and annual leaves are fundamental rights guaranteed by the Palestinian Labor Law. However, some nurses reported being denied these rights due to work pressure and staff shortages which make nursing exhausting career. Nurse A016 said, "What have I done wrong to get deprived of the right to leave under the excuse of staff

shortage?” He added, “if this regulation applies to everyone, one would be convinced. However, there are nurses who take leave even more than what they should”. Contrary to this, Nurse A017, from the same hospital, noted, “Not at all, everyone enjoys taking leave. No one dares to deprive an employee of his right to take a leave. I am now on my way to training courses given by the hospital management, and it will be counted from my actual working hours”. Nurse A018 explained “A favoritism system is noticed clearly in the hospital. Being a nurse from a well-known, powerful, or wealthy family, or agreeing to ‘spy’ on your colleagues, brings privileges such as fewer working hours and more leave permissions”.

Pessimistic View of Life: Two nurses were noted crying while a group of nurses comforting them due to a death of a patient. FGR02 noted, “we are at a hospital that only elderly come to and in desperate situations. We understand that the chance of that person to die is 90%, but we hope he/she would not and if he/she does, we hope not to know about it”. FGR04 added, “I see my parents in each patient, and when a patient dies, I get the feeling that I lost one of my parents. It is very difficult”. Other nurses are affected emotionally by the patients for whom they cared. Nurse C013 noted “I suffer from the delusion of illness; it is very disturbing”. Meanwhile, nurse A017 added, “I reflect the diseases I treat on my children, and I stay in constant anxiety and tension”.

Constant Fear of Making Mistakes: Nurse A016 noted “the sensitivity of the nurse’s work is an important factor. The nurse deals with people’s lives; any mistake could turn a nurse into a criminal”. However, nurse C011 had a different view about medical mistakes “the nurse has no fear of making a mistake. He is just in charge of following up with that doctor’s instructions. Any medical mistake made is the doctor’s. The real problem would be favoritism; hospital management tries to cover doctors’ medical mistakes by accusing nurses”. Nurse R007 noted “the reason for

making mistakes is not because we are not confident about our abilities or the doctor's abilities, but it's the shortage of medical equipment".

Society's Pejorative Attitude Towards Nurses: Nurse W003 said "There is a negative perception towards the nurse. Nurses are university graduates just like the rest of graduates. However, nurses get treated as if they are servants for patients". Nurse Y021 shared the same view "The problem is that hospital management and doctors treat us as occupying the lowest position in the hospital hierarchy". Societal conservatism and negative attitudes towards women were cited by some nurses as other reason of society's pejorative attitude towards nurses. For example, nurse A017 said "what I hate the most about my work is society's view towards me. Everyone treats me as if I committed a great sin by staying outside for long hours during the night and working with men".

Arbitrary Transfers: Nurse W003 noted "I am from Jericho, and my wife is from Hebron. I used to work in Hebron, and I own a house there. Two months ago, I was transferred to Nablus. Currently, I work here for a week, and I go back to my wife during my days off. I am trying to sell my house there, and I am now renting one in Nablus, although I do not know if I will stay here or not. How much more alienation do you want?!" He noted that the reason for the transfer is "staff shortage. You could get transferred from one place to another without considering your circumstances under the favoritism system. If someone wanted to move to Hebron, for example, the weakest gets selected to replace him". This view common in the focus group in Hebron, FG-C03 said "I do not know why I am currently working in Ramallah".

Lack of Security Services: The idea of being devalued by management and society was common complaint by nurses. "Our lives are not worthy" said FGY01. "what does it mean to be in a hospital without a single security officer at the entrance of the hospital? We get hit by the families of the patients sometimes". FG-Y04 added "last week, a shooting happened at the hospital.

No one knows about this incident, of course, because the shooters are powerful people in the country.” Nurse C010 said “a year ago, when a doctor was attacked, a big media campaign occurred. However, when a nurse gets attacked, no one speaks about it at all”.

Poor Infrastructure: The public utilities in hospitals are unfit for human use. This was confirmed by nurse W004, who said “I work for 6 hours a day, and I do not get any liquids just not to have to use the toilet. If I needed to use it, would do it at home.” In another interview, nurse C012 added “I wish it was only the infrastructure, the public utilities, or the hygiene. It goes beyond that; there is no medical equipment. Sometimes, we hope for the death of one patient just so we could remove the devices and use for someone else. Can you imagine it?!”

4.2 Quantitative Results

4.2.1 Summary Measures for Descriptive Purposes

4.2.1.1 Sociodemographic Variables

The sample consists of 376 respondents, 51.1% of which are females. 44.7% of respondents were in the age group of 20 to 30 years old. 1.9% only aged 51 years or over. This is expected given that the retirement age in public hospitals is 60 years old. 63.6% of nurses hold a bachelor degree, while 22.1% hold a diploma and only 14.4% hold a master degree. Nearly half of the nurses indicated that they belong to the middle social class, which is expected given that most of the Palestinian population is in that class. (see Table 12)

Table 12 :Descriptive statistics of sociodemographic variables

		Frequency	Percent	Total respondents
Sex	Female	192	51.1	376
	Male	184	48.9	
Place of residence	City	149	39.6	
	Village	195	51.9	
	Camp	32	8.5	
Age	20-30 years	168	44.7	
	31-40 years	143	38.0	
	41-50 years	57	15.2	
	51 years and more	7	1.9	
Academic Degree	Diploma	83	22.1	
	Bachelor	239	63.6	
	Master	54	14.4	
Social Class	Very poor	17	4.5	375
	Somewhat poor	93	24.8	
	Middle class	188	50.1	
	Upper middle class	75	20.0	
	Upper class	2	0.5	

4.2.1.2 Occupational Variables

The largest proportion, 28.7% of the sample has an experience between 6-10 years, 26.9% nurses have experience between 1-5 years, while the lowest proportion of nurses (12.2%) have 15 years of experience and more. The sample included 4 heads of departments, 80 administrative supervisors and 292 nurses.⁷ The largest proportion (44.7%) of the sample gets a pay of 3,001-4,000 NIS. Only 1.1% of the sample earn between 6,001-7,000NIS. (see Table 13)

⁷ Here, it should be noted that the administrative supervisors are nurses and perform the traditional nursing tasks in addition to some administrative tasks.

Table 13: Descriptive statistics of occupational variables

		Frequency	Percent	Total respondents
Years of Experience	less than one year	47	12.5	376
	1-5 years	101	26.9	
	6-10 years	108	28.7	
	11-15 years	74	19.7	
	15 years and more	46	12.2	
Job Position	Head of section	4	1.1	376
	Administrative supervisor	80	21.3	
	A nurse	292	77.7	
Salary in Israeli Shekel	Less than 2,000 NIS	7	1.9	374
	2,001 - 3,000 NIS	53	14.2	
	3,001-4,000 NIS	167	44.7	
	4,001-5,000 NIS	76	20.3	
	5,001-6,000 NIS	67	17.9	
	6,001-7,000 NIS	4	1.1	

4.2.1.3 Work Alienation Dimensions⁸

1) Alienation from the Final Product⁹: Alienation from the final product in the nursing career was manifested in the inability of the nurses to afford for themselves the healthcare services that they provide to their patients. Marx contended that humane workspaces, where capitalism and worker alienation have no place, should put in the hands of employees opportunities to obtain and enjoy the products that they create (1844/1956, pp. 29–33). The results in Table 14 however indicate the opposite, with 57.8% of the respondents confirming that the healthcare services that their patients receive remain unavailable to them because of heavy work demands and pressure. 62% of respondents indicated feelings of detachment from the fruits of their achievements as all these benefits instead bring fame and material rewards for doctors and hospital management.

⁸ The Cronbach's alpha results on work alienation was 0.90, indicating high internal consistency between items.

⁹ All work alienation variables, which were measured on a Likert scale in the questionnaire and are converted into dummy variables (0 = not alienated, 1 = alienated).

Marx further clarified that the main component of a healthy and united relationship between workers and their products is an insistence from employees that a humane and emotional atmosphere be cultivated; such assertion negates alienation even if financial returns are unavailable because employees witness the creative power that they wield in bringing such environment to life (1844/1956, p. 29). These sentiments were corroborated by 60% of the respondents in the quantitative phase of the research. And 59.6% of the respondents see in their work a reflection of their creative power.

Table 14: Frequency table of items on alienation from final product

Item		Alienated	Not-alienated	Total respondents
I do not feel emotions related to my caregiving work. It is only a job that I accomplish to earn a salary.	Percent	40%	60%	375
	<i>Freq</i>	150	225	
I see in a patient's comfort that I have considered his/her condition a reflection of my creative abilities.	Percent	40.4%	59.6%	376
	<i>Freq</i>	152	224	
All work achievements are for the benefit and fame of doctors and the material rewards of hospital management.	Percent	62.0%	38.0%	376
	<i>Freq</i>	233	143	
Because of exhausting workloads, I cannot give myself the same attention and care that I give to my patients.	Percent	57.8%	42.2%	374
	<i>Freq</i>	216	158	

2) Alienation from the Act of Production: Work should be freely rendered, with humans safe from coercion so that the unhampered workspace becomes the second home of workers and a place where they achieve self-realization (Marx, 1844/1956, pp. 29, 31–35). These attributes, unfortunately, are lacking public hospitals in Palestine where 64.8% of the respondents reported that their administrative supervisors deprive them of the freedom to identify which tasks they are to accomplish. These constraints drove 49.2% of the respondents to disregard the hospitals where

they work as a second home. Furthermore, only 42.3% of respondents disagreed with the idea that work advances self-realization. (see Table 15)

Table 15: Frequency table of items on alienation from the act of production

Item		Alienated	Not-alienated	Total respondents
I achieve self-realization at workspace.	Percent	42.3%	57.7%	376
	<i>Freq</i>	159	217	
I feel that my work develops my mental competencies.	Percent	44.9%	55.1%	376
	<i>Freq</i>	169	207	
I feel that the hospital where I work is my second home.	Percent	49.2%	50.8%	376
	<i>Freq</i>	185	191	
The hospital administration gives me freedom to identify the tasks that I need to accomplish.	Percent	64.8%	35.2%	375
	<i>Freq</i>	243	132	
Without the need to satisfy the conditions of life and my material obligations, I would leave my work.	Percent	46.7%	53.3%	375
	<i>Freq</i>	175	200	

3) Alienation from Species-Essence: Workers are not mere machines that operate day and night but are sensuous essences that need time and space for recreation (Marx, 1844/1956, p. 7). The alienation from sensuous essence was the most common form identified in the quantitative phase where; 70.5% of the respondents confirmed that their work deprives them of space and time to participate in social or reactional activities.

Alienation from conscious labor was also a prevalently documented with 51.1% of the respondents feeling similar to a machine, performing tasks on autopilot. Such experience nevertheless exerts no effect on the nurses’ aesthetic essence, since 71.5% of the respondents attesting to their interest in providing excellent services. Nor does the experience take away from

the love and generosity that they display, with 54.3% affirming that such a life continues to exist for them. (see Table 16)

Table 16: Frequency table of items on alienation from species essence

Item		Alienated	Not-alienated	Total respondents
I feel that I am a machine at work. I do tasks in an unconscious manner.	Percent	51.1%	48.9%	376
	<i>Freq</i>	192	184	
I am seriously interested in providing patients with the best possible care and service.	Percent	28.5%	71.5%	376
	<i>Freq</i>	107	269	
I feel that my life is full of love and generosity.	Percent	45.7%	54.3%	376
	<i>Freq</i>	172	204	
My work deprives me of time to take up activities to entertain myself.	Percent	70.5%	29.5%	376
	<i>Freq</i>	265	111	

4) Alienation from Fellow Human Beings: Marx championed the need to liberate alienated workers from people who oppress and exploit them (1844/1956, p. 33). An idea to which 54.8% of the respondents in the quantitative stage agreed. However, this kind of estrangement has not corrupted the horizontal relationships among the nurses, where 59.3% of the respondents describing such associations as favorable and cooperative. 65.7% of the participants, who averred that they have been able to preserve their core human essence, continuing to express love and generosity without expectations of reciprocity or reward. (see Table 17)

Table 17: Frequency table of items on alienation from fellow human beings

Item		Alienated	Not-alienated	Total respondents
I love people and give them my trust without expectations.	Percent	34.3%	65.7%	376
	<i>Freq</i>	129	247	
I have good and cooperative relationships with my fellow nurses.	Percent	40.7%	59.3%	376
	<i>Freq</i>	153	223	
I have good and healthy relationships with my manager, the hospital's management, and doctors.	Percent	54.8%	45.2%	376
	<i>Freq</i>	206	170	

4.2.1.4 Gender Performativity Dimensions¹⁰¹¹

1) Gender Performativity at Workspace: The societal stereotypical image of women portrays them as emotional and irrational human beings and therefore unqualified for supervisory and decision-making positions. Gender performativity was reflected in 55.2% of the female nurses, who believe in the conventional representation of women, and concede to the claims that they are unfit decision makers and that men therefore have every right to dominate positions of influence. Among the nurses, 72.4% were convinced that should they one day hold a managerial post, accomplishing this role would necessitate acting resolutely as do males. The social standards that pigeonhole women as secretaries affected 49.5% of the female respondents, who expressed acceptance that they themselves and other women are meant principally to fill a secretarial role.

Conversely, 65.2% of the male participants conveyed the belief that they are better qualified for decision making than their female colleagues, and 78.8% stated that should they be assigned a managerial position, they would choose not to act irrationally as females do. Because they believe that secretarial tasks are meant only for women, 62% of them refuse to perform any task that is clerical in nature (Table 18).

¹⁰ The Cronbach's alpha results on gender performativity was 0.91, which indicates high internal consistency between items.

¹¹ All gender performativity variables, which were measured on a Likert scale in the questionnaire and are converted into dummy variables (0 = not performing, 1 = performing).

Table18 : Frequency table of items on gender performativity in the workplace

Gender Performativity at Workspace			
		Not-Performing	Performing
<i>In leadership positions, it is necessary to act as firmly as males</i>			
Female	Percent	27.6%	72.4%
	Freq	53	123
<i>In leadership positions, it is necessary to avoid acting irrationally as females</i>			
Male	Percent	21.2%	78.8%
	Freq	39	145
<i>Family and household obligations are more important than work regulations</i>			
Female	Percent	31.3%	68.8%
	Freq	60	132
<i>Work regulations are more important than family and household obligations</i>			
Male	Percent	33.4%	66.7%
	Freq	61	122
<i>I care a lot about reflecting my femininity and gentleness in the workplace</i>			
Female	Percent	37.5%	62.5%
	Freq	72	120
<i>I care a lot about reflecting my manhood and strength in the workplace</i>			
Male	Percent	31.0%	69.0%
	Freq	57	120
<i>I feel marginalized compared with my male colleagues</i>			
Female	Percent	45.8%	54.2%
	Freq	88	104
<i>My presence dominates over that of my female colleagues in the workplace</i>			
Male	Percent	41.9%	58.1%
	Freq	77	107
<i>I feel that males are more capable in decision making and therefore accept their dominance over important decisions in the workplace</i>			
Female	Percent	45%	55.2%
	Freq	86	106
<i>I feel that males have a greater ability to make decisions and must therefore dominate positions involving this process.</i>			
Male	Percent	34.7%	65.2%
	Freq	64	120
<i>If my male colleague and I are sitting with each other and the phone rings, I always answer because this is a female's job.</i>			
Female	Percent	50.5%	49.5%
	Freq	97	95
<i>If my female colleague and I are sitting with each other and the phone rings, I do not respond because this is a female's job.</i>			

Gender Performativity at Workspace			
		Not-Performing	Performing
Male	Percent	38.1%	61.9%
	Freq	70	114
<i>I do not have the qualifications for securing leadership positions in the hospital.</i>			
Female	Percent	50.0%	50.0%
	Freq	96	96
<i>I have the qualifications for securing leadership positions in the hospital</i>			
Male	Percent	26.0%	73.9%
	Freq	48	136
<i>I do not have the qualifications that my male colleagues do running meetings.</i>			
Female	Percent	48.0%	49.5%
	Freq	63	99
<i>I am more capable of managing meetings than are my female colleagues.</i>			
Male	Percent	32.8%	67.3%
	Freq	60	123
<i>I do not get involved in conversations regarding masculine topics, such as sports and cars.</i>			
Female	Percent	42.2%	57.8%
	Freq	81	111
<i>I do not involve myself in conversations regarding feminine topics, such as fashion and art.</i>			
Male	Percent	47.3%	52.8%
	Freq	87	97
<i>I tend to be calm and a good listener in conversations with my male colleagues</i>			
Female	Percent	47.4%	52.6%
	Freq	91	101
<i>I dominate conversations with my female colleagues.</i>			
Male	Percent	42.4%	57.6%
	Freq	78	106
<i>I prefer not to work at night with my male colleagues because I believe in societal standards that disapprove of this practice.</i>			
Female	Percent	45.8%	54.1%
	Freq	88	104
<i>I do not mind working with females at night because I do not believe in societal standards that disapprove of this practice.</i>			
Male	Percent	44.0%	56.0%
	Freq	81	104
<i>I do not like working with males in the same unit as this restricts my liberty.</i>			
Female	Percent	39.1%	60.9%
	Freq	14	117
<i>I do not mind working with females in the same unit as it does not restrict my liberty.</i>			
Male	Percent	42.4%	57.9%
	Freq	78	106

2) Gender Performativity out of Workspace: Butler argued that people, as speaking bodies, utter speech that reflects what they need to perform (2006, p. 54). 50.5% of the female participants, describe themselves using words such as ‘irrational’, ‘weak’, ‘talkative’, and ‘negative’ and also 65% of the male respondents, represent themselves with terms such as ‘strong’, ‘rational’, ‘free’ and ‘independent’.

Patriarchal norms pose restrictions on the behaviors of both sexes, and gender performativity is reflected in the individual treatment of these behaviors as ‘social facts’ and components of inherent identity (Butler, 2006, p. 57). Most of the female respondents, who stated that they choose not to speak loudly and smoke in public as adherence to social standards that disapprove such behaviors (62.3% and 69.2%, respectively). By contrast, 45.7% of the male participants indicated that they talk loudly in the streets, and 44.3% smoke in public as these behaviors support their attempts to exhibit their masculinity. (see Table 19)

Table19 : Frequency table of items on gender performativity outside the workplace

Out of workspace Dimensions			
		Not Performing	Performing
<i>As a female, I describe myself as irrational, weak, talkative, a follower, and moody.</i>			
Female	Percent	49.5%	50.5%
	Freq	95	97
<i>As a man, I describe myself as strong, rational, free, and independent.</i>			
Male	Percent	35%	65%
	Freq	64	119
<i>A female should not talk or laugh loudly in the street, so I do not do this</i>			
Female	Percent	37.7%	62.3%
	Freq	72	119
<i>I speak loudly in the street as this does not contradict my manhood</i>			
Male	Percent	54.4%	45.7%
	Freq	100	84
<i>It is not permissible for a female to smoke, so I do not smoke in public.</i>			
Female	Percent	30.8%	69.2%
	Freq	59	133
<i>Smoking is for men, so I smoke.</i>			
Male	Percent	55.8%	44.3%
	Freq	102	81

4.2.1.5 Work-Related Variables

4.2.1.5.1 Work-Related Variables Derived from Marx, Porter et and Herzberg's Theories

Figure (1) shows that nurses in the five hospitals scored high level in job commitment (58.9%), job satisfaction (56.9%), job security (53.7%), motivation to work (54.5%). However, 68.1% feel that the salary they receive does not compromise the effort they make, accordingly, 39.9% of nurses are satisfied with their salary. In addition, the results show that 50% of the nurses experience a lack of task development and 58.3% of the nurses answer that their tasks are routine. Thus, 52.4% of the nurses are feeling bored at work.

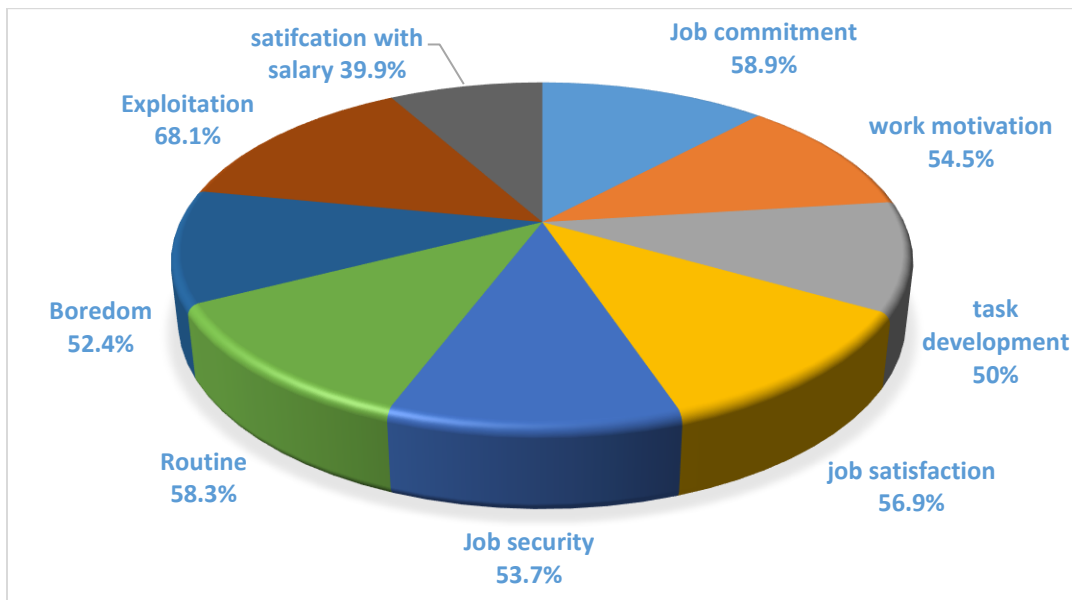


Figure 1: Percentages of nurses who agree and agree strongly with statements that measures these work-related variables

4.2.1.5.2 Work -Related Variables Identified in the Qualitative Phase

This section centers on the variables that were identified in the qualitative stage of the research. The quantitative results were consistent and compatible with the qualitative findings. For instance, more than half of the nurses (52.4%) complained that they suffer from pressure due to heavy workloads, and 63.5% lamented that they are deprived of rest hours. Likewise, 39.8% of the nurses are denied annual and sick leaves. Among the respondents, 43.9% admitted to having a

constant fear of making mistakes, and 40% expressed a pessimistic view of life because of continuous encounters with death (Figure 2).

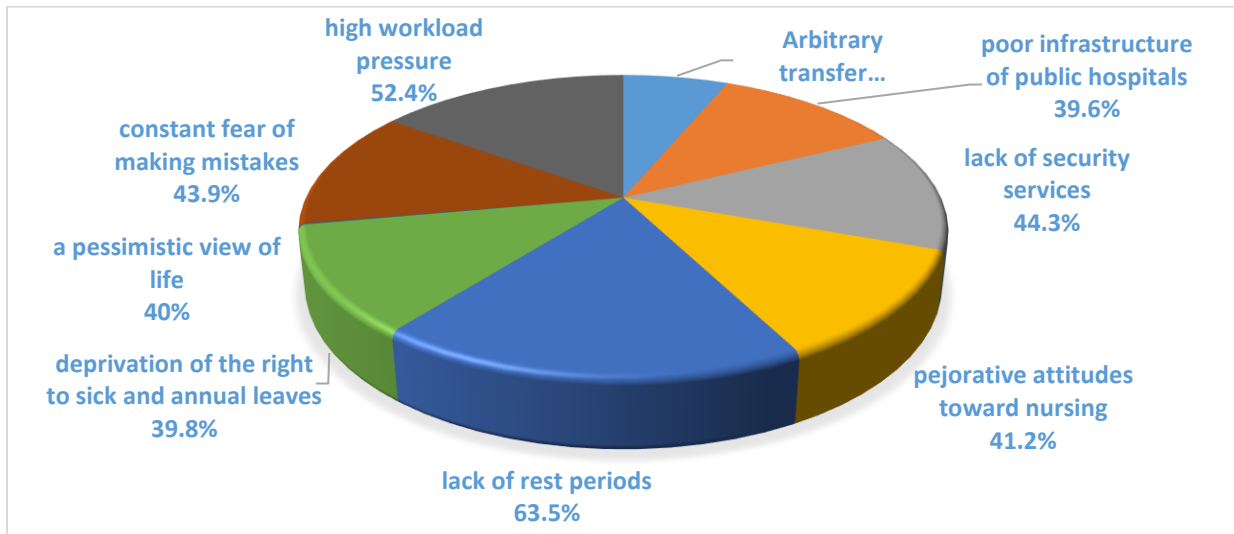


Figure 2: Percentages of nurses who answer Yes in statements that measures these work-related variables

4.2.2 Diagnostics for Regression Modeling

4.2.2.1 Multicollinearity

Table 20 presents Pearson correlation coefficient between the variables. Total work alienation is not statistically correlated with any of the variables. A significant and high correlation exists between both routine and boredom and work commitment and motivation variables. Therefore, the variables job motivation was excluded from the analyses. However, routine and boredom variables were not excluded from the analysis since they are key components of Marx's conception about the division of labor.

Table 20: Pearson correlation matrix

	Total Work Alienation	Comm itment	motivation	satisfa ction	Job security	Exploitation	Task development	Satisfaction with Salary	Routine
Commitment	-0.6277	1							
Motivation	-0.6197	.798**	1						
Satisfaction	-0.5795	.558**	.564**	1					
Job security	-0.4283	-.175**	-.152**	-.167**	1				
Exploitation	0.5345	-.351**	-.395**	-.388**	.183**	1			
Task development	-0.5913	.600**	.654**	.642**	-.200**	-.358**	1		
Satisfaction with Salary	-0.4511	.328**	.313**	.335**	-.064	-.647**	.305**	1	
routine	0.4915	-.383**	-.399**	-.378**	.315**	.523**	-.353**	-.313**	1
Boredom	0.5523	-.442**	-.435**	-.512**	.279**	.529**	-.491**	-.359**	.711**
Arbitrary Transfer	0.4789	-.353**	-.358**	-.362**	.174**	.290**	-.341**	-.215**	.285**
Poor infrastructure	0.4664	-.392**	-.384**	-.420**	.190**	.452**	-.391**	-.288**	.416**
Society's Perception	0.624	-.491**	-.534**	-.566**	.278**	.472**	-.518**	-.340**	.457**
Right to rest	-0.4175	.307**	.333**	.313**	-.310**	-.324**	.362**	.227**	-.378**
Right to leave	-0.554	.461**	.433**	.438**	-.252**	-.403**	.463**	.336**	-.343**
Pessimism	0.382	-.420**	-.476**	-.396**	.251**	.410**	-.432**	-.238**	.367**
Constant fear	0.4431	-.325**	-.395**	-.305**	.376**	.280**	-.409**	-.138**	.272**
Workload pressure	0.5791	-.417**	-.465**	-.488**	.150**	.492**	-.496**	-.331**	.401**
Total GP	-0.0297	.079	.111*	.003	.122*	-.022	.089	-.015	.048

* and ** denote significance at 0.05 and 0.01 levels, respectively.

Table 20: Pearson correlation matrix

	Boredom	Arbitrary Transfer	Poor infrastructure	Society Perception	Right to rest	Right to leaves	Pessimism	Constant Fear	Workload pressure
Arbitrary Transfer	.363**	1							
Poor infrastructure	.490**	.441**	1						
marginalization	.436**	.360**	.620**						
Society's Perception	.511**	.417**	.473**	1					
Right to rest	-.442**	-.294**	-.344**	-.481**	1				
Right to leaves	-.476**	-.319**	-.403**	-.550**	.424**	1			
Pessimism	.445**	.378**	.421**	.511**	-.475**	-.537**	1		
Constant fear	.360**	.299**	.303**	.421**	-.490**	-.483**	.652**	1	
Workload	.519**	.362**	.478**	.554**	-.410**	-.454**	.486**	.371**	1
Total. GP	-.035	.003	-.007	.010	-.024	.000	.020	.045	-.029

* and ** denote significance at 0.05 and 0.01 levels, respectively.

4.2.3 Association between Gender Performativity and Work Alienation

4.2.3.1 Cross-Tabulation

The first part of the association analysis involved cross-tabulations between the overall gender performativity¹² and the four dimensions of work alienation¹³. A chi-square test was performed to ascertain whether a significant relationship exists between gender performativity and work alienation. Significance level is set at 5 percent.

The results of the cross-tabulation showed that the only alienation from the act of production is significantly associated with gender performativity (p-value=0.037). No such relationship was found for the other three work alienation dimensions (see Table 21). However, when the cross-tabulations between work alienation dimensions and total gender performativity was further analyzed by sex, a significant relationship is reported between the four dimensions of alienation and gender performativity for the female nurses. The findings also reflected that the low work alienation is experienced among females with low gender performativity whereas high alienation was prevalent by females with considerable gender performativity.

Similarly, a significant relationship existed between the four dimensions of alienation and gender performativity among the male nurses. In contrast to the results for the females, however, the low work alienation was prevalent among males with high gender performativity whereas high work alienation is experienced among males with low gender performativity (Figures 3–6, Table 21).

¹² Total gender performativity was transformed into categorical variables (low = 0–15, moderate = 16–30, high = 31–45).

¹³ Each dimension of work alienation is combined and transformed them into categorical variables (low = 0–5, moderate = 6–9, high = 10–12).

Table 21: Cross-tabulation of four dimensions of work alienation and overall gender performativity

		Alienation from final product				Alienation from the act of production					
	Overall GP	Low	Moderate	High	p-value		Overall GP	Low	Moderate	High	p-value
Total GP	Low	42.2%	31.3%	26.5%	0.953	Total GP	Low	34.7%	15.3%	50.0%	0.037
	Moderate	39.5%	34.3%	26.2%			Moderate	37.3%	26.1%	36.6%	
	High	42.5%	31.9%	25.7%			High	50.5%	17.6%	31.9%	
	Total	41.0%	32.9%	26.1%			Total	40.7%	21.0%	38.4%	
Females	Low	65.2%	28.3%	6.5%	0.000	Females	Low	55.8%	23.3%	20.9%	0.00
	Moderate	35.2%	34.1%	30.7%			Moderate	28.1%	29.7%	42.2%	
	High	10.5%	43.9%	45.6%			High	11.1%	19.4%	69.4%	
	Total	35.1%	35.6%	29.3%			Total	32.2%	25.2%	42.7%	
Males	Low	13.5%	35.1%	51.4%	0.000	Males	Low	3.4%	3.4%	93.1%	0.00
	Moderate	44.0%	34.5%	21.4%			Moderate	44.9%	23.1%	32.1%	
	High	75.0%	19.6%	5.4%			High	76.4%	16.4%	7.3%	
	Total	47.5%	29.9%	22.6%			Total	48.1%	17.3%	34.6%	
		Alienation from species essence				Alienation from the fellow human					
	Overall GP	Low	Moderate	High	p-value		Overall GP	Low	Moderate	High	p-value
Total GP	Low	38.6%	33.7%	27.7%	0.498	Total GP	Low	73.5%	15.7%	10.8%	0.125
	Moderate	40.6%	40.0%	19.4%			Moderate	62.3%	26.3%	11.4%	
	High	35.4%	38.1%	26.5%			High	61.9%	31.0%	7.1%	
	Total	38.5%	38.0%	23.5%			Total	64.7%	25.3%	10.0%	
Females	Low	63.0%	28.3%	8.7%	0.000	Female	Low	95.7%	2.2%	2.2%	0.000
	Moderate	35.2%	43.2%	21.6%			Moderate	52.3%	30.7%	17.0%	
	High	12.3%	42.1%	45.6%			High	33.3%	54.4%	12.3%	
	Total	35.1%	39.3%	25.7%			Total	57.1%	30.9%	12.0%	
Males	Low	8.1%	40.5%	51.4%	0.000	Males	Low	45.9%	32.4%	21.6%	0.000
	Moderate	46.0%	36.8%	17.2%			Moderate	72.4%	21.8%	5.7%	
	High	58.9%	33.9%	7.1%			High	91.1%	7.1%	1.8%	
	Total	42.2%	36.7%	21.1%			Total	72.8%	19.4%	7.8%	



Figure 5: Bivariate association between overall gender performativity and alienation from final product



Figure 6: Bivariate association between overall gender performativity and alienation from the act of production

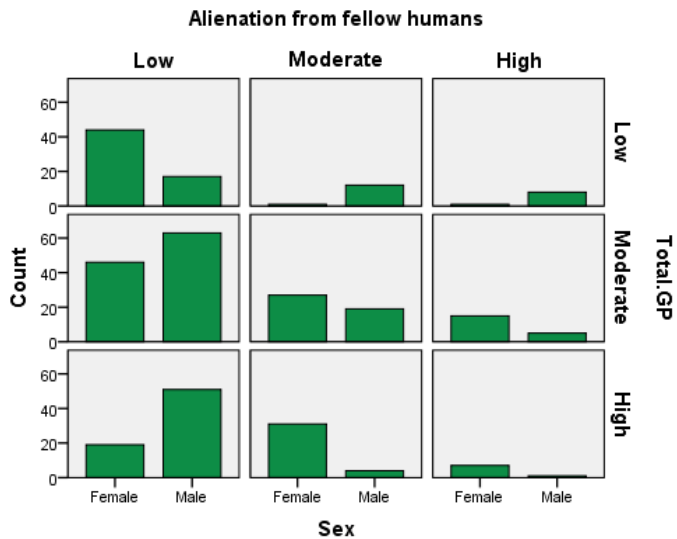


Figure 3: Bivariate association between overall gender performativity and alienation from fellow humans

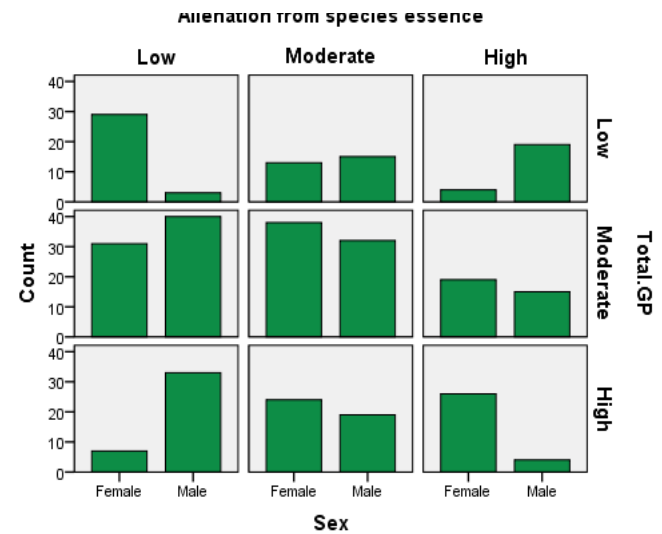


Figure 4: Bivariate association between overall gender performativity and alienation from species essence

4.2.3.2 Multivariate Analysis

Table (22) presents the results of the logistic regression model are presented. Shown are odds ratio (OD), robust standard errors (RSE).

Table 22: Multivariate logistic models

		Model 1	Model 2	Model 3	Model 4	Model 5	Model 6	Model 7	Model 8
Total Gender	(OR)	0.778							
Performativity	(RSE)	0.169							
Sex	(OR)	0.501**							
	(RSE)	0.109							
Not Performing* Male	(OR)		9.135***	3.421**	3.668*	4.312*	3.967*	3.119*	4.877*
	(RSE)		3.367	1.389	1.528	1.945	1.798	1.707	2.525
Performing*Female	(OR)		15.740***	8.111***	8.711***	9.267***	7.922***	5.080*	7.704*
	(RSE)		6.328	4.391	4.634	5.197	4.224	2.796	4.820
Performing*Male	(OR)		0.218***	0.188***	0.215*	0.261*	0.185*	0.153*	0.260*
	(RSE)		0.090	0.090	0.099	0.132	0.095	0.088	0.130
Development of tasks	(OR)			0.384***	0.397***	0.760	0.417*	0.557*	0.781
	(RSE)			0.077	0.073	0.157	0.080	0.113	0.168
Routine	(OR)			1.158	1.079	0.977	1.024	1.025	
	(RSE)			0.233	0.201	0.169	0.194	0.182	
Boredom	(OR)			1.786**	1.797*	1.735*	1.529*	1.394	1.443*
	(RSE)			0.305	0.326	0.320	0.296	0.281	0.230
Place of residence (0 = city, 1 = village and camp)	(OR)			1.012					
	(RSE)			0.331					
Academic degree (0 = diploma, 1 = bachelor and master)	(OR)			1.040					
	(RSE)			0.531					

Social class (0 = very poor and poor, 1 = middle class, upper middle class, upper class)	(OR) (RSE)	1.075 0.513			
Position (0 = director of nursing, head of department, administrative supervisor, 1 = nurse)	(OR) (RSE)	0.447 0.250			
Experience	(OR) (RSE)	1.186 0.293			
Salary	(OR) (RSE)	0.721 0.205			
Work Commitment	(OR) (RSE)		0.635* 0.141	0.592 0.157	
Job satisfaction	(OR) (RSE)		0.728 0.137		
feeling with Exploitation	(OR) (RSE)		1.324 0.287		
satisfaction with Salary	(OR) (RSE)		0.571* 0.136		
Job insecurity	(OR) (RSE)		0.934 0.148		
Arbitrary transfer	(OR) (RSE)			2.377 1.648	
Stress due to poor infrastructure	(OR) (RSE)			0.508 0.267	
Feeling insecure	(OR) (RSE)			1.847 1.035	
Pejorative attitudes toward nursing	(OR) (RSE)			3.154* 1.552	3.957* 1.778

Lack of rest periods	(OR)							2.888*	1.494
	(RSE)							1.241	0.626
Deprivation of the right to sick and annual leaves	(OR)							0.366	
	(RSE)							0.198	
Pessimistic view on life	(OR)							1.440	
	(RSE)							0.656	
Constant fear of making mistakes	(OR)							2.084	
	(RSE)							1.049	
Workload pressure	(OR)							3.982*	3.791*
	(RSE)							1.641	1.604
Constant	(OR)	1.772	0.508	8.019	1.118	4.250	1.715	0.399	0.779
	(RSE)	0.333	0.112	12.52	0.517	2.668	1.246	0.295	0.471
Pseudo R-squared		0.024	0.356	0.531	0.523	0.581	0.566	0.620	0.623
Log likelihood			-156.3	-112.4	-114.9	-101.2	-104.3	90.32	-90.60
Chi-squared			113.3	105.6	101.5	77.97	94.39	84.40	91.64

***, **, and * denote significance at 1, 5 and 10 percent levels, respectively.

In model (1), males had a 50% less probability of work alienation when compared with females. Further, those that were performing their gender had a 33% less chance of work alienation when compared to those that were not performing their gender, regardless of sex ($p=.002$).

In Model 2, three interaction terms between sex and gender performativity were used. This model found evidence that males that were not performing their gender were 9 times as likely to have work alienation when compared to females that were not performing. Females that were performing their gender were 15 times as likely to have total work alienation as females that were not performing ($p<0.001$). Performing males were shown to have a 79% lower likelihood of work alienation. When compared to females that are not performing their gender, not performing males and performing females have a much higher likelihood of experiencing work alienation. However, performing males have a reduced probability of work alienation than not performing females.

When sociodemographic variables were incorporated into Model 3, consistent with the prior model's results, males performing their gender were 80% less likely to have total work alienation when compared to not performing females. Not performing males and performing females were associated with 3 times and 8 times higher likelihood of work alienation when compared to not performing females, respectively. No association was found between total work alienation and any of sociodemographic variable. However, significant associations were found between total work alienation and development of tasks and boredom. Task development decreased probability of total work alienation by approximately 63% and boredom increased probability of total work alienation by 74%.

Task development reduces the probability of work alienation by a lot. Boredom increases the probability of work alienation by a lot. When compared to females that are not performing their gender, males that are not performing and females that are performing have a MUCH higher

likelihood of work alienation. Performing males have a much lower probability of work alienation than not performing females.

Models 4,5, and 6 use work-related variables, derived from Marx's (1844) conception of the division of labor, Porter et al.'s (1974) theory of job commitment, and Herzberg's (1959) theory of job motivation, as control variables. In all three models, performing females and non-performing males were more likely to experience work alienation than non-performing females. However, performing males had a lower probability of alienation than non-performing females. Task development variable, in models 4 and 6, significantly reduced the probability of work alienation. Routine, however, was not a significant predictor of total work alienation in any of these models. Boredom is a significant predictor of work alienation and increases its likelihood significantly. Work commitment and satisfaction with salary decreased probability of total work alienation by approximately 37% and 43%, respectively. However, boredom increased probability of total work alienation by 32%.

In Model 7, the variables identified from the qualitative stage are used as controls. Consistent relationship between gender performativity and work alienation remained significant. The results showed that performing females had a three-fold and non-performing males had a five-fold increase likelihood of experiencing work alienation than non-performing females. Performing males though had 85% less likelihood for work alienation than the reference group of non-performing females.

The pejorative societal attitudes regarding nursing profession, deprivation of right to rest, and workload pressure are found to have significant impact on work alienation. Pejorative societal attitudes towards nursing and deprivation of right to rest led to an approximately three-fold

increase in the likelihood of total work alienation. Workload pressure lead to a nearly four-fold increase in the likelihood of total work alienation.

Model 8 tests if the association between gender performativity and work alienation between sexes persists even after including both sociodemographic and work-related variables as controls. The results are robust where females who perform their gender had 8 fold probability of work alienation than females who are not performing their gender. Also, males who are performing their gender had less work alienation, and they had had a 74% lower probability of work alienation t (CI: 0.26, 95% CI:0.09-0.69).

The results reflected gender performativity as one of the core significant determinants of work alienation. Females who perform their gender experience considerably more severe work alienation than do females who do not act according to the dictates of the community. Contrastingly, Males who perform their gender experience less work alienation than do females who do not perform their gender.

CHAPTER 5

Discussion and Conclusions

Although gender in its biological sense has been argued as a determinant of work alienation among employees (Walshok, 1978; Callahan-Levy & Messe, 1979; Ramaswami, Agarwal, & Bhargava, 1993; Abdul Mutalb, 2013; Rasheed, 2013; Miller, Labovitz, & Fry, 1975; Hosseinzadeh, Nazem, & Eimani, 2014; Anooz, 1999; Dagli & Averbek, 2017; Yorulmaz, Altinkurt, & Yilmaz, 2015; Ewidat, 1995, Erdem, 2009; Temel, Mirzeoglu, & Mirzeoglu, 2013; Shehada & Khafaje, 2015; Carr, Szalacha, Barnett, Caswell, & Inui, 2003; Dworkin, Chafetz, & Dworkin, 1986; Settles et al., 2012; Nito, 2013), a crucial requirement is to pinpoint factors that construct gender. In the present study, Butler's theory of gender performativity was adopted as basis for disentangling how gender is constructed in and through individuals' submission, subordination, and performance of gendered norms and roles. I argue that organizations, scholars, and people must comprehend the effects of their gendered performative behaviors on their sense of alienation from work rather than simply allow themselves to be deceived by the notion that gender is a biological fact that shapes the work alienation of males and females. In accordance with this perspective, I tested various multivariate logistic models intended to assess how work alienation is influenced by gender performativity. Here lies the novelty of this study as this is the first to evaluate the association between the two aforementioned variables.

The results of the bivariate cross-tabulations and multivariate logistic regressions pointed to an association between gender performativity and work alienation among the male and female nurses working in five public hospitals in Palestine. This relationship remained strong and significant even after sociodemographic and work-related variables were controlled for. The findings demonstrated that females who perform their gender are estranged from their work to a higher degree than that experienced by women who do not perform their gender. On the contrary,

males who perform their gender suffer from alienation to a lower extent than do men who do not perform their gender.

A reasonable conclusion, then, is that gender performativity among females or their adherence to gendered scripts translates to subordination, marginalization, and weakness that negatively affect their feelings at work and thereby expose them to more severe work alienation than that encountered by women who resist the pull of gender performativity. In the case of men, such performativity infuses them with a sense of superiority, strength, and dominance that are also reflected in their feelings at work and leads them to have lower rates of feeling alienated compared with males who do not perform their gendered roles. These results align with Butler's (2006, p. 192) perspectives, through which she accentuates the tremendous impact of people's performance of their gendered roles on their overall identities, feelings, attitudes, and how they and others perceive and deal with them.

On the basis of this study's outcomes, analysts should be vigilant against being misled by the notion of gender and its treatment as a biological reality that can characterize and distinguish males and females. This position is preferable to allowing themselves to be deluded and then crafting interpretations of male and female dissimilarities in terms of work alienation, guided by perspectives deduced from societal stereotypical images of both sexes. This deception was espoused by Walshok (1978), Callahan-Levy and Messe (1979), Rollero, Fedi, and Piccoli (2015), Ramaswami, Agarwal, and Bhargava (1993), Abdul Mutalb (2013), and Rasheed (2013) when they related (on the basis of subjective standpoints) the low rate of work alienation among females to their socialized roles of being uninterested in work, achievement, and pay. This was also the unenlightened orientation of Miller, Labovitz, and Fry (1975), Hosseinzadeh, Nazem, and Eimani (2014), and Anooz (1999) when they interpreted women's less severe alienation from work than

that of males to their satisfaction with subjugated working conditions. The researchers justified this acceptance by stating that females deem oppressive conditions as applying to them all. These types of analyses, as Butler expounds through her theory, reinforce and consolidate gender as fact and stereotypical images of women as inherent parts of their identities; such strengthening, in turn, stabilizes their subordination (2006, p. 49). Examinations should consider how gender is merely a collection of performative actions that can never be treated as innate in identity. These investigations can therefore never be grounded in a biologically inclined lens and subjective interpretations of any phenomena related to males and females, including work alienation.

Similar to any other scholarly endeavor, this research has certain limitations, primary among which is the unavailability of a random sample that represents nurses employed in public hospitals. Such sample was not acquired because of these nurses' irregular shifts and the refusal of some of them to take part in a study intended to shed light on their dissatisfaction with their working conditions and hospital management. Therefore, the results cannot be generalized to nurses in Palestine. Upcoming research can further develop the current work by inquiring into the association between gender performativity and work alienation on the basis of varying samples of employees from different sectors, where they can target prospective respondents in a random manner and thus be able to generalize findings.

To conclude, this study underscores the reality that gender cannot be treated as a biological determinant or the falsity that one's male and female gender determines one's feelings, attitudes, identities, possibilities, futures, and career paths, among many other aspects of being. Rather, people's actions and behaviors shape their identity; the manner by which they submit to society and its sexist, biased classifications determines their lives; and how they confine themselves within the parameters of "social fact" molds their well-being. In service of these ideas, this study

advocates for nurses to prioritize their true selves over the representations imposed by their gendered cultures and accordingly create a space for them to find possibilities that extend beyond gendered stereotypical identities.

APPENDIX: Questionnaire

هذه الاستبانة هي جزء من أطروحة طالبة هبة عدنان الجبهي وهي تدرس ماجستير إدارة أعمال في جامعة بيرزيت تهدف الاستبانة فحص العلاقة ما بين الاغتراب الوظيفي والأداء الجندري، نرجو من حضرتكم تعبئة النموذج أدناه مع العلم أنه سيتم التعامل مع إجاباتكم بمنتهى السرية وستستخدم فقط لأغراض هذه الدراسة .

بيانات ديمغرافية

1. مكان السكن: مدينة قرية مخيم

2. الفئة العمرية:

من 20-30 سنة

من 31-40 سنة

من 41-50 سنة

من 51 سنة فأكثر

3. اعلى درجة تعليمية تم تحصيلها:

دبلوم

بكالوريوس

ماجستير

غيره _____

4. كيف تقيمي وضعك الاقتصادي:

فقيرة جداً

فقيرة نوعاً ما

متوسطة

متوسطة - عليا

عليا جداً

بيانات وظيفية

5. المستشفى الذي أعمل فيه:

المستشفى الوطني

مستشفى رفيديا

مجمع فلسطين الطبي

مستشفى عالية

مستشفى يطا الحكومي

6. سنوات الخبرة: أقل من سنة سنة-5 سنوات 6-10 سنوات 11-15 سنوات أكثر من

15 سنة

7. طبيعة العمل:

- مديرة التمريض
 مديرة قسم
 مشرفة إدارية
 ممرضة

8. الراتب الذي أتقاضاه:

- أقل من 2000 شيكل
 2001 - 3000 شيكل
 3001 - 4000 شيكل
 4001 - 5000 شيكل
 5001 - 6000 شيكل
 6001 - 7000 شيكل
 أكثر من 7001 شيكل

بيانات لثاية الهدف العام من الدراسة				
#	لا أوافق بشدة	لا أوافق	أوافق	أوافق بشدة
اغتراب الإنسان عن منتوجه				
9.				لا اشعر بمعنى عملي المتمثل بالعناية بالمريض، هو فقط عبارة عن عمل أقوم به من أجل الراتب
10.				أرى في راحة المريض الذي أقوم بمتابعة حالته انعكاساً لقدراتي الإبداعية
11.				كافة إنجازاتي في العمل تذهب لحساب شهرة الأطباء والعوائد المادية لإدارة المستشفى
12.				من كثرة استنزافي في العمل لا يمكنني منح نفسي ذات العناية والاهتمام التي أمنحها للمرضى
اغتراب الإنسان عن العملية الإنتاجية				
13.				أشعر أنني أحقق ذاتي من خلال عملي كممرضة
14.				أشعر أن عملي يطور قدراتي العقلية والذهنية
15.				أشعر أن المستشفى الذي أعمل فيه هو بيتي الثاني
16.				تمنحني إدارة المستشفى الحرية بتحديد المهام التي أقوم بها
17.				لولا ظروف الحياة والتزاماتي المادية، لتكرت عملي
اغتراب الإنسان عن جوهره الإنساني				
18.				أشعر اني آلة في العمل فقط أقوم بتنفيذ المهام دون وعي

#	لا أوافق بشدة	لا أوافق	أوافق	أوافق بشدة
19.				أنا مهتمة بجدية لتقديم الراحة للمريض بأحسن أوجهها
20.				أشعر أن حياتي مليئة بالمحبة والعطاء
21.				عملي حرمني الوقت للقيام بأنشطة لترفيهه عن نفسي
اغتراب الإنسان عن الإنسان				
22.				أنا أحب الوجود من أجل الحب فقط وامنح ثقتي لناس دون أن انتظر مقابل مادي أو معنوي
23.				أتمتع بعلاقات جيدة وتعاونية مع زملائي الممرضين
24.				أتمتع بعلاقات جيدة وصحية مع مسؤولي في العمل من إدارة وأطباء
الأداء الجندي				
25.				في المناصب القيادية من الضروري أن أتصرف بحزم كالذكور
26.				الالتزامات العائلية والمنزلية أهم من قوانين العمل
27.				يهمني كثيراً أن أعكس أنوثتي ونعومتني في العمل
28.				أشعر اني هامشية بالنسبة لزملائي الذكور
29.				أشعر أن الذكور لديهم قدرة أكبر على أخذ القرار، وبالتالي أتقبل هيمنتهم على القرارات المهمة في العمل
30.				إن كنت أنا وزميلي الذكر جالسين مع بعضنا البعض وقرع جرس الهاتف أبادر دائماً بالرد لأنها وظيفة الإناث
31.				ليس لدي المؤهلات لتولي المناصب القيادية في المستشفى
32.				ليس لدي المؤهلات لإدارة الاجتماعات كزملائي الذكور
33.				أنا لا أتحدث بالمواضيع ذات الطابع الرجولي كالرياضة والسيارات
34.				في المحادثات الشخصية مع زملائي الذكور، أنا أكون هادئة ومستمعة جيدة لحديثهم
35.				أنا أصف نفسي كامرأة بأني غير عقلانية، وضعيفة وثرثرة وتابعة ونكدية
36.				لا يجوز للفتاة التحدث أو الضحك بصوت عالي في الشارع، وبالتالي لا أفعل ذلك
37.				لا يجوز للفتاة التدخين فبتالي أنا لا أدخن بالعلن
38.				أنا لا أفضل الدوام الليلي مع زملائي الذكور لأنني أؤمن بالمعايير المجتمعية التي لا تحبذ ذلك
39.				أنا لا أحبذ العمل مع الذكور في نفس القسم فهذا يقيد حريتي

#	لا أوافق بشدة	لا أوافق	أوافق	أوافق بشدة
الأداء الجندي للذكور				
1.				في المناصب القيادية من الضروري تجنب التصرف بغير عقلانية كالنساء
2.				قوانين العمل أهم من الالتزامات العائلية والمنزلية
3.				يهمني كثيراً أن أعكس رجولتي وقوتي في العمل
4.				أنا أظن على وجود زميلاتي في مكان العمل
5.				أشعر أن الرجال لديهم قدرة أكبر على أخذ القرار، وبالتالي يجب أن يكونوا هم المهيمين على مواقع صنع القرار
6.				إن كنت أنا وزميلي الأنثى جالسين مع بعضنا البعض وقرع جرس الهاتف لا أبادر بالرد لأنها وظيفة النساء
7.				أنا لذي المؤهلات لتولي المناصب القيادية في المستشفى
8.				أنا أقدر على إدارة الاجتماعات أكثر من زميلاتي الإناث
9.				أنا لا أتحدث بالمواضيع ذات الطابع الأنثوي كالأزياء والفن
10.				في المحادثات الشخصية مع زميلاتي في العمل، أنا أهيمن على الحديث
11.				أنا أصف نفسي كرجل بأنني قوي، وعقلاني، حر، ومستقل
12.				أنا أتكلم واضحك بصوت عالي في الشارع فهذا لا يناقد رجولتي
13.				أنا أدخن فالتدخين للرجال
14.				أنا لست مهتم بفكرة الدوام الليلي مع زميلاتي الإناث لأنني لا أؤمن بالمعايير المجتمعية التي لا تحب ذلك
15.				أنا لست مهتم أن كنت أعمل مع الإناث في نفس القسم فهذا لا يقيد حريتي
عوامل وظيفية أخرى				
40.				أنا لذي انتماء للعمل الذي أقوم به
41.				أشعر أن لدي حافز كبير للعمل بجد داخل المستشفى
42.				يوجد تطور في المهام التي أقوم بها
43.				أنا راضيه عن عملي في المستشفى
44.				أشعر بالخوف الدائم من خسارة عملي
45.				أشعر أن المهام التي أقوم بها روتينية
46.				أشعر أن مهامي في العمل مملة
47.				الأجر الذي أتقاضاه لا يعادل كل ما أقوم به من جهد
48.				أنا راضيه عن الراتب الذي أتقاضاه

عوامل وظيفية قد تؤدي إلى الاغتراب

<p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p>	<p>تعرضت لنقل تعسفي بين المحافظات</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p> <p>إذا كانت الإجابة نعم هل تسبب لك ضغطاً نفسياً <input type="checkbox"/></p> <p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p>	<p>البنية التحتية للمستشفى الذي أعمل فيه سيئة</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p> <p>إذا كانت الإجابة لا، هل تشعر أن هذا إهمال من قبل الإدارة للممرض <input type="checkbox"/> لا <input type="checkbox"/> نعم</p>	<p>هل يوجد امن وحراسة في المستشفى</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p>	<p>هل تشعرين بالنظرة الدونية المجتمعية لمهنة التمريض</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم. إذا كانت الإجابة نعم: كم عدد ساعات الاستراحة _____</p>	<p>لديك أوقات استراحة خلال عملك</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p>	<p>هل تحصلين على الإجازات السنوية والمرضية التي يكفلها لك القانون</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p>	<p>لدي نظرة سوداوية للحياة بحكم تعاملي الدائم مع الموت</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم</p>	<p>لدي خوف دائم من الوقوع في الخطأ وتسبب في وفاة أحد المرضى</p>
<p><input type="checkbox"/> لا <input type="checkbox"/> نعم إذا كانت الإجابة نعم، كم عدد ساعات العمل في اليوم _____</p>	<p>أعاني من ضغط عمل يفوق السبع ساعات عمل القانونية لليوم</p>

REFERENCES

- Aboul-Ela, G. (2015). Work alienation: does demographics matter? a study among training and management consulting organizations in Egypt. *Arab Journal of Administrative science*, 22(1), 107-121.
- Amazue, L., Nwatu, O., & Uzuegbu, C. (2016). Relationship between perceived leadership style, organizational justice and work alienation among Nigerian University employees. *Iosr Journal of Mathematics*, 18(4), 137-146.
- Baynazoğlu, M., & Akova, O. (2016). The relationship between work alienation and demographic factors: A research at five different 5-star hotels in Istanbul. *European Science Publishing Ltd*, 101-120.
- Blauner, R. (1964). *Alienation and freedom: The factory worker and his industry*. England: Taylor & Francis, Ltd.
- Butler, J. (1988). Performative acts and gender constitution: An essay in phenomenology and feminist theory. *Theatre Journal*, 40(4), 519-531.
- Butler, J. (2006). *Gender trouble*. New York: Routledge.
- Carr, P., Szalacha, L., Branett, R., & Caswell, C. (2003). A “ton of feathers”: Gender discrimination in academic medical careers and how to manage it. *Journal of Women's Health*, 12(10), 20-46.
- Challan-levy, C., & Messe, L. (1979). Sex differences in the allocation of pay. *Journal of Personality and Social Psychology*, 37(3), 433-446.
- Dagli, A., & Averbek, E. (2017). Investigating organizational alienation behavior in terms of some variables. *Universal Journal of Educational Research*, 5(2), 228-237.
- Dugguh, S., & Dennis, A. (2014). Job satisfaction theories: Traceability to employee performance in organizations. *Journal of Business and Management*, 16(5), 11-18.
- Dworkin, A., Chafetz, J., & Dworkin, R. (1986). The effects of tokenism on work alienation among urban public school teachers. *Asian Journal of Research in Banking and Finance*, 4(12), 193-200.
- Engstrom, E., & Ferri, A. (2000). Looking through a gendered lens: Local U.S. television news anchors' perceived career barriers. *Journal of Broadcasting & Electronic Media*, 44(4), 614-634.

- Erdem, M. (2014). The level of quality of work life to predict work alienation. *Educational Consultancy and Research Center, 14*(2), 534-544.
- Faulkner, W. (2009). Doing gender in engineering workplace cultures: Observations from the field. *Engineering Studies Journal, 1*(1), 3-18.
- Feldberg, R., & Glenn, E. (2017). Male and female: Job versus gender models in the sociology of work. *Social Problems Journal, 26*(5), 524-538.
- Fromm, E. (1942). *The fear of freedom*. London: Routledge.
- Gabriel, Y. (2008). *Organizing words: A critical thesaurus for social and organization studies*. Oxford: Oxford University Press.
- Geotzee, F. (2016). The impact of information technology sophistications on the work alienation of knowledge workers. *European Journal of Business and Management, 6*(26), 56-70.
- Ghosh, S. (1964). Some aspects of marxism and dialectical materialism. *Socialist Unity Centre of India (SUCI), 6*(26), 1-25.
- Hegel, G. (1807/1977). *Phenomenology of spirit* (A. Miller, Trans.). London: Oxford University Press.
- Heidegger, M. (1962). *Being and time*. Oxford: Blackwell Publishers Ltd.
- Herzberg, F. (1959). *One more time: how do you motivate employee?* Boston: Harvard Business School Publishing.
- Horney, K. (1945). *Our inner conflicts: A constructive theory of neurosis*. New York: W. W. Norton & Company.
- Hosseinzadeh, A., Nazem, F., & Eimani, M. (2014). Investigating the factors affecting the employees' job alienation in district 2 of Islamic Azad University. *Bulletin of Environment, Pharmacology and Life Sciences, 3*(1), 6-20.
- Jackson, S. (1983). *The alienation of the individual from society: A social-psychological theory and cross-cultural comparison (master's thesis)*. Iowa State University: Retrieved from ProQuest Dissertations.
- Kanungo, R. (1982). *Work alienation: An integrative approach*. California: ABC-CLIO.
- Kierkegaard, S. (1941). *The sickness unto death*. New Jersey: Princeton University Press.
- Lenin, V. (1937). *The Teaching of Karl Marx*. New York: International Publishers.
- Lester, J. (2008). Performing gender in the workplace : Gender socialization, power, and identity. *American Sociological Review, 35*(4), 277-305.

- Lorence, J. (2014). A test of "gender" and "job" models of sex differences in job involvement. *Social Forces Journal*, 66(1), 121–142.
- Magee, W. (2013). Anxiety, demoralization, and the gender difference in job satisfaction. *Springer US*, 69(5-6), 308–322.
- Martin, P. (2003). "Said and done" versus "saying and doing": Gendering practices, practicing gender at work. *Gender & Society Journal*, 17(3), 342-366.
- Marx, K., & Frederick, E. (1848/1888). *Manifesto of the communist party* (S. Moore, Trans.). Moscow: Progress Publishers.
- Marx, K. (1844/1932). *Comment on James Mill* (D. Clements, Trans.). Berlin: Erste Abteilung.
- Marx, K. (1844/1956). *Economic and philosophic manuscripts* (M. Martin, Trans.). Moscow: Progress Publishers.
- Marx, K. (1859/1999). *A contribution to the critique of political economy* (N. Srone, Trans). Chicago: Chicago, Charles H. Kerr Publishing Company.
- Miller, J., Labovitz, S., & Fry, L. (1975). Inequities in the organizational experiences of women and men. *Social Forces Journal*, 54(2), 365-381.
- Morrison, K. (2006). *Marx, Durkheim, Weber: formations of modern social thought*. Newbury Park: Pine Forge Press.
- Motazz, C. (1986). Gender differences in work satisfaction, work-related rewards and values, and the determinants of work satisfaction. *Human Relation Journal*, 39(4), 359-378.
- Musto, M. (2010). Revisiting Marx's concept of alienation. *Socialism and Democracy Journal*, 24(3), 79-101.
- Nasser, R. (2016). "Social scientists" make a mess out of scientific methodology. *Unpublished*.
- Nayak, A., & Kehily, J. (2006). Gender undone: subversion, regulation and embodiment in the work of Judith Butler. *British Journal of Sociology of Education*, 27(4), 459-472.
- Pashootanzadeh, H., Yavari, M., & Kaffash, A. (2014). The effects of efficiency, job type and gender on job alienation in state-owned and private Iranian banks. *Asian Journal of Research in Banking and Finance*, 4(12), 193-200.
- Persaud, W. (2005). *The theology of the cross and Marx's anthropology: a view from the Caribbean*. Oregon: Wipf and Stock Publishers.
- Porter, S. (1974). Organizational commitment, job Satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59(5), 603-609.

- Puusalu, J. (2012). *Malformation of belonging: historical analysis of the development of the concept of alienation (master's thesis)*. Tallinn University : Retrieved from ProQuest Dissertations .
- Qader, M. (2017). Work alienation and its influence on employees' performance. *Journal of Resources Development and Management*, 42(4), 82-89.
- Ramaswami, S., Agarwal, S., & Bhargava, M. (1993). Work alienation of marketing employees: influence of task, supervisory, and organizational structure factors. *Journal of the Academy of Marketing Science*, 12(3), 179–193.
- Rollero, C., Fedi, A., & Piccoli, N. (2015). Gender or occupational status: What counts more for well-being at work? *Springer Science Business Media*, 128(2), 28:467–480.
- Rousseau, J.-J., & Bennett, J. (1762/2017). *The Social contract (J. Bennet, Editor)*. Paris: Jonathan Bennett.
- Saari, M. (2015). *Work alienation and engagement in organisations – case study in an advertising agency (master's thesis)* (Vol. 12). Turko University of Applied Science: Retrieved from ProQuest Dissertations.
- Schacht, R. (1970). *Alienation*. London: Compton Printing Ltd.
- Schelling, F. (1797/2004). *Philosophy of nature (K. Peterson, Trans.)*. New York: State University of New York Press.
- Schiller, F. (1794/2002). *Letters upon the aesthetic education of man (B. Jannet, Trans.)*. Washington: Blackmask Online.
- Seeman, M. (1959). On the meaning of alienation. *American sociological review*, 24(6), 783-791.
- Settle, I., Cortina, L., Buchanan, N., & Miner, K. (2012). Derogation, discrimination, and (dis)satisfaction with jobs in science: A gendered analysis. *Psychology of Women Quarterly*, 37(2), 179–191.
- Shehada, M., & Khafaje, N. (2015). The manifestation of organizational alienation of employees and its impact on work conditions. *International Journal of Business and Social Science*, 6(2), 82-96.
- Singh, B., & Kumar, P. (2015). Alienation among teachers in relation to their gender and teaching experience. *International Educational E-Journal*, 13(3), 52-56.

- Taamneh, M., & Gharaibeh, S. (2014). The impact of job Security elements on the work alienation at private universities in Jordan. *European Journal of Business and Management*, 6(26), 588-612.
- Temel, C., Mirzeoglu , N., & Mirzeoğlu, A. (2013). An investigation of physical education teachers' work alienation level according to some variables. *International Journal of Academic Research*, 4(1), 522-575.
- Tummers, L. (2013). *Policy alienation and the power of professionals: confronting new policies*. Cheltenham: Edward Elgar Publishing.
- Tyler , M., & Cohen, L. (2010). Spaces that matter: Gender performativity and organizational space. *Organization Studies Journal*, 31(2), 31-175.
- Walshok, M. (1980). The personal and social benefits of paid employment for urban women in skilled and semiskilled occupations. *Paper presented at the Ninth World Congress of Sociology* (pp. 1-30). Washington: World Congress of Sociology.
- Weiner, I. (2003). *Handbook of psychology, history of psychology*. New York: John Wiley & Sons.
- أحمد رشيد. (2013). الاغتراب الوظيفي وعلاقته بالرضا الوظيفي لدى المرشدين التربويين في المرحلة الثانوية (أطروحة ماجستير). جامعة ديالى، العراق.
- اسلام التميمي . (2018). *حق الوصول الى المرافق والسلع والخدمات الصحية (الواقع الفلسطيني)*. رام الله: مؤسسة لجان العمل الصحي.
- حسن حماد. (1995). *الاغتراب عند ايريك فروم*. بيروت: المؤسسة الجامعية للدراسات والنشر والتوزيع.
- عاطف مقابلة، باسم حوامدة، و سليمان الطراونة . (2012). مستوى الاغتراب الوظيفي لدى معلمي المدارس الثانوية الحكومية في محافظة عمان من وجهة نظرهم. *جرش للبحوث والداراسات*، 14 (2)، 23-39.
- عبد اللطيف عنوز. (1999). الاغتراب الوظيفي ومصادره دراسة ميدانية حول علاقتها ببعض المتغيرات الشخصية والتنظيمية في القطاع الصحي الأردني بأقليم الشمال. *الإدارة العامة في جامعة اليرموك* ، 39 (12)، 343-388.
- عبد الله عويدات. (1995). مظاهر الاغتراب عند معلمي المرحلة الثانوية في الاردن. *دراسات العلوم الانسانية*، 22 (3)، 3355-3373.
- عبد المطلب عبد المطلب . (2012). الاغتراب الوظيفي وعلاقته بالاحترق النفسي والاضطرابات الجسمية لدى عينة من المعلمين الوافدين والمعلمات الوافدات بدولة الكويت. *مجلة العلوم الاجتماعية*، 41 (2)، 12-50.
- غازي الصوراني. (2011). *الأوضاع الصحية في الضفة الغربية وقطاع غزة*. غزة: وزارة الصحة الفلسطينية.

محمود أبو سمرة، شعبيات محمد، و أروى مقدم. (2014). الاغتراب الوظيفي لدى أعضاء هيئة التدريس في الجامعات الفلسطينية:دراسة ميدانية في جامعتي الخليل والقدس. مجلة اتحاد الجامعات العربية للبحوث في التعليم العالي، 34(2)، 53-71.

محمود موسى. (2003). مظاهر الاغتراب النفسي لدى معلمي ومعلمات المدارس الحكومية في محافظات شمال فلسطين (أطروحة ماجستير). جامعة النجاح الوطنية.

مديرية المعلومات والدراسات. (2016). التقرير الاحصائي السنوي-وزارة الصحة في المملكة الاردنية الهاشمية. عمان: وزارة الصحة الاردنية.

ناهدة الحمداني، و الصراف سجي . (2012). العلاقة بين بعض المتغيرات الشخصية والشعور بالاغتراب الوظيفي دراسة استطلاعية لأراء عينة من معلمي المدارس الابتدائية في محافظة نينوى. تنمية الرافدين، 34(110)، 176-184. وزارة الصحة الفلسطينية . (2018). متابعة التقييم الخاص بالمستشفيات الحكومية. رام الله: وزارة الصحة الفلسطينية.