

## Abstract

# *Job Satisfaction Of Public School Principals In Palestine*

By

Hassan M. A. Tayyem

**Master:** Educational Administration

Jordan University, 1999.

**Supervised By**

Prof. Kamal S. Dawani

This study aimed at investigating the degree of job satisfaction of public secondary school principals in Palestine according to their own view through the following seven dimensions: relations with educational administration, relations with teachers, work load, training opportunities, security employment, income, educational supervision. It also aimed at investigating the impact of academic qualification, experience, and gender on job satisfaction through answering the following questions:

1. What is the degree of job satisfaction of public secondary school principals in Palestine according to their view?
2. Are there any significant differences in the degree of job satisfaction of public secondary school principals in Palestine due to academic qualification, experience, and gender according to their own view?

The study population consisted of all principals of the secondary schools in eleven directorates of Palestine in the academic year of 98/99. The sample study composed of (214) principals selected randomly from the population of the study, which were (335) principals.

A (50) item questionnaire of seven dimensions was used to measure the degree of job satisfaction. The scale was offered to a committee of educational experts in educational administration to give their views about its effectiveness and validity to measure what it was designed for. The reliability of the scale was computed by using Cronbach Alpha = 0.88

ANOVA, means, percentages, standard deviations, t-test and Scheffe Test were used to answer the questions.

Results indicated that there is a medium degree of job satisfaction at all dimensions (3.50). Educational supervision and relations with teachers revealed high degree of job satisfaction. The satisfaction was medium in the following dimensions: training opportunities, security employment, and relations with educational administrations. Moreover, the satisfaction was low in the following dimensions: work load and the income.

Findings revealed no significant differences ( $\alpha=0.05$ ) referred to experience on all sub-dimensions of the job satisfaction scale, except of relation with educational administration, security employment, and educational supervision to the favor of short experience principals from (1-5) years, but in the dimensions of

“income” the difference came in favor of principals with long experience (11 years and above).

Results have also shown no significant difference ( $\alpha=0.05$ ) with regard to gender on all sub dimensions except “security employment and income” in favor of the male principals.

In the light of these findings, the researcher recommended that more studies should be conducted about job satisfaction in relation to other variables. Also, he recommended setting training programs for principals in co-operation with the Palestinian universities, granting principals educational scholarships, and increasing principal's income.