

## **Abstract**

### **The effect of applying the Civil Service Law at the Jobs Satisfaction for teachers in the Governorates of Hebron and Bethlehem.**

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This research aimed at knowing the effect of applying the civil service law at job satisfaction for teacher in the governorates of Hebron and Bethlehem, and finding out the relationship between applying the law among these teachers. It also aimed at identifying the differences between them due to: ( Gender, Marital status, Qualifications, Directorate of education, Salary, and Years of Experience).

The descriptive approach was used in this study. The population of the study consisted of (8487) teachers (Males and females) working at Hebron and Betlehem Directorates, according to Ministry of Education and Higher Education, (2010). The researcher selected a random sample stratified, and The sample of research consisted of (849) teachers of the population of the research, in which the percentage is (10%). (779) reached the final stage, which represent (9%) from the final sample.

A questionnaire which was designed by the researcher himself was conducted to collect the data, its divided into four section. To assure the validity of the questionnaire, it was submitted to a group of arbitrators. The reliability was examined by Cronbach Alpha to test the inner correlation, Results of this test showed that the tool had a high degree of reliability.

The data were statistically processed using Means, Standard diviation, T-test one Way Anova, Tukey, Pearson Correlation, Cronbach Alpha to test realiability and half split equation.

Research findings:

- The dimension of the assessments of the Civil Service law and its executive regulations which deals with promotions came at the first level, then came the dimension that deals with performance, in the third place came the dimension that deals with penalties, in the fourth level came the dimension that deals with incentive and the fifth level came the dimension that deals with petition. The least important dimensions to teachers is the one that deals with the salaries and increases.

- The findings revealed that there were significant statistical differences in all dimensions of the Civil Service law and executive regulations to teachers in the Governorates of Hebron and Bethlehem due to Gender in favor to males, and due to qualification in favor to B.A and Diploma. Also in favor to Diploma in the rest of dimensions and in the whole degree. Also there were differences due to directorate in the dimension of promotions, and the dimension that deals with penalties and also in the whole degree in favor Northern and Southern directorates in the dimension that deals with salaries and increases and the dimension that deals with incentives. The dimension of petition was in favor to Southern Hebron Directorate.

- There were no statistical differences in the dimension of the assessment of the Civil Service Law and its executive regulation due to Marital status, Monthly income and years of experience.

- there were differences in average effect of regulations and legal text on the law of the financial service on job satisfaction variable depending on qualification. It was found that the differences were in favor of teachers who have qualifications (Diploma and B.A).

The existence of differences due to directorate variable of teachers benefits of North and South hebron directorates, There were differences due to monthly salary (income) for teachers who have salaries less than (2000) NIS-(3000) NIS.

- There was statistical significant positive relationship between all dimensions of reality assessment of Civil Service Law and Its executive regulations and the impact of the law and its regulations on job satisfaction among teachers in the Governorates of Hebron and Bethlehem.

In the light of these findings the researcher sets out recommendations to invite the decision makers in the Palestinian National Authority to work on the development of job satisfaction among teachers through overcoming Obstacles that they face such as clarity of functions, decentralization, Devolution of power and others, working to make the job satisfaction one of the major topics of interest to those who interested in education process. Highlighting the results of this research that showed the impact of the application of Civil Service Law at the level of job satisfaction for teacher sector in the Governorates of Hebron and Bethlehem.