

Occupational alienation among the employees of the directorates of general education in the province of Baghdad

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Abstract

This study aims to identify the occupational alienation of the employees of the directorates of public education in the province of Baghdad, for the purpose of achieving the objectives of the research, the researcher built the scale of occupational alienation, which consisted of three main areas and (37) paragraphs in the final form, and the research sample amounted to (400) A male and female employee from the directorates of public education in Baghdad governorate, and for the purpose of data processing, a set of appropriate statistical methods (Spss) were used, namely (T-test) for two independent courses, (T-test) for one sample, Pearson correlation coefficient, alpha equation, Cronbach.

Keywords: Employees, directorates, occupational alienation.

1. Introduction

1.1 Research problem:

Employees within educational institutions today face many challenges and complications that stand in the way of their performance in the institution in which they work. Undoubtedly, the features of ambiguity seem clear in these irrational practices, which in total constitute many negative manifestations, the most important of which is the emergence of the phenomenon of job alienation, which began to be felt by many Employees of educational institutions represented by weak power to influence, loss of meaning, lack of standards, weak relations with others, and alienation of the self. (Al Sultani,22:2018)

The phenomenon of job alienation is a very dangerous phenomenon, and an indication of the existence of a problem at work that leads to regression and failure. Job alienation means that the employees of the institution reach a decision that the institution in which they work is no longer the appropriate place to continue

working with it for reasons related to the institution itself rather than the employee. It is a dangerous decision that affects the employee's relationship with the institution in which he works and his loyalty to it, and it has dire consequences for both parties in an unsatisfactory manner (Al-Matrafi, 58: 2005).

1.2 research importance

1. This research focuses on a modern administrative issue that has a great impact on the employee and the institution alike.

2. This research is the first in dealing with an important segment of educational administration (employees), since most studies focus on educational leaders in educational institutions (dean, associate, department head, school director).

3. The research sheds light on the concept of job alienation as it is a psychological concept that has a profound impact on the psychology of employees and has a great relationship with all aspects of the institution.

1.3 search objective

The current research aims to identify job alienation among the employees of the directorates of public education in the province of Baghdad

1.4 search limits:

The current search is determined by:

- Human limits: employees of the directorates of general education in the province of Baghdad of both sexes (males / females).
- Spatial boundaries: Directorates of Education Baghdad Karkh (first - second - and third)
- Time limits: the academic year. (2021-2022)

1.5 Define terms:

- (Nettler) knew the employee's feeling of weakness of belonging to the institution to which he belongs and the prevailing culture in it. (Nettler 1957: 33)

Arafa Kanungo) a state of helplessness experienced by employees in institutions when they are unable to achieve self-esteem and self-esteem (Kanunogo: 1992:414)

- (Al-Rubaie) knew of the weakness of the relationship and the level of integration between the employee and the job and the level of integration, which may be psychological, intellectual or professional, that is, the employee's separation or his feeling that he does not belong to his work environment. (Al-Rubaie,76:2015)

Second - The employee: It was defined in the first article of the amended State Employees Discipline Law No. 14 of 1991 (every person entrusted with a job within the staff of the ministry or entity that is not linked to a ministry)

Third: The General Directorate of Education:

(Article 18 of the laws of the Ministry of Education)

The institution headed by an employee with the rank of director with a high degree with an educational qualification and experience in education and educational administration, and is responsible for education in the governorate, except for university, and within the limits of the provincial law.

2. Theoretical framework and previous studies

2.1 The concept Job alienation concept

The term alienation is characterized by ambiguity, ambiguity and dispersion due to its many uses that include all aspects of life, as it includes religious, psychological, social, political, temporal and spatial aspects, until it reached the linguistic aspects, due to the multiplicity of sources of philosophers, thinkers and researchers, each of them presented a term for alienation according to his own philosophy and orientations His research, , The term acquired its well-known characteristic through the German thinker Karl Marx, who made work, its divisions, ownership, conditions and means of production the most prominent factors leading to the phenomenon of alienation. (Al-Abdullah, 2005) The concept of job alienation refers to the weak relationship between the employee and the job and the level of professional integration, and it is one of the most important issues and problems of modern institutions because it is an essential feature of human existence in this era (Schacht, 1980: 7).

2.2 Reasons for alienation from work (job alienation)

1. Mechanization (technology) Modern technology has helped spread the phenomenon of alienation among employees in production, service and educational institutions alike as a result of the dominance of computer and electronic devices on daily work. This danger appeared threatening human relations and a factor of social isolation among employees in institutions, and this appeared Technological danger as if it threatens human relations and causes diseases and psychological problems (Shta, 1993: 143).

2. The defect in the performance adequacy reports. The annual performance reports of the employees lack merits due to their reliance on individual estimates by the specialized chiefs, which makes them vulnerable to personal air and ultimately affect the functional relations that should be established between employees and the management.

3. Weak administrative effectiveness: The ineffectiveness of the administration leads to its inability to perform the duties required of it (Abu Sen, 1991: 121).

4. Weak incentives system: The organization's awareness of the importance of incentives and working to apply them fairly among employees leads to creating a positive climate that contributes to increasing the effectiveness and productivity of the organization (Ibrahim, 54: 2018)

2.3 Manifestations of job alienation

1. Disability (lack of power) and it means the employee's feeling that he cannot influence the situations he faces and take decisions in his job work, and he feels frustrated and unable to achieve himself. (Al-Shamrani, 2010: 6)

2. The meaninglessness: the employee's feeling that there is nothing of value or meaning in the work due to the absence of goals and ambitions in the career life, or the lack of communication between the present and the future. (Al-Attar, 27:2010)

3. Non-normative: It is the employee's feeling that illegal means are required and that he needs them to achieve the goals, and this situation arises when social values and norms disintegrate and fail to control and control individual behavior (Saleh, 2008:29).

4. Social isolation: (lack of belonging) refers to the employee's feeling of loneliness and withdrawal from social relationships or feeling ostracized by others. (Al-Rubaie, 88: 2015)

5. Loss of control: the expatriate employee cannot decide his own fate, influence the course of events, or make important decisions that deal with his job, and here he is unable to achieve himself (Abed, 20: 2018).

2.4 Stages of career alienation

The first stage / the stage of preparing the employee for expatriation: It is the stage in which the employee loses control, at which time the employee feels helpless about life and social situations and that he is not around him and has no power over him in the direction of his job and the work he is performing.

The second stage / the stage of cultural rejection and aversion to the employee: It is the stage in which employees' choices conflict with cultural events and aspirations, and there is a contradiction between what is ideal and the consequent conflict of goals in the institution.

The third stage / the employee's adaptation stage: In this stage the employee tries to adapt to situations through several methods, the complete integration of the employee, submission and keeping pace with all situations. (Ali, 2008: 520)

2.5 previous studies

(Owaidat, 1995)

Study title: Aspects of alienation among secondary school teachers in Jordan.

Study method: the descriptive analytical method.

The study aimed: to investigate the prevalence of manifestations of alienation among secondary school teachers in Jordan, and to show the effect of gender factors, academic qualification, experience and social status on the dimensions of alienation. Social isolation, lack of belonging and indifference.

Study sample: The study sample size was (435)

Study tool: questionnaire.

Results. The study sample suffers from high alienation on the scale as a whole, and the results also showed that sex was the only factor among the independent factors that showed a statistically significant effect, due to the fact that males showed higher alienation than females on all dimensions, while no statistically significant effects appeared in The rest of the independent factors.

(Al-Mutairi study 2016)

Study title: "Occupational alienation and its relationship to self-efficacy among a sample of employees at King Abdulaziz University in Jeddah"

Study method: the descriptive analytical method.

Study tool: The tool used is the questionnaire

Objective of the study: The study aims to identify the relationship between job alienation and self-efficacy among the study sample, and to know the level of job alienation among the study sample.

Study sample: The study sample size was (65) male and female employees.

Study results: The study reached the following results.

The dimension of (lack of power) was more common among the sample members, with a mean (3.188) with a relative weight (63.76%), followed by (isolation), with a mean (3.03) and a relative weight (60.6%), followed by (self-estrangement) with a mean of (3.016).) and relative weight (60.32%), followed by (loss of criteria) with an arithmetic mean ability (2.53) and relative weight (50.6%). This result answered the first and second questions of the study, and the result showed that the degree of job alienation among the employees of King Abdulaziz University in Jeddah It was medium with a relative weight (61.32%).

The study made several recommendations, including:

- 1- Delegating some powers to employees in educational institutions, and working on discussing different topics in the work environment among employees through meetings to come up with results that benefit the community.
- 2- Encouraging and motivating workers by rewarding them for completing their work in the right way, as well as encouraging them to present new ideas and paying attention to them.

3. Methodology and Procedures of this study

3.1 Research Methodology and Procedures

This chapter includes a description of the research methodology, its procedures, and the steps that were followed to achieve the objectives of this research, in terms of describing the research community and how the sample was selected, as well as describing the procedures and steps followed. In building the research tool and analyzing it logically and statistically while verifying the validity and stability of the tool and choosing the appropriate statistical means in processing the data obtained in line with the research objectives, and the following is a detail of these procedures.

3.2: Research Methodology:

In his research, the researcher adopted this descriptive, correlative approach, being the appropriate approach to achieve the objectives of the research, through which he was interested in determining the nature of the prevailing circumstances, activities and trends, and searching for the exact manifestations of these activities. Processes, and the diagnosis of the relationships that exist between phenomena, as correlational studies represent a high level of progress in descriptive studies. (Abu Hawij, 2001: 82).

3.2.3 The search community:

The current research community consists of all employees of the directorates of public education in Karkh side (first, second and third) in the Baghdad governorate for the academic year (2021/2022), and their number is (5573) male and female employees according to the statistics obtained by the researcher from the Ministry of Education, the General Directorate of Educational Planning, Statistics Division Based on the book Facilitating the Mission No. (4880) on (19/10/2021) issued by the College of Education Ibn Rushd for Human Sciences

3.2.4 The research sample:

After the researcher determined the number of employees in the first, second and third Karkh education directorates, the researcher chose a stratified random sample from the original community, which numbered (400) male and female employees. The sample was distributed among the directorate, consisting of (155) male and female employees from the first Karkh Directorate of Education, (133) male and female employees from the second Karkh Directorate of Education, and (112) male and female employees from the third Karkh Directorate of Education, and according to the gender variable, amounting to (220) employees And (180) female employees, according to the service variable, at the rate of (100) their service from (1-10 years), (180) their service from (11-20 years), and (120) their service (21 years and more).

3.2.5 The search tool:

Since the current research targets job alienation among the employees of the directorates of public education in the governorate of

Baghdad, defining the goal requires extensive information, and therefore the best tool that can be used for this purpose is to build a (tool), as the scale as indicated by (Oppenheim) is easier and faster to answer. It can be measured correctly and is economical in terms of time, effort and money.(Oppenheim, 1966;43)

Steps for constructing the Job Alienation Scale:

The measure of occupational alienation included the following steps:

Determine the goal of the scale:

This scale aims to identify the occupational alienation of the employees of the directorates of public education in the governorate of Baghdad from their point of view, as defining the scale's goal is the first and most important steps of its construction.

3.2.6- Determine the content of the scale:

The content of the tool is the building blocks that make up the tool. In this tool, the fields of the functional alienation variable were identified, as it consisted of three areas. Non-affiliation (14) items, loss of control (9) items, and non-normativeness (14), that is, the scale as a whole (37). paragraph.

3- Sources of building the paragraphs of the occupational alienation scale:

Information and paragraphs of the functional alienation scale were obtained through several sources, after the scale passed through several steps and stages until it reached its final form.

The most prominent of these steps and stages are:

The occupational alienation questionnaire was built after carrying out several procedures that made it possible to formulate its various paragraphs in line with the environmental and administrative alignment with the respondents' culture and the prevailing provisions within the education directorates.

1. Reviewing the literature, previous studies and conferences on the concept of occupational alienation.

2. Reviewing a number of Arab and foreign standards related to the research variable.

3. Discussion by a group of experts and specialists in the field of educational administration, educational psychology, measurement and evaluation, and taking the most important observations.

4. The exploratory questionnaire: an exploratory questionnaire (open question) was directed that includes the fields of occupational alienation, as the exploratory sample reached (30) male and female employees from outside the research sample, with the aim of obtaining a number of paragraphs appropriate to the nature of the target society.

5. Preparing the paragraphs of the questionnaire in its initial form.

After the researcher obtained a set of paragraphs from the exploratory sample and added other paragraphs from the literature and previous studies and identified them in their respective field, and thus the number of paragraphs of the occupational alienation questionnaire became (37) paragraphs distributed on (3) areas:

- The first field: lack of affiliation and the number of its paragraphs (14)
- The second field: loss of control and the number of its paragraphs (9)
- The third field: non-normative and the number of its paragraphs (14)

Thus, the occupational alienation questionnaire consisted of (37) items before being presented to the experts for the purpose of judging its validity.

Answer alternatives and degrees

The five-graded scale was adopted as it gives the respondent more freedom to choose the appropriate alternative for his point of view and more precisely, and the alternatives are (applicable to him to a very large degree, applicable to him to a great extent, applicable to him to a moderate degree, applicable to him to a small degree, not completely applicable to him) and given Straight Weights (5/4/3/2/1)

- For the purpose of linguistically correct formulation of the paragraphs, each tool was presented in its initial form to two experts from the Arabic language teachers.

- The tool's instructions were formulated for the purpose of introducing the study sample members to the honesty of the study tool. The reason is that the paragraphs be clear, understandable and appropriate to their level. The study tool's instructions also included an emphasis on writing data for the study variables without mentioning the name of the respondent, as well as asking the respondent to read the paragraphs accurately. Knowing the meaning of each paragraph, while writing the response in the designated place, and not leaving a paragraph without an answer.

Correction method and answer alternatives:

To correct the questionnaire, the graduated scale (Likart) quadruple was adopted, as it gives freedom to the respondent to choose the appropriate alternative from his point of view and in an accurate manner. As follows:

Logical analysis of the functional alienation measures paragraphs:

The logical analysis of the paragraphs is important in preparing the scale, as it is the most appropriate and most important step to make sure that the paragraphs of the scale are prepared in a measurable manner through a group of experts looking at the paragraphs of the scale in order to measure the characteristic for which the scale was developed in a large way. (Ebel, 1972: 555)

Accordingly, the researcher presented the measure of occupational alienation to a group of experts to give their opinions on the validity of the paragraphs, as the number of experts reached (12) experts and Appendix (5) shows that. Amending what they deem appropriate, and estimating their validity in what was prepared for measurement. The performance management scale may consist of (37) items distributed over the three scale areas, the domain of non-affiliation includes (14) items, the domain of loss of control includes (9) items, and the domain of non-standardization includes (14) Paragraph, and in light of the arbitrators' opinions on the scale, no paragraph was dropped, as all the paragraphs were kept, with a linguistic correction on some of the paragraphs, as all the paragraphs were approved by the experts and the approval rate was (100%) for all the paragraphs.

Statistical analysis of the paragraphs of the administrative crises scale.

This process is one of the basic steps in building any scale, in order to reveal the psychometric properties of the paragraphs that help in choosing the paragraphs with good characteristics, and this in turn leads to the validity and stability of the scale (Al-Imam et al., 1990: 114), and that is what the researcher extracted from the psychometric properties as follows

1- The discriminatory power of paragraphs:

In order to find the discriminatory power of the paragraphs of the occupational alienation scale, the scale was applied to the sample of (400) male and female employees in the directorates of public education in the province of Baghdad, next to Karkh.

A method of the two extreme groups

The researcher used the t-test for two independent samples to find out the extent to which the paragraphs of the tool were distinguished between the upper and lower groups, where the tabular t-value was equal to (1.96) at the significance level (0.05) and with a degree of freedom

(214) And after comparing it with the calculated t-value, it became clear that the computed t-value is greater than the tabular value, and it was found that all the paragraphs are statistically significant.

B- The relationship of the paragraph's degree to the total degree:

In calculating the validity of the paragraph, the researcher relied on the Pearson correlation coefficient between the grades of each paragraph and the total degree, since the grades of the paragraph are related and gradual (Dbois, 1962: 144), noting that the paragraph validity sample consists of (400) male and female employees in the current research. It was found that all the correlation coefficients are statistically significant at the level of significance (0.05), as the values of the correlation coefficients with the total degree were greater than the tabular value of (0,139) with a degree of freedom (198) and at a significance level (0.05).

The relationship of the degree of the paragraph with the degree of the field to which it belongs:

The researcher used this method to find out the correlation coefficient between the degree of each paragraph and the degree of the domain to which it belongs, for the purpose of ascertaining the validity of the paragraphs of the administrative crises scale in each domain. It was compared with the critical value of (0,139) at a significance level of (0.05) and a degree of freedom (198). Through this indicator, it became clear that all the items of the scale express their domains.

C- Matrix of internal correlations for the independence of the main dimensions:

In calculating it, the researcher relied on Pearson's correlation coefficient because the scores are related and gradual, and that all the correlations, whether they were between dimensions with each other or their correlation with the total score of the measure of functional alienation, and using Pearson's correlation coefficient were statistically significant at the level of significance (0.05). And with a degree of freedom (198), where the critical value is (0,139), and this indicates that the fields are interrelated with each other and measure one thing and are treated as one total degree.

Scales Reliability:

In addition to honesty, consistency is a necessary measure with each new application of psychological measures. Since we do not have real honesty and real stability for the psychological scale, but rather we have indicators of honesty and stability, which are indicators that change according to the nature of the sample on which the scale is applied. On detecting differences in performance between individuals (Mills and Peter, 2012: 206).

Therefore, the stability was calculated using the retest and Facronbach methods as follows:

A- Test-Retest Method:

The questionnaire was applied to a sample consisting of (40) male and female employees, and after (16) days, the questionnaire was re-applied again on the same sample. By using the Pearson correlation coefficient, the values of the correlation coefficients were extracted between the degrees of the first and second applications, as the values of the reliability

coefficient according to this method for the questionnaire as a whole were (0.87).

B- Cronbach's Alpha method:

In order to achieve the internal consistency of the scale, the equation (Alpha Cronbach) was applied to the scores of the individuals of the stability sample of (40) male and female employees, and the stability was extracted according to this method, and it amounted to (0.84), which is a good stability coefficient.

This method is based on the fact that the consistency of the responses of individuals across the test items can be relied upon in estimating the reliability coefficient (Allam, 2014: 101). Therefore, stability was extracted in this way from the scores of the statistical analysis sample forms amounting to (400) forms, and using the Cronbach equation, the alpha coefficient reached (0.84), which is a good stability coefficient.

3.2.7 Description of the scale in its final form:

The measure of occupational alienation in the current research in its final form consists of three areas: lack of affiliation and consists of (14) items, loss of control and consists of (9) items, non-normativeness and consists of (14) items, and each item has five alternatives which are (applies to it). To a very large degree, it applies to it to a great extent, it applies to it to a moderate degree, it applies to it to a small degree, it does not apply to it completely), and he gave it weights (1,2,3,4,5) respectively for the positive items and the opposite for the negative items, and a total score is calculated for the scale By collecting the scores that the respondent obtains for each alternative he chooses from each of the scale items, so the highest score that the respondent can get is (184), which represents the highest score, and the lowest score he gets is (37), which represents the lowest score. Totality of the scale, and thus the theoretical average of the scale is (115) degrees.

4. Presentation and interpretation of results

This chapter includes a presentation of the results that have been reached based on the goals that have been identified, and the interpretation and discussion of these results

according to the theoretical framework, previous studies and the characteristics of the society studied in the current research, and then come up with a set of conclusions, recommendations and suggestions, and the results can be presented as follows:

The first objective: to identify the level of job alienation among the employees of the directorates of public education in the province of Baghdad.

To achieve this goal, the researcher applied the measure of job alienation consisting of (37) items on the research sample consisting of (400) male and female employees. The results

of the research showed that the arithmetic mean of the scores of this sample on the scale amounted to (98,715) degrees, with a standard deviation of (19,803) degrees. The difference is statistically significant at the level of significance (0.05), as the calculated t-value reached (12,407) is greater than the tabular t-value of (1.96), and with a degree of freedom (399), and this result was in favor of the hypothetical average being greater than the arithmetic mean, This means that the employees of the directorates of public education in the province of Baghdad have a low level of job alienation, and table (1) shows this.

Variable	T- valuet		The hypothetetical mean	Standard Deviation	SMA	The sample	Indication (0.05)
	Tabular R	Calculated					
Administrative crises	1,96	15,947	115	8,105	105,860	200	function

The arithmetic mean, standard deviation, and the t-value of the occupational alienation scale indicates that the arithmetic mean of occupational alienation, whose value is (98.715), is lower than the hypothetical mean, whose value is (111), indicates that there is a low percentage of alienation among the employees of the directorates of public education in the province of Baghdad. Indeed, although the phenomenon of job alienation is one of the negative phenomena that make employees feel frustrated and not serious about doing business well, this result is a positive indicator, which means that there is a real tendency to limit the spread of this phenomenon within the education directorates, which means the leaders' attention The administrative staff in the education directorates by giving them an opportunity to participate, assigning them some administrative work, getting rid of the redundant loops of routine, opening direct channels of communication with the employees and motivating them to carry out collective work. Including the employees and the non-guarantee of the wages (monthly salary) that the

employee receives to meet his living needs, and this is consistent with what Karl Marx brought when the motive for working or continuing in the job is "external needs" and not "internal needs" that sometimes means that the employee has no choice He only sells his work and himself as merchandise so he can get on with his life.

5. Conclusions, recommendations and suggestions

5.1 Conclusions:

1. The phenomenon of alienation has a significant impact on reducing employee motivation towards work.
2. The organizational climate is one of the most important components in the success of any business, so the failure to provide the simplest needs is a reason for the emergence of job alienation.
3. To reduce the phenomenon of job alienation, the administration should take into account the working conditions, provide job stability for

employees and create the appropriate atmosphere for work.

5.2 Recommendations:

Based on the findings of the researcher, a number of recommendations can be made:

1. It is necessary for the Ministry of Education to take into consideration the necessity of applying advanced forms of participatory management, such as quality circles.
2. That the Ministry of Education urge the administrative leaders in the education directorates to adopt a variety of administrative methods that contribute to increasing employee participation.
3. That the directorates of education work on diagnosing the organizational obstacles that limit the adoption of modern administrative methods

5.3 Suggestions:

Based on the research results, the researcher suggests the following research:

- 1- Conducting a study on job alienation and its relationship to participatory management in other samples, such as, employees in higher education, employees of the Iraqi Ministry of Education.
- 2- Conducting a study on the phenomenon of job alienation, its causes, results, methods of treatment, and its impact on the performance of employees.
- 3- Conducting studies on job alienation and participatory management in other directorates and in other Iraqi governorates.

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