



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكروفيلم

بسم الله الرحمن الرحيم



MONA MAGHRABY



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكروفيلم



شبكة المعلومات الجامعية التوثيق الإلكتروني والميكروفيلم



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جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

قسم

نقسم بالله العظيم أن المادة التي تم توثيقها وتسجيلها
علي هذه الأقراص المدمجة قد أعدت دون أية تغيرات



يجب أن

تحفظ هذه الأقراص المدمجة بعيدا عن الغبار



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Department**

**The Effect of Employees Ambidexterity and
Workaholism on Perceived Employability
‘An Empirical Study on the Private Banking
Sector in Egypt’**

أثر براعة العاملين و إنهماكهم فى العمل على فرص العمل المدركة
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وَقُلْ اَعْمَلُوا
فَسَيَرَى اللّٰهُ
عَمَلَكُمْ وَرَسُولُهُ
وَالْمُؤْمِنُونَ^{صلى}

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DEDICATION

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ABSTRACT

Purpose – The main aim of this research was to investigate and analyse the relationship between Employee Ambidexterity and Workaholism as independent variables and Perceived employability as a dependent variable. The research assumes that both of the independent variables (Employee Ambidexterity and Workaholism) act as antecedents to the dependent variable Perceived Employability.

Methadology- The research employed and mixed a methodology of both qualitative and quantitative techniques. For the qualitative study, in depth interviews were conducted with employees in the private banking sector to explore the relationship between the research variables. This was followed by a thematic analysis which acted as a tool for identifying commonalities and making sense of those common data. Common method bias techniques were then adopted to avoid any mistakes and to reduce the bias. Furthermore, a quantitative study was then carried out by distributing (300) survey questionnaires on a non-probalistic judgemental sample that was specifically selected for this study due to its sensitive nature. Finally, the required statistical analysis was conducted.

Findings – Research results were able fulfill the main objectives of the research study and suggested that the alternate hypotheses were to be accepted for the two hypotheses included in the research. Thus, a positive direct relationship existed between the independent variable "Employee Ambidexterity" and the dependent variable "Perceived Employability" as well as a positive, direct relationship between the independent variable

"Workaholism" and "Perceived employability" was also proven. Both independent variables are considered as antecedents to the dependent variable "Perceived employability".

Key Terms – Employee Ambidexterity, Workaholism, Perceived Employability, Thematic Analysis, Common Method Bias and Multiple Linear Regressions.

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