

PROFESSIONAL PRESSURES AND THEIR RELATIONSHIP TO JOB PERFORMANCE AMONG PRIMARY SCHOOL PRINCIPALS IN SALAH AL-DIN

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ABSTRACT: *The present research aims to identify the level of professional pressures on primary school principals in Salahuddin Governorate and their relation to job performance from the point of view of teachers and teachers. In order to achieve the current research objectives, the researcher adopted the professional pressure scale (Taha and Yasin, 2013) (Reda, 2004) and after verification of the characteristics of the evaluator Lassen of the validity and reliability, the researcher applied to the p of their instruments of the n of teachers reached its size (100) and after data collection and analysis to the research found the following results:*

1. *The level of exposure to professional pressures of school principals is high and high*
2. *There are differences in professional pressures among managers according to sex and for females*
3. *There is a low level of functionality among managers*
4. *There are differences in job performance among managers according to sex and for males*
5. *There is a statistically significant negative correlation between occupational pressures and functional performance and this relationship is inverse.*

Keywords: Job Performance , Professional Pressures

1. INTRODUCTION

Chapter I: Definition of research

Research problem

The school is a social organization with which a group of individuals interact to achieve a number of educational and social goals. The school principal is the leader, the most important element in the school because he has the authority to change and make decisions. In a whole generation[10].

The world in which we live is a rapidly changing and rapidly changing world, primary school principals are exposed to many different occupational pressures depending on the situation they face. These pressures may be administrative because some people do not shoulder the responsibilities they face. In the school, and other pressures, there is no doubt that these pressures have a significant impact on the performance of managers in schools, especially with the different functionality of many of them[12].

Has been a researcher of an open questionnaire to a number of managers in Salah al - Din province Lta rack over the presence of professional Da pressure Vinegar schools have sample subjected to different pressures in the labor researcher found that T. This prompted the researcher to Etbi current research[15].

The research problem can be summed up in the following main question:

What is the nature of the relationship between the professional pressures and job performance of primary school principals in Saladin Governorate?

A number of other questions stem from this question:

1. What is the degree of exposure of school principals in Salah ad Din governorate to professional pressures?
2. Are the professional pressures of managers different depending on gender?
3. What is the level of performance of school principals in the province of Salah al-Din
4. Is the performance of managers different depending on gender?

Research importance

The importance of any scientific research depends on the extent of its value in terms of practical and theoretical, and the extent of the contribution of this research in enriching human knowledge on the one hand and the applied field aspect on the other can be summarized the importance of research in the following:

First: the theoretical importance

1. Sayt research and studies on research variables: professional stress and its relationship to job performance at the Madras elementary schools
2. Enriching the library with the specialization department

Second: Practical importance

1. This study will assess the level of organizational commitment and performance as well as knowledge of gender and social service differences
2. This study will determine the degree of exposure of school principals to professional pressures and their relationship to their job performance from the point of view of teachers and teachers.
3. This study may benefit the authorities responsible for developing the administrative reality in educational institutions.
4. The importance of principals and leaders in schools, especially primary ones because they are the basis and basis for the rest of the study.

Research goals

The current research aims to identify:

1. The level of professional pressure among primary school principals in Salah al-Din governorate from the point of view of teachers and teachers
2. The statistical significance differences in the professional pressures of primary school principals according to the gender variable (male - female).
3. The level of performance of principals in primary schools in Salahuddin province from the point of view of teachers and teachers.

4. Statistical differences in the performance of primary school principals according to the gender variable (male - female).
5. The statistical significance relationship between the professional pressures and the performance of primary school principals

Search limits

The current research is determined by studying the professional pressures and job performance of primary school principals in Salahuddin Governorate from the point of view of teachers and teachers for the academic year 2018-2019

Terminology

First: professional pressures

Known by:

➤ The Blind (2004)

Are any characteristics in the work environment that pose a threat to the employee [7].

➤ Salem (2007)

Is a group of stimuli that exist in the work environment and that lead to a group of reactions in individuals, showing this in the course of work or in their psychological or physical condition or in the performance of their professional work (Salem, 2007: 9).

➤ Abu Rahma (2012)

Is a condition that results from the circumstance in the work environment and the characteristics of the worker, and this results in a defect in the physiological and psychological balance of this individual [6] The researcher adopts the last definition of the theoretical definition of research procedural definition: The degree to which the respondent obtains the scale of professional pressure used in the current research.

Second: Functionality

Conventional definition:

➤ Arafa (Hassan, 2003)

Is the extent to which the employee is able to reach the goals set for him, which reflects the employee's approach to meeting the requirements of the job [5].

➤ Arafa (Bahr and Abu Suwayrah)

This is the continuous daily activity of each employee according to his / her specialization and the course he / she performs in order for the institution to achieve its desired goals [1].

➤ Arafa (Khan et al., 2010)

Is all that leads the workers from the work and the tasks leading to quantitative and qualitative outputs contribute to achieve the goals that seek to reach [8]. The researcher adopts the last definition in a theoretical definition of the current research

Procedural Definition: The degree to which the respondent obtains the performance measure used in the current research.

Chapter Two: Theoretical framework and previous studies

The first axis: theoretical framework

First: professional pressures

Introduction

There is no doubt that we live in a world full of pressures and difficulties in all fields. In every field, there are difficulties

and crises that follow the work environment. These pressures affect the worker's psychological ability and ability to communicate continuously in the work. It should be noted that any pressure in the work environment has known and specific sources. These sources may be internal to the employee's skills and capabilities, and may be due to the frequent changes and the many requirements in the work.

The concept of professional pressure

Occupational pressures can be seen as a set of negative characteristics that exist in the work environment, such as role ambiguity, role conflict, poor working conditions and excess burdens that undoubtedly affect work [1].

It represents an adaptive response to an emergency external situation that results in physical or psychological deviation of the behavior of individuals belonging to the institution [2].

Occupational pressures can be referred to as a reaction to the characteristics of the work environment that are considered a threat to the individual [3] Thus, it represents a state of psychological stress, which results from the interaction of the individual with the environment that has been transformed. This psychological stress results in psychological or physical reactions or even movement, which negatively affects the performance of the individual in work [4].

The researcher believes that professional stress is only a set of concerns in the work environment, the reasons may be internal to the individual and his skills and ability to meet the requirements of the work environment, or the same working environment may be the cause.

Professional pressures

The professional pressure forms and varieties are varied and different types of these types:

1. The pressures of the physical environment: are those pressures as a result of poverty in the physical aspect of institutional Q, such as the problems of cooling, heating employee, poor lighting, noise etc, which is no doubt distract the attention of a staff member in the organization element.
2. Social pressures are another source of pressure. They occur in the social aspect represented by social interactions in the work environment such as role struggles, competition, differences between individuals, individuals, leaders, etc.
3. Stress resulting from the personal system of the worker: the pressures that we derive because of differences between individuals in sex, intelligence, race, religion, etc. [17].

Stages of professional pressure

Exposure to professional pressure is not overnight, but is in successive stages and series linked to the employee, until it shows signs of exposure to professional pressures and these stages are:

1. Exposure to stress: The first steps to exposure to professional pressures, where the employee begins to feel the existence of a risk or problem that threatens the individual and the job site, and this feeling is accompanied by a range of physical changes such as exposure of the body, yellowing of the face, an increase in heart rate, etc. .
2. The stage of reaction: This stage represents the stage after the previous stage, where the individual begins here to make a series of reactions to the compressor situation, and

the reactions that are likely to be made by the individual is to escape for example, or think about how to get rid of this position. If the individual succeeds in confronting this situation, the individual feels reassured, but if he does not reach the result, it is the next stage.

3. Phase of resistance and adaptation: At this stage the employee tries to adapt to the compressor position and bear the crises that are caused by it, and in case of success, it returns to the state of balance, or if it does not arrive, it will move to the next stage.
4. Stress and fatigue: The last stations and stages of exposure to pressure, where the individual feels that he is tired and fatigue on the smallest things, and that the ability to endurance is simple, and the reaction to things exaggerated, and these indicators affect the professional tool and ability to meet Business requirements [17]

Second: Functionality

Introduction

At present, the assessment of the level of performance in the administrative process is considered the concern of many researchers. The reason is that knowing the level of performance of employees contributes to the continuous monitoring of performance and thus motivates leaders and officials to monitor and evaluate performance. Contributes to the improvement and development of the continuous, and helps to know the functional competence of the employee and identify the elements that he needs in order to prepare and build the necessary training courses that make the institution to move forward.

Job performance is one of the main axes in any professional job. If the professional atmosphere is fair and equal in dealing with everyone, it makes sense for the worker to take the appropriate place that suits the level of career. In light of all these rapid changes in the world, no organization or an institution should continue its work unless it adopts the development of the job performance of its employees continuously.

Concept Functionality

Job performance is referred to as the extent to which an employee can reach the goals set for him in a currency; it reflects the method or manner in which the employee adapts to the functional currency requirements [16]. It is a set of activities, procedures and tasks performed by the employee in the daily process, in addition to his method of problem solving and the development of currency tools, it represents the final conclusion of the employee's production (Mazhouda, 2001: 86). Despite this confusion between effort and performance to occur, but they are two different things completely, effort with refers to the energy made by the employee in the coin size, while the performance of it is linked to the results up to it the employee, this means that it is not necessarily to achieve the effort desired performance By doing so, an employee may strive in a currency without reaching the required performance [19]

Performance is the continuous daily activity that the employee performs every working day, depending on the location of the employee, and the goal of this performance is to achieve the objectives of the institution [20] It is the conclusion and the final outcome of the performance of the

employee during the daily currency of the tasks that he assumes [21] Through the previous presentation of the set of definitions of performance, we note that it is different among them in determining the meaning of job performance, some references to the net effort or the final result as a functional performance, and some see that the daily behavior of the employee is the performance of the job, and the other believes that the completion of the required workload is performance And almost all of the definitions related to job performance include the following elements:

1. **Employee** : and all the skills he has to enable him to accomplish the tasks
2. **Functional** : All the daily tasks that are imposed on the employee
3. **Position** : represents the organizational climate of work in addition to supervision and follow-up

Methods of measuring performance

There are many indicators that show the level of performance, including the following:

1. Amount of effort: It represents the size of the effort exerted by the employee at work, whether this effort mental or mental, in addition to speed in performance.
2. The quality of the effort: The quality in the work, in the sense of the extent of performance matching with the required qualitative specifications, in some cases the focus on the absence of performance errors more than the focus on speed in completion or even quantity.
3. Performance pattern : is the method followed by the employee in the work required of it, when the employee is exposed to a situation or a problem, what is the way to solve, and this answer represents the pattern of performance followed
4. Performance rates: In the sense that the performance is related to certain criteria such as speed of completion at a certain time, or free of errors or conformity with the specifications required of it (Sultan, 2002: 213).

Performance types

Performance is classified into three main types:

1. **Performance of tasks**: These activities that contribute to the completion of basic operations in the institution, and contribute to these tasks in the implementation of the processes and procedures of the institution (Schmitt & Ingerick, 2001, P.8)
2. **Situational performance**: The situational performance indirectly affects the functional work in dealing with the core administrative processes indirectly. This situational performance contributes to the formation of the atmosphere through which the performance of the job is performed, by solving the problems or difficulties faced by others, In addition to motivating them and motivating them to work within the institution and push them towards volunteering outside [11].
3. The **opposite performance**: This type of performance is a negative performance opposite to the previous two types, they drive the institution forward, while the opposite performance is contrary to the aspirations of the institution and its objectives, through the leak and absence and lack of interest and concern for the objectives of the Foundation [12].

Performance Components

Others [13] pointed out two key functional components: efficiency and effectiveness:

- 1. Efficiency:** One definition cannot be limited to the concept of efficiency. However, efficiency can be referred to as the relationship between inputs and outputs. It is thus measured by the difference between outputs and inputs, or by the extent to which they are able to reach established goals.
- 2. Effectiveness:** It is one of the performance control roles in the organization. It is a calibrator that determines whether or not the goals are achieved [14].

Factors affecting performance

There are a number of factors that affect the level of performance of the employee in the institution, and these factors include:

- 1. Absence of specific objectives:** The absence of goals in the work of the institution directly affects the process of evaluating the performance of the job, in view of the lack of a clear criterion through which the referee performance of the employee and the extent of convergence with the objectives of the institution to which he belongs, and since these goals are vague and not specific, Feasibility of performance evaluation.
- 2. Low participation in management:** The weak representation of individuals involved in decision-making will have a direct and significant impact on their level of performance, because their participation in the administration gives them a high degree of confidence in the work and take responsibility.
- 3. Different levels of performance and rewards :** The lack of success of administrative methods in linking the level of performance and rewards or incentives provided, significantly increases the performance of the job is equal to the owners of high and low performance.
- 4. Job satisfaction:** Job satisfaction greatly affects the employee's job performance. Studies have indicated that individuals' satisfaction with their work contributes significantly to raising the employee's job performance.
- 5. Administrative Negligence:** The delay in work or evasion of tasks and duties weakens the performance of the employee because of the weakness of the process of follow-up and supervision by the administration [10].

Previous studies

First: Previous studies of professional pressures

First: Arabic studies

1 - Study (Kahloub, 2006): professional pressures and their relationship to the level of professional performance of primary school principals

The research aims at uncovering the prevalence of professional pressure and its relation to job performance. The sample consisted of (64) teachers and teachers in the primary stage in Gaza governorate. After selecting the research tools and verifying their psychometric properties, the researcher applied his tools to the research sample, the researcher found the prevalence of professional pressure in the research sample. The results of the study also indicated that the level of performance in general is low, and there is no relationship

between professional pressure and job performance in the research sample

2. Aisha and Siddiqi (2015): Professional pressures and their relation to job performance among primary stage teachers

The current research seeks to identify the level of degrading pressure on the teacher in the primary stage and its relation to the performance of the job. The research was applied to a sample of teachers and teachers in primary schools (84) teachers and after checking the psychometric properties of the research tools and applying them to the sample the research found that primary stage teachers were subjected to professional pressures, which negatively affected their job performance.

Second: Previous studies on job performance

First: Arabic studies

1- Dra Study (Watchmaker 2014): culture system which the Scientific and its impact in promoting career performance in modern paint Examining the company.

The current research seeks to know the role of organizational culture in enhancing the performance of the employees of the modern dyes company. The research sample reached (40) workers. After applying the research tools on the sample, the research found a positive relation between the organizational culture and the performance of the workers.

2- Jabbar, 2018 study: the performance of university staff and its relation to the administrative behavior of their managers

The objective of the research is to determine the performance of the university staff and the relation of this performance to the administrative behavior of their managers. In order to achieve this goal, the researcher adopted the criterion (Al-Nabhaniyah, 2015) in order to measure the employee's functional performance. (140) employees and employees, and after the collection and analysis of data by the statistical fact of social sciences (Spss), the research found a statistically significant relationship between staff performance and managerial behavior of their managers.

Second: Foreign Studies

1-Study Olorunsola EO 2012.

The research aims to identify the performance of the employees of Nigerian universities from the perspective of managers and administrators, in addition to knowledge of the impact of gender in management. In order to achieve the objectives of the current research, the researcher adopted measures for the variables of his research. 400) employee of four universities, and after analyzing the data, the research found that the level of performance in the research sample is high, and the study pointed out the existence of differences in functional performance depending on the gender variable and for the benefit of females.

2. Study Kazan, Halim 2013

The present study aims at measuring the performance of the employees of the Turkish banks in addition to knowing a range of factors affecting the performance of the employees. The sample included 500 employees. In order to collect the data, the researcher used the survey list as a means of

collecting data. The following results:

1. There is a positive impact of the sense of belonging to the institution in the performance of their jobs
2. Leadership behavior and supervision affects the performance of employees
3. The physical and moral environment is influential in the work.

Comment on previous studies

1. The researcher benefited from previous studies in crystallizing the research problem and its importance
2. In defining terminology
3. In identifying and identifying the search community
4. In the selection of statistical tools
5. Comparison of the results of the study with previous studies

Chapter Three: Research Procedures

This chapter includes a description of the research methodology, community and samples, as well as the search tools and their psychometric characteristics, as well as the statistical methods used in the research procedures.

Research Methodology

To achieve the research objectives sought by the researcher of, it has adopted the descriptive approach, since it is one of the most widely used and common approaches in humanitarian research, in addition to the curriculum that is best suited according to the research objectives.

Research community

The research community consists of all teachers and teachers in the province of Salah al-Din for the academic year 2018-2019.

The research sample

The sample of the research is that small part of the society. This sample must be homogeneous or similar in its characteristics with the characteristics of the society. It should be selected according to certain conditions and conditions. This study represents the characteristics of the whole society in its characteristics (Awda and Malkawi, 1987: 128).

The researcher chose the random random method, which was left by a sample of his research community of (100) teachers and teachers, distributed equally to teachers and teachers.

Search tools

First: the professional pressure scale

1. Description of the scale

In order to achieve the objectives of the current research, the researcher adopted a measure of professional pressures [16]. This measure measures the professional pressures of school principals. The scale consists of (24) paragraphs, five alternatives (strongly agree, me, not OK, strongly disagree).

2. Believe the scale

In order to verify the validity of the measure adopted, the researcher presented the measure to a group of experts and arbitrators in the field of measurement, educational administration. The experts unanimously agreed on its validity (100%), with some minor observations and modifications

3. Stability of the scale

In order to verify the stability of the user scale, the researcher has applied its scale on a total sample size Ha (40) teachers, and after two weeks of the first application the application again and calculated the relationship between the first application and the second, and found the researcher of the relationship between them (81) and is influential on the stability of the scale through high time.

The S - T served researcher equation (Alvakronbach) for a second about the stability index, the researcher found that the stability of the scale (78).

II: Performance measure

1. Description of the scale

Hay T. researcher of a measure functional performance of the preparation (satisfaction, 2004), a measure designed to measure the job performance of the managers, which consists of the scale (14) paragraph, alternatives to five (Strongly Disagree, Disagree, do not say to me, is OK, but Strongly Agree).

2. Believe the scale

In order to verify the validity of the scale used in the virtual problem, the researcher presented the measure to a group of experts and arbitrators in the field of measurement and educational management. The experts agreed on the validity of the scale and by 100% with some minor modifications and observations.

3. Stability of the scale

In order to verify the stability of the user scale, the researcher has applied its standard on Althb sample data (40) teachers, and after two weeks of the first application re - application again and calculated the relationship between the two applications and found them (.83) and is influential on the stability of the scale Over time, a good indicator according

Table (1) shows the level of professional grouting in the research sample

Number of members the sample	SMA	standard deviation	Average Average	T calculated value	Tissue value	Level of significance
100	78,530	10,408	72	75,450	1,96	0.05

to stability criteria and values. The researcher also used the equation Alpha Kronbach on the paragraphs of the scale and found that the value of stability is (0.80), another indicator of stability.

Statistical means

The researcher used statistical bag for social sciences (Spss the statistical means used were:

- 1. TEST FOR ONE SAMPLE: To verify the level or degree of variables in the research sample
- 2. TEST FOR INDIVIDUAL INDICATORS: To identify differences between individuals in variables

Table (2) Differences between female and female in professional pressures

Sex	Number of members the sample	SMA	standard deviation	T calculated value	Tissue value	Level of significance
Male	50	74,98	12,203	3,612	1,96	0.05
female	50	82.08	6,651			

- 3. Pearson correlation coefficient: to identify stability in the application and re-application, and to identify the relationship between the two variables.

Chapter Four: Search Results

This chapter includes a presentation of the research results reached forth and so on according to the goals that offer there researcher of the first chapter, and discuss these results in light of previous studies and theoretical framework, and thus out a set of conclusions and recommendations and proposals.

First: To identify the level of professional pressure of primary school principals in the province of Salah al-Din from the point of view of teachers and teachers

The results showed that the mean mean of the research sample was (78,530) with a standard deviation of capacity (10,408). When comparing this mean with the mean of the research (72) and using the final test of a sample, the calculated T value was (75,450) The T-table value of (1.96) at the level of significance (0,05) which indicates that the research sample characterized by high level of professional pressure, as shown in the following table.

This is consistent with the results of the previous studies, which are consistent with the study of Kahloub (2006), in addition to the study (Aichawi and friend, 2015), which indicated that the level of professional pressure of staff high and high, as the theoretical framework pointed to the factors and reasons behind These pressures.

The researcher believes that the level of professional pressure is high because the abilities of principals in schools are not continuously developed through missions or intensive training courses, in addition to the traditional methods of management.

Second: To identify the differences of statistical significance in the pressures of professional principals of primary schools according to the gender variable (male -

female).

The average of males (50) on the occupational stress scale (74,98) was in standard deviation (12,203), while the average of females (50) on the occupational stress scale (82.08) was a standard deviation of 6,651), And using the TEST for two independent samples, it was found that the calculated T value was (3,612), which is statistically significant at the level of significance (0.05) and that these differences are in favor of the average female, as in the following table.

Where consistent this result with previous studies that have pointed t that there are differences in professional pressure according to sex, they may be in favor of females rather than in favor of males.

The researcher believes that this result is consistent with the nature of reality, where women are vulnerable to pressure than men professional because of the nature of the physical, as well as the perception of women as a Attabarha less capable than men, and therefore exposed to generating the E women to pressure from around the staff and teachers And even parameters for this reason.

Third: To identify the level of performance of principals in primary schools in Salahuddin province from the point of view of teachers and teachers

The results showed that the arithmetic average of the sample is (37.160) with a standard deviation capability (3203) and when compared to this center in rural premise research (42) and using the test Altaia sample wa h Dah, found that the T calculated value amounted to (116 029), the largest of The T-table value of (1.96) is at the level of significance (0.05). Since the arithmetic average is less than the theoretical average, if the research sample is not characterized by the measured variable, as shown in the following table

Table (3) shows the level of job performance in the research sample

Number of members the sample	SMA	standard deviation	Average Average	T calculated value	Tissue value	Level of significance
100	37,160	3,203	42	116,029	1,96	0.05

Where different this Alan Result with the results of previous studies that references to the enjoyment of staff b m s level of high – functionality. The researcher believes that the functionality is affected by a range of personal and environmental variables, since the work is not an ideal

environment of or do not see s Z to an acceptable level, it is natural that is influenced by the level of professional performance of staff employees and managers.

Second: To identify the differences in statistical performance in the performance of primary school

principals according to the gender variable (male - female).

The average of males (50) on the performance scale (38,16) was a standard deviation of (0,481), while the average of females (50) on the performance index (36,16) was a

standard deviation of (0,377), and using Altai test for two independent samples, showing that the calculated value of T has reached (3272), which is a t statistically significant at the level (0.05), and that these differences for the benefit of the average male, as in the following table.

Table (4) Differences between males and females in functional performance

Sex	Number of members the sample	SMA	standard deviation	T value calculated	Tissue value	Level of significance
Male	50	38.16	0.481	3,272	1,96	0.05
female	50	36.16	0.377			

This finding is consistent with previous studies which indicated that there are differences in performance according to sex, and these differences favor males.

Fifth: To identify the correlation between the professional pressures and job performance of school principals in Salah al-Din

In order to determine the nature of the relationship between the two variables, the researcher used the Pearson correlation coefficient between the answers of the sample of (100) teachers and teachers on the scale of professional pressures and functional performance. The researcher found that the correlation coefficient between the variables (0.78-) the relationship between the two variables. This means that exposure to professional pressures will affect the level of functionality of the manager.

CONCLUSIONS

1. The level of exposure to professional pressures of school principals is high and high
2. There are differences in professional pressures among managers according to sex and for females
3. There is a low level of functionality among managers
4. There are differences in job performance among managers according to sex and for males
5. There is a statistically significant negative correlation between occupational pressures and functional performance and this relationship is inverse.

Recommendations

1. The need to hold seminars and conferences that discuss ways to face the professional pressures of employees and managers
2. The development of cadres Walter B and Yeh to serve career
3. Conducting continuous workshops throughout the year and during the summer holidays in order to develop the managerial abilities of the managers
4. Altak me about the traditional methods of only da Rh and Trafficking e towards modern methods

Proposals

Updates to Current Research The researcher suggest the following addresses:

1. Professional pressures and their relation to the motivation of the principals of primary schools in Baghdad
2. Professional pressures and their relationship to the leadership behavior of the principals of junior high schools in Salahuddin province from the point of view of teachers and teachers
3. Organizational commitment and its relation to job performance among high school principals
4. Organizational success and its relation to job performance among high school principals in Baghdad from the point of view of teachers and teachers

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