

## Abstract

*The study aims at investigating the relationship between organizational loyalty and job satisfaction among staff members at. An Najah National university and the effect of gender, qualification, academic rank, college years of experience and age on the relationship between organizational loyalty and job satisfaction among staff members at Najah National university. A sample of 144. Staff members is chosen and measure tool of three parts is preferred*

to conduct the study. The first part included personal data about staff members. The second part consisted of the organizational loyalty measure which contained items.

The third part is the job satisfaction measure which consisted 53 items distributed on six axions.

The results of the study show that the degree of organizational loyalty and job satisfaction is high among An Najah employees. There are differences with some statistical significance in the level of organizational loyalty attributed to gender and academic rank. The results, how ever show no difference with statistical significance in job satisfaction attributed to the variable of gender and, there are no differences of statistical significance between the level of organizational loyalty and job satisfaction attributed to the variables of university. Experience, age, on income.

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(Ssesanga ,2005)

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(Shin and Reyes,1991) •

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مجلة جامعة الأزهر - غزة، سلسلة العلوم الإنسانية ٢٠٠٧، المجلد ٩، العدد ٢ \_\_\_\_\_ (٤١)

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العلاقة بين الرضا الوظيفي والولاء التنظيمي عند أعضاء هيئة التدريس في جامعة النجاح الوطنية

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(Ssesanga,2005)

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