

# تحليل أبعاد سلوكيات المواطنة التنظيمية لعينة من تدريسي جامعة بغداد

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**المستخلص**

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## ***Abstract***

The research considers The Analysis Dimensions of The organizational citizen ship Behavior for a sample of the Faculty of the university of Baghdad through the five Dimensions of citizenship ((Altrusm- couscientiosness- sportsmanship courtesy- civic virtue))

The sample contains (120) professor from four colleges of the Baghdad university .

The most Important conelusion is the rise of citizenship behavior level for the Iraqi professor through his generaliaed compliance for most dimensions of the citizenship behavior the most important recommanelations presenteel in research is the encouragement and development for this behavior because of its oby viosis impact on the performance of all the organizations espically the universities .



## مقدمة

### أولاً: منهجية البحث

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%50	60			.1
%50	60			
%100	120			
%47	57			.2
%53	63			
%100	120			
%63	76			.3
%33	40			
%4	4			
%100	120			
%29	35			.4
%71	85			
%100	120			
%50	60			.5
%33	40			
%17	20			
%100	120			
%20	24	10 -5		.6
%21	25	15 -10		
%59	71	15		
%100	120			
%72	86			.7
%28	34			
%100	120			
%89	107			.8
%11	13			
%100	120			

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(Siegal,1989:212)

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(Organ,1990:40)

(organizational citizenship Behavior)

ALtruism :\_\_\_ .1

Conscientiousness :\_\_\_\_\_ .2

Sportsmanship :\_\_\_\_\_ .3

Courtesy :\_\_\_ .4

Civic Virtue : \_\_\_\_\_ .5

### ثانياً: الإطار النظري والدراسات السابقة

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(183 :1986 )

. (3 :1991 )

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(katz)

(Rego&amp;cunha 2006:3)

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)) (Dipaola &amp; Hog, 2004 : 3)

(Brightman &amp; moran, 1999: 678 ) ((

(Schmeling, 2001: 2 )

(Graham)



(organ)

## عوامل بناء المواطنة في المنظمة

(Organizational Commitment) :

(Bolino & Turnley, 2003 : 63) .

Job satisfaction :

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(George & Jones, 1996 : 94)

Leadership Support

(Moran,2003 : 3) .

Organizational Support

(Social - exchange theory)

(Bolino & Tumeley,2003:65)

Organizational Justice

(Mcshane & Glimow, 200:39) .

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(56 : 1993 )



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(Greenberg 1990) 1 -4  
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(Seetoon , R.P. 1997 : 5-11)

(Rego 2003) 2-4  
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(Rego ,2003 : 8-23 )

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(Janice Miller , 2004 : 65 – 78 )



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(1.16)

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(.756)

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(.632)

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(4.32)

(21.24)

(4.58) (4.63)

جدول رقم ( 2 )  
استجابة أفراد العينة لأبعاد سلوك المواطنة وفق ( قيم التكرار ، النسبة المئوية للتكرار ، الوسط الحسابي ، لانحراف المعياري )

الأبعاد	تسلسل	الأسئلة														
		منخفضة				متوسطة				مرتفعة						
		1		2		3		4		5		6				
تكرار	نسبة	تكرار	نسبة	تكرار	نسبة	تكرار	نسبة	تكرار	نسبة	تكرار	نسبة					
الإتيار	.1	*	18	%15	18	%15	7	%6	15	%12	14	%12	48	%40	4.05	0.77
	.2	*	-	-	-	-	8	%6	24	%20	58	%49	30	%25	4.95	0.64
	.3		13	%11	14	%12	15	%12.5	38	%13.7	30	%25	10	%8.3	3.73	1.44
	.4		2	%17	6	%5	8	%7	32	%26	55	%46	17	%14.3	4.52	0.78
	.5	*	28	%23	13	%11	16	%14	17	%14	22	%18	24	%20	3.53	0.87
	الإجمالي													4.16	0.643	
صحة الضمير	.6	*	1	%18	2	%1.7	-	-	9	%7.5	36	%30	72	%60	5.44	0.87
	.7		3	%2.5	2	%1.7	2	%1.7	9	%7.5	31	%25.8	73	%60.8	5.35	.98
	.8	*	15	%12.5	26	%21.7	20	%16.7	19	%15.8	19	%15.8	21	%17.5	5.53	.68
	.9	*	-	-	4	%33	5	%4.2	34	%28.3	36	%30	41	%34.2	4.88	.84
	.10	*	-	-	-	-	3	%2.5	23	%19.2	40	%33.3	54	%45	5.21	6.83
	الإجمالي													5.28	.629	
روح التسامح	11	*	2	%1.7	3	%2.5	9	%7.5	23	%19.2	39	%32.5	44	%36.7	4.88	1.16
	12	*	6	%5	21	%17.5	22	%18.3	27	%22.5	34	%28.3	10	%8.3	3.77	.38
	13	*	1	%8	14	%17.5	22	%18.3	2.7	%22.5	34	%28.3	24	%20	4.24	.32
	14	*	2	%17	-	-	9	%7.5	19	%15.3	46	%38.3	44	%36.7	4.99	.84
	15		18	%15	18	%15	26	%21.7	11	%9.2	19	%15.8	18	%15	3.68	.68
	الإجمالي													4.31	.756	

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الانحراف المعياري	الوسط الحسابي	مرتفعة				متوسطة				منخفضة				الأسئلة	تسلسل	الأبعاد
		6		5		4		3		2		1				
		نسبة	تكرار	نسبة	تكرار	نسبة	تكرار	نسبة	تكرار	نسبة	تكرار	نسبة	تكرار			
1.10	4.87	%28.3	34	%49.2	59	%11.7	14	%4.2	5	%5.8	7	%8	1		16	الكليمة
1.15	4.99	%40.0	48	%36.7	44	%13.3	16	%3.3	4	%5.8	7	%8	1	*	17	
0.43	4.83	%42.5	51	%30	36	%10	12	%7.5	9	%5	6	%5	6	*	18	
0.61	4.70	%21.7	26	%30.8	37	%10	12	%15	18	%15	18	%7.5	9		19	
1.03	4.94	%31.7	38	%44.2	53	%15.8	19	%4.2	5	%3.3	4	%8	/		20	
.632	4.86	الإجمالي														
.39	4.58	%27.5	33	%10	48	%10.8	13	%9.2	11	%9.2	11	%3.3	4	*	21	طوعية المشاركة
.49	4.33	%30	36	%22.5	27	%14.2	17	%19.2	23	%11.7	14	%2.5	3	*	22	
1.39	3.74	%12.5	15	%19.2	23	%24.2	29	%23.3	28	%5.8	19	%5	6		23	
.14	4.63	%20.8	25	%45	54	%19.2	23	%7.5	9	%6.6	8	%8	1		24	
.57	4.30	%23.3	28	%36.7	44	%12.5	15	%9.2	11	%10	12	%8.3	10	*	25	
.68	4.32	الإجمالي														

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 (p≤.01) (.65)  
 (.35) (.40)  
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 (.39) (p≤.01) (.55)  
 . (p≤.05 )  
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 (p≤.05 ) (.42)

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(N=120)

*0.45	**0.65	* 0.35	* 0.406	1	
** 0.68	**0.76	** 0.61	1		
** 0.55	* 0.39	1			
* 0.42	1				

P ≤ 0.01 \*  
 P ≤ 0.05 \* \*

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 (4) (12.91) (12.59) "6" (14.07)  
 (%95) (12.59) "6" (13.05) (9.48)  
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 (12.59) "6" (10.08) (15.50) "8"  
 (%95)



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	2		2		
%99	11.34	3	1.68		
%99	9.21	2	2.59		
%99	13.27	4	2.00		
%99	11.34	3	3.20		
%95	7.81	3	4.09		
%95	12.95	6	14.07		
%95	9.48	4	12.91		
%95	15.50	8	13.27		
%95	12.59	6	13.05		
%95	12.59	6	11.08		
%95	7.81	3	.165		
%95	5.99	2	5.48		
%95	9.48	4	3.63		
%95	7.81	3	3.94		
%95	7.81	3	2.12		

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 (%95) (9.48) "4" ( )  
 (5.60)

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	<sup>2</sup>		<sup>2</sup>		
%95	7.81	3	13.10		
95%	5.99	2	6.58		
95%	9.48	4	11.57		
95%	7.81	3	9.89		
%95	7.81	3	8.15		
%95	12.59	6	7.34		
%95	9.48	4	1.56		
%95	15.50	8	5.68		
%95	12.59	6	4.69		
%95	12.59	6	8.63		
99%	11.34	3	31.88		
99%	9.21	2	35.69		
%95	9.84	4	13.04		
99%	11.34	3	17.88		
%95	7.81	3	9.17		
%95	12.59	3	14.27		
%95	9.48	2	10.12		
%95	15.50	4	14.96		
%95	12.59	3	11.33		
%95	12.59	3	14.72		
%95	7.81	3	15.76		
%95	5.99	2	9.60		
%95	9.48	4	5.60		
%95	7.81	3	13.09		
%95	7.81	3	8.13		



## رابعاً: الاستنتاجات والتوصيات

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### قائمة المصادر

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التدريسي المحترم

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أولاً : المعلومات التعريفية

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