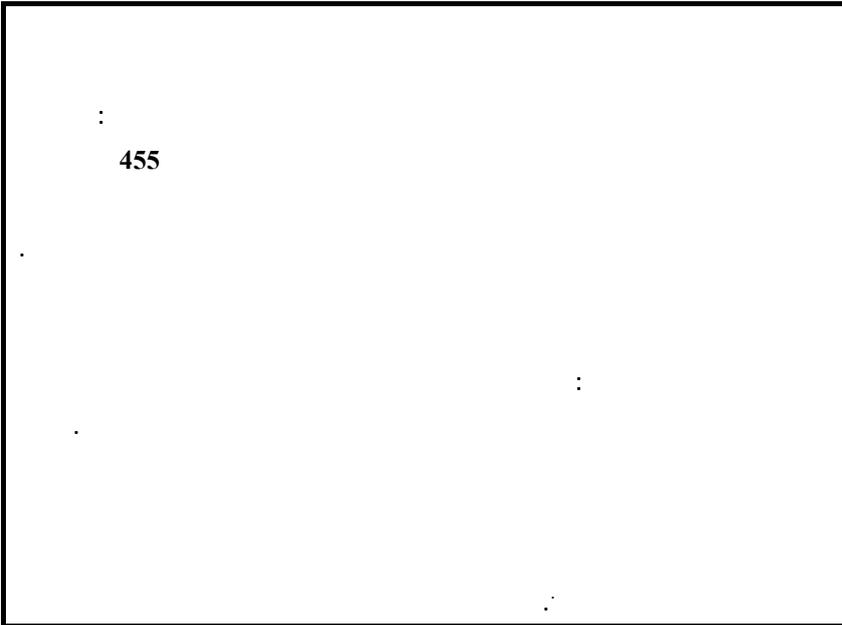


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(Marchington, et. al., 1992)

(Kanter,1983),(Spector,1986)

(Neilsen, 1986)

(Conger&Kanungo,1988)

(Management by Objectives)

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(Quality Circles)

(Potter,1994)

(Foy, 1994)

.(Hidden Potentials)

(Guest, .

(Pickard,1993) 1993)

Blanchard, )

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(Carlos&Randolph, 1998

(Caudron 1995, p28)

.(Ettoree, 1997, P.1) .

.(Spreitzer, 1995:1442)

(Energy)

.Thomas &Velthouse, 1990)

(Mc Connell. 1995 )

(Conger&Kanungo,1988:475)

.(Thomas & Velthouse 1990)

(VanOudststshroom&Thomas, 1993)

(Techniques)

Ripley&Ripley, 1993)

(Plunkett&Fournier, 1991), (Bowen &Lawler, 1992)

Kanter, 1979, ).

.(Randolph, 1995, p.23) (p.79

Conger &Kanungo,

(1988,:479)

.(Lashley, 1995)

(McKenna, 2000)

.(Zemk&Schaaf,1989)

Blanchard )

(&Bowels, 1998

.(Conger & Kanungo, 1988,p.480).

(Appel, 1997, p.1)

.(Bridges, 1991,p.76)

(Mckenna, 2000)

(Bowen &Lawler, 1992)

( Stenberg, 1992)

(Wagner, 1994)

.(Alpander :20)1994

(Neilsen, 1986)

( Miller, 2002)

(Sparrow,1994), (Hubrecht & &Teare,1993)

(Barbee&Bott,1994)

.(Ford &Fottler,1995)

(Ackerson&Harrison, 2000)

(Quinn (Organizational Culture)

&Spreitzer, 1997, p.40)

(Mallak . (Spreitzer &Quinn, 1996:234)

(Shipper & Manz,

&Kurstedt, 1996)

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1992)

(Konczak,

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et.al.2000), (Ford & Fotter, 1995)

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(Conger & Kanungo, 1988:480)

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(Conger, 1989) :

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(Parker & Price, 1994) :

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(Spreitzer, 1995) :

( Schriesheim, et. al. 1998):

116

( Konczak, et. al. 2001):

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( Fagan & Stevenson, 2002):

( Head Start Program)

.(Control Group)

Experimental Group))

.(2003 )

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(Konczak et al. 2000) (

.(Spreitzer.1996,) (Manz&Sims, 1990) (Ford&Fotter, 1995) .

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17	-1
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(Creative Research Systems, 2003)

459 Confidence Interval (4) %95 Confidence Level

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9.7%

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53.7	243		
9.7	44		
9.7	44	.	
27.3	124		
100	455		
16.5	75	30	
39.3	179	39-30	
36.9	168	49-40	
7.3	35	50	
100	455		
67.5	307		
32.5	148		
100	455		
10.5	48		
24.8	113		
54.5	248		
10.1	46		
100	455		
12.3	56		
82.7	399		
100	455		
10.8	49	5	
21.5	98	9-5	
22.0	100	14-10	
45.7	208	15	
100	455		
9.9	45		
9.9	45		
56.5	257		
19.5	89		
14.1	64		
100	455		

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(SPSS)

.(One Way ANOVA)

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.87	4.31	1
.96	4.17	2
.87	4.24	3
.83	4.27	4
.82	4.24	5
.87	4.18	6
.99	4.06	7
.93	4.03	8
.92	4.15	9
.95	4.13	10
.92	4.04	11

.85	4.29	12
.93	4.09	13
.90	4.19	14
1.08	3.84	15
1.06	3.91	16
1.02	4.03	17

(3.96)

(SPSS )

(One way ANOVA)

(3)

%	5	
84.8	4.24	:
84.6	4.23	:
81.6	4.08	:
81.6	4.08	:
83.8	4.19	:
78.6	3.96	:
82.4	4.12	

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.%84.4

(4.24)

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(Shriesheim et.al. 1989 (Bowen & Lawler 1992) (Conger, 1989)

(4.23)

(3)

%84.6

(4)

(+.01)

(+.91)

( Conger 1989)

Wagner 1994)

(4)

1	0.60	-0.125**	-0.095*	0.002	0.083	-0.082	-0.089	-0.142**	-0.150**	-0.166**	-0.165**	-0.168**
2	1			0.268**	0.754**	-0.187**	0.220**	0.184**	0.130**	0.137**	0.211**	0.214**
3	1		0.143**	-0.191**	-0.163**	0.056	-0.000	-0.007	-0.007	-0.013	0.000	-0.006
4	1		0.108*	0.173**	-0.099*	0.226**	0.023	0.023	0.005	0.056	0.068	0.078
5	1		0.264**	0.173**	-0.022	0.004	0.070	0.070	0.014	0.048	0.041	0.041
6	1		0.157**	0.190**	-0.157**	0.195*	0.190**	0.190**	0.127**	0.150**	0.142**	0.214**
7	1				1							
8						0.492**	0.492**	0.385**	0.622**	0.537**	0.422**	0.716**
9						1	1	1.000**	0.622**	0.622**	0.560**	0.907**
10								1	0.622**	0.622**	0.560**	0.907**
11									1	0.649**	0.495**	0.765**
12										1	0.563**	0.829**
13											1	0.662**
14												1

(0.05)

\*

(0.01)

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(4) (3) (4.08) .%81.6  
 (+.91)  
 .(+.01)  
 ( Parker & Price 1994)

:

(3) .%81.6 ( 4.08)  
 .(.01) (+.77) (4)  
 ( Alpander 1994) ( Spreitzer 1995)

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(3) %83.8 ( 4.19)  
 (4) .(.01) (+.83)  
 (Stenberg (Spreitzer 1995) ( Conger 1989)  
 1992)

			:
(3)		.%78.6	(3.93)
	(+.66)	( 4)	
		.(.01)	
		(conger 1989)	
		(Parker & Price)	
	(4)		
	(+.39)		
		(+.53)	
		(.01)	
		(+.66)	
			(+.91)
	.05		:
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		:	
	(4)		
		(.01)	
		(.20)	(.23)
			(.22)
(.14)			(.18)
	(.21)		(.15)
		(+.21)	.(.29)
		. (.01)	

(One Way ANOVA)

			(5)
:			.1
	(.01)		
	(.04)		.2
	(.01)		.3
	(.01)		.4
	(.04)	(.01)	.5
	(.01)		.6
	(.03)		
	(.01)		

(5)

	( )				
.04*	2.704	3	27.259		1
.00**	10.469	3	100.427		
.98	.000	1	002		
.00**	10.847	3	103.818		
.94	.006	1	.019		
.00**	6.827	3	67.13		
.00**	3.912	3	36.705		2
.00**	5.764	3	53.437		
.90	.015	1	.047		
.41	.962	3	9.200		
.13	2.253	1	7.162		
.00**	5.858	3	54.277		
.00**	3.912	3	36.705		3
.00**	5.764	3	53.437		
.90	.015	1	.047		
.41	.962	3	9.200		
.13	2.253	1	7.162		
.00**	5.858	3	54.277		
.00**	5.035	3	24.633		4
.04*	2.667	3	13.248		
.68	.162	1	.271		
.76	.382	3	1.927		
.93	.007	1	.012		
.04*	2.748	3	13.644		
.00**	5.946	3	54.179		5
.03*	2.952	3	27.423		
.69	.153	1	.482		
.45	.874	3	8.232		
.72	.123	1	.388		
.00**	4.777	3	43.857		
.00**	4.740	3	63.104		6
.00**	7.178	3	94.088		
.81	.055	1	.249		
.00**	7.672	3	100.240		
.30	1.047	1	4.762		
.00**	9.788	3	126.196		

(0.05)

\*

(0.01)

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(. ( 4.24  
(%82.4

(Sharabi, 1988)

(3.93)



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66.4%

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(4.12)

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(Privatization)

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(Wallace, 1993), (Ozer .

.& Bandura, 1990)

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(Marchington, et. al. 1992).

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.(Robbins 1998:42)

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