

دور عوامل الرضا الوظيفي في المحافظة على

رأس المال الفكري

دراسة تحليلية في المعهد التقني / بابل

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Abstract

Adopts current research study of job satisfaction Bawamlh (regulatory, self) as the independent variable and its role in maintaining the intellectual capital, the research seeks to achieve the goal of representing test the relationship between job satisfaction and maintain the intellectual capital and the effect, one over the other, but the purpose of achieving this goal has been built Default model determines the nature of the relationship between the two variables, and emerged from several primary and secondary hypotheses.

Technical Institute was chosen / Babylon society for research and test hypotheses, and due to the large size of the original community, the research sample consisted of (90) individuals who occupy managerial positions in the organization surveyed with a random sample of Tdrisas and technicians surveyed Organization.

The research found, among other results, for example, but not limited to : -

1 - that the majority of respondents dissatisfied with the social image that earned them the current function.

2 - that there is a correlation factors influence between job satisfaction and maintain intellectual capital.

The study concluded to provide a set of recommendations, including: -

- 1 - Ai management of the Organization attention to improving working conditions in all departments and units with all the requirements of the educational process of a suitable place where hygiene conditions are available and appropriate furniture with the provision of modern technologies.
- 2 - formation of a permanent committee for career development.

(Intellectual Capital)

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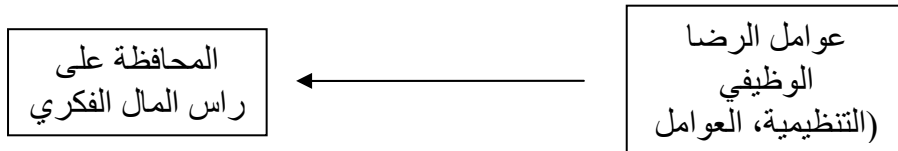
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(Importance of Intellectual Capital) (Kate Gray,Estelle sun,2004)

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(Robertson & Bean,1998)

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(Lvancevch&Mattwson,2002,121)

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(Daft,2001,258)

(Edvinsson,2002,51)

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(Bower Maruin)

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Quinn ,1995,) (Microsoft)

(Gates&Ailen)

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.(Keonig,2000,1)

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(Koenig, 2000,2)

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(Stevenson,1995,17)

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(Luthains,1985,624)

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(Flippe,1982,37)

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(Finifter ,1990, 65)

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1 %	5 %	0,78	(Y)
4,541	2,353	2,163	(t)
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99 %	95 %		

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 (5%)

(t) (0,78)
 (2,353) (t) (2,163)
 (95%) (5%)

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(T)		(X)	
1 %	5 %	0,90	(Y)
4,541	2,353	3,576	(t)
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(t) (0,90)
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(T)		(X)	
1 %	5 %	0,92	(Y)
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99 %	95 %		

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R2	F	F	()
0.61	10.1	46.92	

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 (39%)
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R2	F	F	()
0.81	10.1	13.5	

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 (10.1) F (13.5) (F)
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