



جامعة عين شمس
معهد الدراسات والبحوث البيئية
قسم العلوم الإنسانية

العلاقة بين الاجهاد المهني والاضطرابات السيکوسوماتية

في ضوء الرضا الوظيفي وبعض العوامل الديموجرافية

رسالة مقدمة من

فدوى فرحات دربي

ليسانس كلية الآداب (علم نفس) جامعة قاريونس 1989

ماجستير كلية الآداب (قسم علم النفس) جامعة قاريونس 1999

لإستكمال متطلبات الحصول على درجة دكتوراه فلسفة

في

العلوم البيئية

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جامعة عين شمس

2005

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Abstract

The aim of this study is to test the situation of the factories' men power in Libya, concerning the psychological, health, and vocational sides. Holding up the relation between the vocational stress and Psychomatic disorders (pshyco-physical) in relevance with functional satisfaction and some demographic factors.

The sample had comprised 322 a male and female workers distributing on the factories located at the districts of Benghazi state through the period of June to September of 2004. the sample had been selected by the simple random method.

The study had applied three standards that the researcher ruled it and emphasized its Psychomatic standard properties, with the preparation of the Psychomatic disorders used in this study.

The researcher had used on the study tasks test a many statistical tools in order to analyze the statements, specially both the descriptive statistics method and the analyzing statistics method.

The study had found that there is an indicators for the vocational stress and Psychomatic disorders on the sample study accompanied by a fall-off of the employment satisfaction, where the study results had cleared the existence of a positive related bond that figure a statistic function between the employment stress and the Psychomatic disorders, however, the relation that bond between the vocational stress and the Psychomatic disorders from one side and the employment satisfaction from another side is weak although its statistical indication. On contrary of that the relay proportion showed the existence of a relations between the majority of demographic factors taken up by the study and the three main study variables which are, the vocational stress, the Psychomatic disorders, and the functional satisfaction, although some of these factors have been more closely related by these variables than others, where the employment period had relied more closely by the demographic factors more than other factors by the vocational stress.

Summary

This present contemporary study tackles with the relationship between professional stress and psychosomatic disorders in light of professional satisfaction and demographic variables such as age, educational qualification, service duration, social status as well as gender' to be conducted upon a sample from plants' workers in the city of Ben Ghazi, Libya,

The study sample includes (322) male/female subjects; distributed on plants that lie within the area, of Ben ghazi city, in time duration from June to September, 2004. The sample has been chosen in a simple random way, relying on lists of all the workers' names involved in study community (N=9613), for the popularity of industry in the city of Ben Ghazi.

The study is applying the scale of Ivancevitch & Matetson (1980) as a tool of search and measure the occupational stress on laborers. The study also utilizes the scale of psychosomatic disorders (prepared by the researcher), testing its objectives and measure the psychosomatic disorders of the Ss. The questionnaire of diagnostic indicator of the profession by Smith et..al has been applied on this study to measure the Professional satisfaction of the Ss. Validity of the three scales has been tested for making sure of the their measuring (psycho,'metric)characteristics, using the pilot study 96). The coefficients of validity and reliability of the scales of professional stress and professional satisfaction have been counted through the following statistical methods: Alfa Cronback and reapplication as measures of reliability and statistical validity, while validity of hypothesis construct is used

as measures of validity. Validity and reliability are counted for the scale of psychosomatic disorders due to the previously mentioned methods, in addition to the style of the split-half method as a scale of reliability or validity of criterion as a scale of validity. Indicators of validity and reliability of the three scales used in the study are distinguished with stability and acceptance.

The researcher has counted in testing the study hypotheses on several statistical means to analyze data, some of these are: methods of qualitative statistics such as arithmetic averages, percentages, standard deviation, correlative correlation; as well as the analytical statistical methods such as gradual regression analysis and factorial analysis.

Study results show that there are indicators of professional stress and psychosomatic disorders the study sample suffers accompanied with a retreat in rates professional satisfaction. The most prominent aspects of professional stress resources is represented in the excessive quantitative load and professional advance; whereas the most higher psychosomatic disorders aspects is reflected in the digestive system, blood circulation system. One of the most effective resources of professional satisfaction is salary satisfaction and -supervision satisfaction.

One of the -most prominent results of this current study is the existed significant statistical relationship between professional stress and psychosomatic disorders. There is a poor significant statistical relationship among both professional stress and psychosomatic disorders and professional satisfaction.

Regarding the relationship between vocational stress and the demographic factors, all the demographic factors are

relevant to professional stress. However, factor of service duration (experience) is the more relevant factor to professional stress and the responsible for 22% of the mutual covariance between vocational stress and the demographic factors.

As for the correlations between psychosomatic disorders and demographic factors, there is a correlative relationship between alldemographic factors and psychosomatic disorders; however the factor of sex (gender) is considered the most relevant factor to the psychosomatic disorders and responsible for 42% of the mutual covariance between psychosomatic disorders and the demographic factors.

Considering the relationship between professional satisfaction and demographic factors, all demographic factors are connected to professional satisfaction in v arying r atios. H owever, t he f actor o f the social status has been the most connected factor to the professional satisfaction, being responsible for 15% of the mutual covariance between professional satisfaction and social status.

Study results show no differences between the two sexes upon rates of professional stress and professional satisfaction.

الفصل الأول

مشكلة البحث وأهميته

الفصل الثاني

الدراسات السابقة

الفصل الثالث

الإجتهاد المهني

الفصل الرابع

الاضطرابات السيکوسوماتية

(النفسجسمية)

الفصل الخامس

الرضا المهني

الفصل السادس

الدراسه الاستطلاعيه

وأدوات الدراسه