

(2001)

(Schein, 1997)

Hoy & Tarter,)

(1997

Healthy)

(Organization

(Unhealthy

(Nurit & Cohen,1991) Organization)

(Childers,1985)

Ellsworth & Rickard)

(, 1978

(Neugebauer, 1990)

(Parsons;

Bales & Sils , 1953)

Hoy)

(Hoy & Tarter, 1997)

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.2008

(Childers, 1985)

Miles,)

Kimpston &)

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(Cicchelli, 1975)

(Sonnabend, 1973

(Miles)

(Organizational Health)

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.(Akbaba, 1997) "

(Miles)

.(Akbaba, 1997)

(Davey; Gore &

Parker, 2003)

(Hoy et al., 1991)

(Hoy & Tarter,

المجلة الأردنية في إدارة الأعمال، 6 1 2010

(Ryff & Singer, 1998)

(Ryff & Singer, 1998)

(Miles)

(Shirom, 2007)

(Akbaba, 1997)

(Bennis, 1966)

(Schein, 1997)

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(Hoy & Hannum, 1997)

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(2005)

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(Licata & Harper, 2001))

(2006)

(Lam, 2002)

(Quick, et al.,

2007)

(Marshal; Pritchard & Gunderson, 2004)

(Goolsby)

(Korkmaz, 2007)

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(Lee, 2004)

2004-2003

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Park, 2008)

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(Cemaloglu, 2006)

(Aksaray & Esenkoy)

(400)

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(%10)

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(%84.4) (380)

(4)

(193) (376)

(34) (95)

(54)

(%83.6) :

(1) (%8.4)

(4500)

(2300)

(1100)

:(1)

%		%		%		%	
88.9	48	58.8	20	56.8	54	64.2	124
11.1	6	41.2	14	43.2	41	35.8	69
13	7	14.7	5	14.7	14	23.8	46
68.5	37	76.5	26	71.6	68	62.2	120
18.5	10	8.8	3	13.7	13	14	27
11.1	6	11.8	4	16.8	16	16.1	31
53.7	29	44.1	15	48.4	46	51.8	100
35.2	19	44.1	15	34.7	33	32.1	62
							5
							10-5
							10

(Likert) :
)
 () (2005
 () () (Nurit & Cohen, 1991) (OH)
 ()
 . (2) () (33)

:(2)

1-3	.1
4-6	.2
7-9	.3
10-12	.4
13-15	.5
16-18	.6
19-21	.7
22-24	.8
25-27	.9
28-30	.10
31-33	.11

:

:

(276)
 (Cronbach's Alpha)
 . (3)

:(3)

0.74	.1
0.82	.2
0.87	.3
0.82	.4

0.85	.5
0.84	.6
0.74	.7
0.75	.8
0.93	.9
0.84	.10
0.84	.11

"

()

(3.5)

"3.49 -2.5"

(2.49)

(4)

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" :

:(4)

1	0.60	4.57	1	0.63	4.47	1	0.61	4.52	1	0.61	4.55
3	0.63	4.15	2	0.61	4.25	5	0.79	3.80	2	0.74	4.13
4	0.58	4.02	4	0.71	3.93	4	0.73	3.81	3	0.75	3.88
5	0.64	4.01	5	0.59	3.82	6	0.90	3.71	4	0.86	3.84
2	0.80	4.19	3	0.84	4.06	2	0.81	3.94	5	0.89	3.76
6	0.75	3.87	6	0.71	3.76	3	0.74	3.82	6	0.94	3.69

7	0.50	3.60	7	0.49	3.67	7	0.49	3.57	7	0.43	3.54
9	0.64	3.26	9	0.63	3.32	11	0.60	3.25	8	0.62	3.36
8	0.45	3.31	8	0.46	3.45	8	0.55	3.42	9	0.47	3.32
11	0.50	3.17	10	0.50	3.22	10	0.62	3.30	10	0.50	3.31
10	0.48	3.22	11	0.38	3.20	9	0.47	3.32	11	0.48	3.24
-	0.27	3.76	-	0.24	3.74	-	0.27	3.68	-	0.28	3.69

(4)

" :
(0.05 ≥ α)

)

(

."

(ANOVA)

(5)

:(5)

0.48	0.83
0.33	1.15
0.42	0.94
0.22	1.47
0.45	0.88
*0.00	5.81
0.45	0.88
0.20	1.57
*0.01	4.35

0.39	1.01
0.85	0.27
0.26	1.33

(0.05=α)

*

() (5)
(4.35 5.81)

(0.01 0.00)
(0.05=α)

()

)

(

(6)

()

:(6)

(4.15)	(4.25)	(3.80)	(4.13)	
0.02	0.12	*0.33	-	(4.13)
*0.35	*0.45	-		(3.80)
0.10	-			(4.25)
-				(4.15)

(4.19)	(4.06)	(3.94)	(3.76)	
*0.43	0.30	0.18	-	(3.76)
0.25	0.12	-		(3.94)
0.13	-			(4.06)
-				(4.19)

(0.05=α)

*

$(0.05 \geq \alpha)$

." (ANOVA)

(7)

":

:(7)

0.67	0.40
0.90	0.11
0.45	0.79
0.27	1.31
0.74	0.30
0.41	0.89
0.10	2.28
0.79	0.23
*0.00	6.09
0.10	2.34
0.55	0.61

(0.05= α)

*

() (7)

(0.00)

(6.09)

(0.05= α)

()

(8)

:**(8)**

(3.69)	(4.00)	(3.67)	
0.02	*0.33	-	(3.67)
0.31	-		(4.00)
-			(3.69)

(0.05=α)

*

(0.05≥α)

(ANOVA)

(8)

(9)

:**(9)**

0.80	0.23
0.43	0.85
0.29	1.23
0.46	0.78
0.11	2.27
0.30	1.20
*0.01	4.59
0.21	1.59

*0.00	11.49
0.40	0.93
0.43	0.84

(0.05=α)

*

() (9)
 (11.49 4.59) ()
 (0.00 0.01)
 (0.05=α)
))
 () ()
 (10)
 () : (10)

10 (3.93)	10-5 (3.64)	5 (3.77)		
0.16	0.13	-	(3.77)	5
*0.29	-		(3.64)	10-5
-			(3.93)	10
10 (4.18)	10-5 (3.76)	5 (3.70)		
*0.48	0.06	-	(3.70)	5
*0.42	-		(3.76)	10-5
-			(4.18)	10

(0.05=α)

*

()

(10)

(10)

" :
 (0.05≥α)

()

."

(11)

:(11)

0.73	0.34	374	0.49	3.56	
			0.41	3.58	
*0.01	2.75	374	0.50	3.22	
			0.57	3.38	
0.06	1.87	374	0.48	3.29	
			0.44	3.19	
0.99	0.00	374	0.49	3.36	
			0.50	3.36	
0.42	0.80	374	0.61	3.34	
			0.63	3.28	
0.17	1.38	374	0.68	4.10	توازن السلطة
			0.84	3.99	
0.35	0.94	374	0.87	3.79	
			0.81	3.70	
0.06	1.93	374	0.87	3.89	
			0.71	3.72	
0.06	1.88	374	0.82	3.96	
			0.93	3.78	
0.11	1.59	374	0.76	3.93	
			0.63	3.81	
0.62	0.49	374	0.62	4.55	
			0.58	4.52	

() (11)

(0.01) (2.75) ()

(0.05= α)

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- (1996)
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Availability of Organizational Health in Jordanian Telecommunications Companies

Aktham Abdelmajid As-sarayrah and Ahmad Adnan Al-teet

ABSTRACT

This study aimed to know the extent to which the availability of organizational health dimensions in the Jordanian communication companies from the point of view of their personnel, the study sample consisting of (376) employees (male and female), of whom (193) employees of Jordanian communication company, (95) employees of Zein company, (34) employees of Express company, and (54) employees of Umniah company. This study used Means, standard deviation, independent sample t-test, one way ANOVA and SCHEFFE test to answer the main questions of the study and testing of its hypotheses. The study reached the following conclusions:

- That the availability of organizational health dimensions in the four Jordanian communications companies was high, except the dimensions of (Harnessing resources, adaptation, trust, and morale) its availability was average.
- The autonomy dimension was the most available organizational health dimensions in the four Jordanian communications companies, while the morale dimension in the Jordanian company and Express company, the Harnessing resources dimension in Zein company and the confidence dimension in Umniah Company.
- There was a significant difference for the employees' in the availability of both organizational health dimensions (Authority power balance and creativeness) in the Jordanian communication companies from the point of view of their personnel which are attributable to the type of the company.
- There was a significant difference for the employees' in the availability of organizational health dimensions (creativity) in the Jordanian communication companies from the point of view of its employees which is attributable for scientific.
- There was a significant difference for the employees' in the availability of both organizational health dimensions (coherence, creativeness) in the Jordanian communication companies from the point of view of the workers in accordance with the experience.
- There was a significant difference for the employees' in the availability of organizational health dimension (The Trust) in the Jordanian communication companies from the point of view of the workers in accordance with gender.

The study provided a set of recommendations, one of the most important: the strengthening of the availability of organizational health dimensions (The morale, Harnessing resources and confidence) in Jordanian communications companies as follows:

- Enhance the availability of morale at Jordanian Telecommunications and Express Companies.
- Enhance the availability and use of resources at Zain Company.
- Enhance the availability of trust at Umniah Company.

KEYWORDS: Organizational Health; Communications Companies; Job Environment.