

العدالة التنظيمية وأداء المعلمين لسلوك المواطنة بالمدارس الثانوية العامة في مصر

ملخص رسالة مقدمة

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مقدمة

مشكلة البحث

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عينة البحث

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منهجية البحث

Structural Equation Modeling

(SEM)

فصول البحث

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Ain Shams University
Faculty of Education
Comparative Education and
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*Organizational Justice and Teachers Performance of Citizenship
Behavior in the General Secondary Schools in Egypt*

A Dissertation abstract
For the Ph.D. Degree in Education
(Educational Administration)

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Organizational Justice and Teachers Performance of Citizenship Behavior in the General Secondary Schools in Egypt

Introduction:

School management aims at achieving school effectiveness through effective functioning of all the school members' efforts. The teachers are considered to be the most important part on whom school management depends to achieve its goals.

Recently, there has been lots of studies that emphasize the essential role which organizational justice has to do with the effectiveness of teachers' performance, and their citizenship behavior in particular, which, in turn, aims at achieving school effectiveness as a major and end mission.

Believing in the crucial role of teachers in activating the educational process, the ministry of education gives special care to promote the professional and economical conditions of teachers in all educational stages, and the secondary school teachers in particular. Science, the promotion of their conditions is the basic approach to enhance the standard of performance in the school generally, and that of teachers particularly.

In the spite of the importance of recognizing the organizational justice in the environmental of school, as a major factor in determining the teachers' performance of citizenship behavior, the current status of work at the public secondary schools in Egypt pinpoints some shortcomings that may weaken the awareness of organizational justice, and affect passively on teachers' performance of citizenship behavior in general secondary schools in Egypt.

Research Problem

The research problem can be summarized in the following main question:

How can the relationship between organizational justice and Teachers Performance of Citizenship Behavior in the General Secondary Schools in Egypt be activated?

This main question is divided into the following sub-questions:

- 1- What is the supposed theoretical model of the relationship between organizational justice and teachers' performance of citizenship behavior?

- 2- What is the level of teachers' assessment to organizational justice in the general secondary schools in Egypt?
- 3- What is the level of teachers' performance of citizenship behavior in the general secondary schools in Egypt?
- 4- To what extent can the theoretical model be identified with the actual relations existed between organizational justice and teachers' performance of citizenship behavior in the general secondary schools in Egypt?
- 5- What is the proposed model to enforce the organizational justice and enhance teachers' performance of citizenship behavior in the general secondary schools in Egypt?

Research limits

A- Processing organizational justice according to the following three dimensions:

- 1- Distributive Justice.
- 2- Procedural Justice.
- 3- Interactive Justice.

B- Processing teachers' performance of organizational citizenship behavior according to the following three dimensions:

- 1- Organizational Citizenship Behavior towards Students.
- 2- Organizational Citizenship Behavior towards Colleagues.
- 3- Organizational Citizenship Behavior towards the School.

Research Aims

The main aim of this research is concluding the proposed model to enforce the organizational justice and enhance teachers' performance of organizational citizenship behavior through activating the relationship between them in the general secondary schools in Egypt.

the following are The sub-aims:

- 1- Identifying the theoretical model of relationship between organizational justice and teachers' performance of citizenship behavior.
- 2- Identifying the teachers' assessment of organizational justice in the general secondary schools in Egypt.
- 3- Realizing the level of teachers' performance of citizenship behavior in the general secondary schools in Egypt.

- 4- Examining the level of identification between the theoretical model and actual relations existed between organizational justice and teachers' performance of citizenship behavior in the general secondary schools in Egypt.

Research Tools

Two scales are used during the field study:

- 1- The Organizational Justice scale (prepared by the researcher).
- 2- Scale of Teachers' performance of Citizenship Behavior (also prepared by the researcher).

Research Sample

The sample consists of 1083 secondary school teachers, randomly chosen from 8 Egyptian governorates.

Methodology

The Research uses the **Structural Equation Modeling (SEM)** in the context of the Descriptive Method.

Research chapters:

The research consists of five chapters as follows:

Chapter One: The General Framework of Research. This Chapter includes the introduction, the research problem, aims and limits, the previous studies, the methodology and steps of the research.

Chapter Two: Organizational Justice and Teachers' performance of Citizenship Behavior in the General Secondary Schools: Theoretical Framework. At the end of this chapter, the researcher introduced theoretical model with the aim to explain the relations between research variables.

Chapter Three: the Analytic Study of Organizational Justice and Teachers' performance of Citizenship Behavior in the General Secondary Schools in Egypt. At the end of this chapter the researcher introduced research hypothesis.

Chapter Four: the Field Study of organizational justice and teachers' performance of citizenship behavior in the General secondary schools in Egypt. This chapter investigates the research hypothesis and examines the level of identification between theoretical model and the status quo in Egypt.

Chapter five: the proposed model to enforce the organizational justice and enhance teachers' performance of citizenship behavior in the general secondary schools in Egypt.

Finally, the researcher presented some future research directives and recommendations for further studies to be done.