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14 .....		.1.1
14 .....		.1.1.1
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19 .....		.2.1
19 .....		.1.2.1
19 .....		.2.2.1
19 .....		.3.1
20 .....		.4.1
20 .....		.1.4.1
21 .....		.2.4.1
23.....	: 2	.2
23 .....		.1.2
24 .....		.1.1.2
24 .....		.2.2
25 .....		.1.2.2
25 .....		.2.2.2
25 .....		.3.2
25 .....		.1.3.2
25 .....		.2.3.2
25 .....		.3.3.2
25 .....		.4.3.2
25 .....		.5.3.2
26 .....		.4.2
26 .....		.1.4.2
27 .....		.2.4.2
28 .....		.3.4.2

28 .....	.5.2
28 .....	.1.5.2
28 .....	.2.5.2
28 .....	.3.5.2
29 .....	.6.2
29 .....	.1.6.2
30 .....	.2.6.2
31 .....	.7.2
33 .....	.8.2
34 .....	.9.2
36 .....	.10.2
36 .....	.1.10.2
36 .....	.2.10.2
37 .....	.3.10.2
38 .....	.11.2
38 .....	.1.11.2
38 .....	.1.1.11.2
39 .....	.2.11.2
40 .....	.3.11.2
44 .....	: 3 .3
44 .....	.1.3
44 .....	.1.1.3
45 .....	.2.1.3
46 .....	.3.1.3
46 .....	.2.3
47 .....	.1.2.3
47 .....	.2.2.3
47 .....	.3.2.3
48 .....	.3.3
48 .....	.1.3.3
48 .....	.2.3.3
48 .....	.3.3.3
49 .....	.4.3.3
50 .....	.5.3.3
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51 .....	.2.4.3
52 .....	.3.4.3
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53 .....	.5.4.3
54 .....	.5.3
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54.....	.2.5.3
54 .....	.3.5.3
54 .....	.4.5.3
55 .....	.5.5.3
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55 .....	.7.5.3
55 .....	.8.5.3
55 .....	.9.5.3
56 .....	.10.5.3
57 .....	.6.3
57 .....	.1.6.3
57 .....	.2.6.3
58 .....	.3.6.3
58 .....	.4.6.3
59 .....	.5.6.3
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69 .....	.10.3
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72 .....	.1.1.4
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73 .....	.2.1.1.4
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79 .....	.1.4.4
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81 .....	.1.2.4.4
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85 .....	.3.2.5.4
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85 .....	.1.6.4
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89 .....	.3.7.4
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112 .....	.1.1.6
113 .....	.2.1.6
114 .....	.3.1.6
114 .....	.1.3.1.6
114 .....	.2.3.1.6
116 .....	.3.3.1.6
117 .....	.2.6
117 .....	.1.2.6
123 .....	.2.2.6
135 .....	.1.2.2.6
137 .....	.3.2.6
149 .....	.1.3.2.6
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. 135 [1]

1932 1927

(Kurt Lewin)

.365 [2]

( Michel Crozier )

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:( Motive )

:( Motivation )

:( Need )

:( Incentive )

. 174 [3]

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. 101 [4]

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. 295 [5]

: 2.2.1.1

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. 513 [6]

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. 281 [7]

( Gibb )

( )

(Bell Hall)

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. 155 [8] "

: .3.2.1.1  
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. 295 [6]

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. 290 [5]

: .4.2.1.1

. 614 [6]

" ( Chester Bernard)

: ( Etzioni )

. 56 [9]

: .5.2.1.1

: ( **Process of motivation** )

. 280 [10]

. 73 [11]

: .6.2.1.1

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( Mc Gregor Likert Herzberg Maslow)

( Work goals )

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1968  
1978

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1995

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» ( Scott et Blaw ) \_\_\_\_\_ .1,2  
(David Dunkerly) . «  
. 67 [12] « »



( Schein )

. 35 [9]

: 1.1.2

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. 68 [12]

: 2.2

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( Umputs )  
( )

( Out puts )

( E . Schein )  
. 23 [14]

: .4.2  
: .1.4.2

( )

. 173 [15]

. 153 [16]  
: 2.4.2

. 178 [15]

: .3.4.2

. 181 [17]

: .5.2: .1.5.2: .2.5.2: .3.5.2



. 108 [20]

2725 1962  
1979

7478 1967 1966  
% 174,42

51510

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31

: \_\_\_\_\_ .8.2

. 221 [23]

210 [24]

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( Microsoft )

. 235 [25]

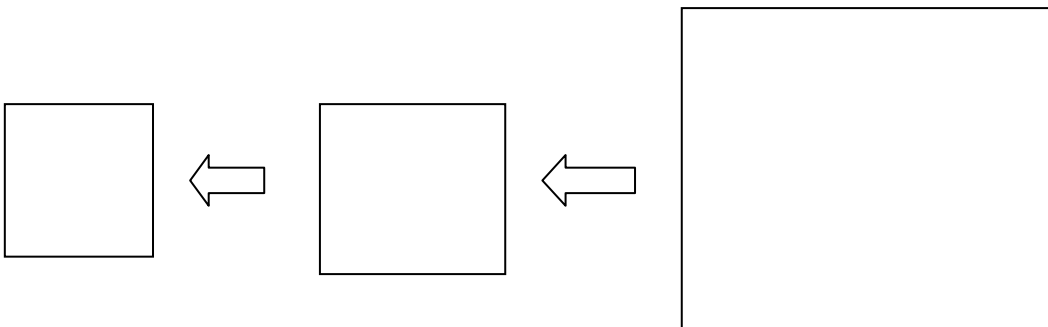
: 9.2

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. 211 [24]

: (01)



$$\times \quad \times \quad \times \quad \times \quad =$$

. 159 [16]

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47 [26]

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. 359 [29]

: .11.2  
: .1.11.2

. 292 [30]

: .1.1.11.2

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( )

. 156 [31]

: 2.11.2

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- . ( Réaliste ) . 1
- . ( Investigative ) . 2
- . ( Social ) . 3
- . . 4
- . ( Artistic ) . 5



( Entreprizing )

. 6

$$( \times \times ) =$$

\_\_\_\_\_ .3.11.2

. 158 [31]

.....  
 . 166 [31]

( Intrinsic elements )  
( Extrinsic elements )

( Herzberg , Mausner , Snyderman )  
( Motivators )

( Hygiens )

[32]

. 51

( Choud Huri and Lahuri )

( Conters and Bugental )

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[34]

. 443 [35]

⋮  
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3

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\_\_\_\_\_ .1.3  
: \_\_\_\_\_ .1.1.3

. 122 [37]

58 [36]

: 159 [38]

: 2.1.3

"  
[38] "

54 [36]

. 58

. 80 81 [36] (onward industry)  
[36]

. 100 [36]  
"

208 [39] "

49 [36] Aimlessness

Rigidity

: 3.1.3

Modernisation

Parsons and Smelzer - differentiation

39 [1]

: 2.3

[40]

. 37

Chapple )

( Sayles Homans Whyte

. 127 [41]







( Calvin )

" " ( Beruf )  
. 216 [44]

( H . Fayol )

. 162 [42]

. 61 [38]

( M. Crozier ) : 4.3.3

" " " " " "  
. 56 [45]

. 58 [45]

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)

. 71 [45]

. (



( Psychological activity ) »

. 78 [36] «

»

. 77 [36] «

(Reitz)

79 [50]

. ( )

( Bovelas )

301 [1] ( Gibb )

. [51]

19 : \_\_\_\_\_ .2.4.3

20  
401 [52]

( )

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. 49 [53]

161 [43]

. 401 [52]

: 3.4.3

: 162 [8]

. ( Wolman 1975 )

.( Nicolls 1986 )

. 167 [8]

. ( Bellows 1982 )

»  
«....  
( Mc Call and Simmons )

. 170 [8]

: .4.4.3

: 29 [37]

. 214 [37]

: .5.4.3



: \_\_\_\_\_ .5.5.3

( 1996 )  
Winer )

: ( Holpin  
initiating structure 1  
2

**: ( The managerial grial )** .6.5.3  
( Jane Mouton et Robert Black )

**: ( William Reddin )** : \_\_\_\_\_ .7.5.3  
( Black et Mouton )

1  
2  
3

**: ( \_\_\_\_\_ ) ( Hersey and Blanchards )** \_\_\_\_\_ .8.5.3

. ( 1981 )

**: ( The goal theory )** \_\_\_\_\_ .9.5.3  
Mitchell

. ( 2000 )



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.10.5.3

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**: ( Transactional leadership )**

( Gurr 1996 )

**: ( Transformational leadership )**

Burns

**: ( Transcendental leadership )**

- 1
- 2
- 3
- 4

**: ( Enneagram leadership )**

- :
- ( Bast 2002 )
  - . The mentor
    - . The innovator
    - . The star
  - . The synthesizer
    - . The idealist
    - . The partner
    - . The futurist
    - . The advocate
  - . The diplomat

: .6.3

: .1.6.3

( 1982 )

( 1984 )

. 89 [54]

: .2.6.3

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. 90

: 3.6.3

$$( \quad \times \quad \times \quad ) =$$

[31]

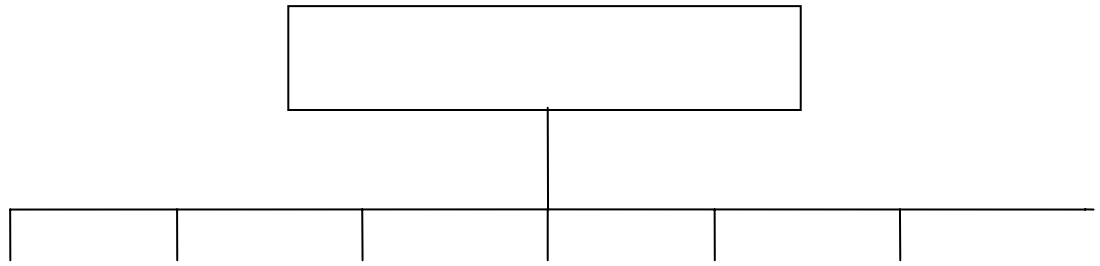
. 109

: 4.6.3

. 31 [55]

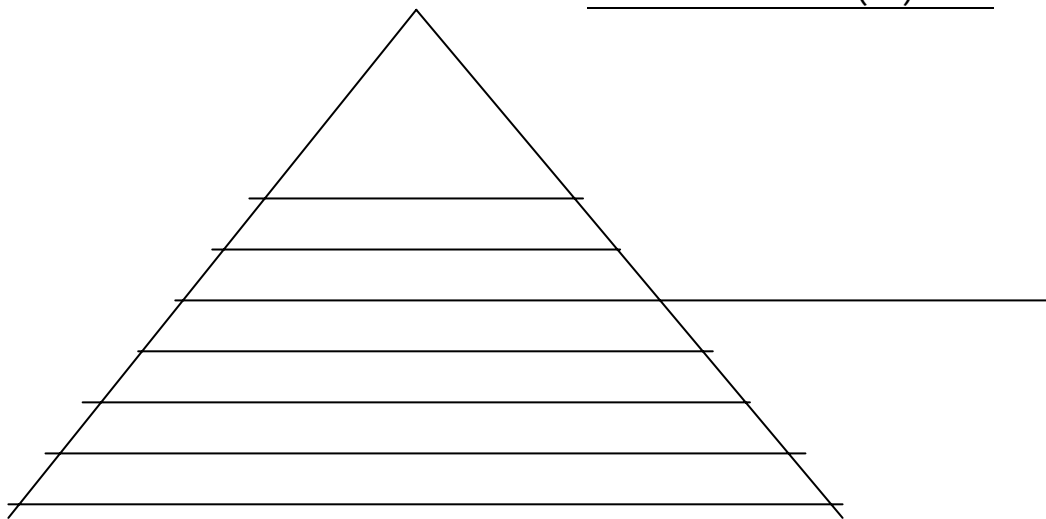


\_\_\_\_\_ : (02)



\_\_\_\_\_ : ( Need theory ) .2.5.6.3

\_\_\_\_\_ : (03)



\_\_\_\_\_ : ( Physiological Needs )

1

\_\_\_\_\_ : ( Safty Needs )

2

: ( Love and belonging Needs ) 3

: 4

: ( Self actualisation Need ) 5

: ( Need to know and understand ) 6

. ( 1998 ) : 7

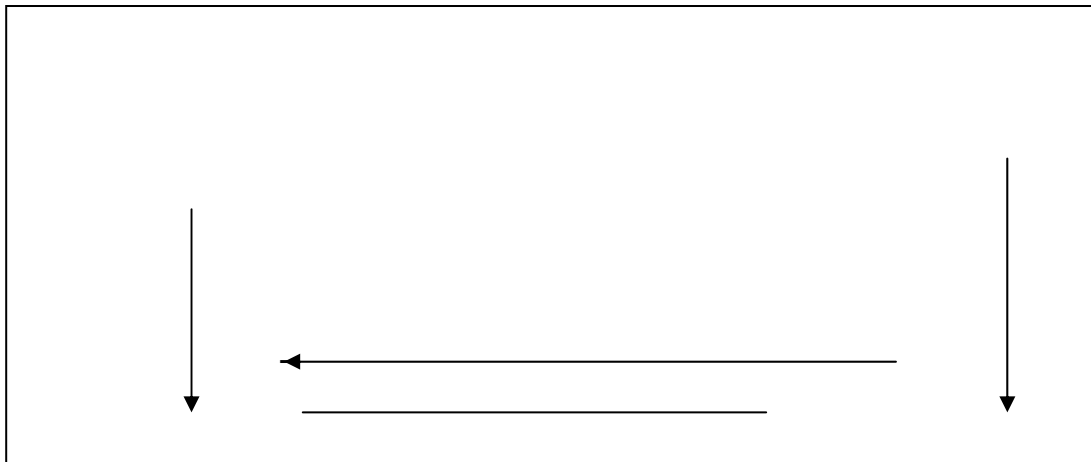
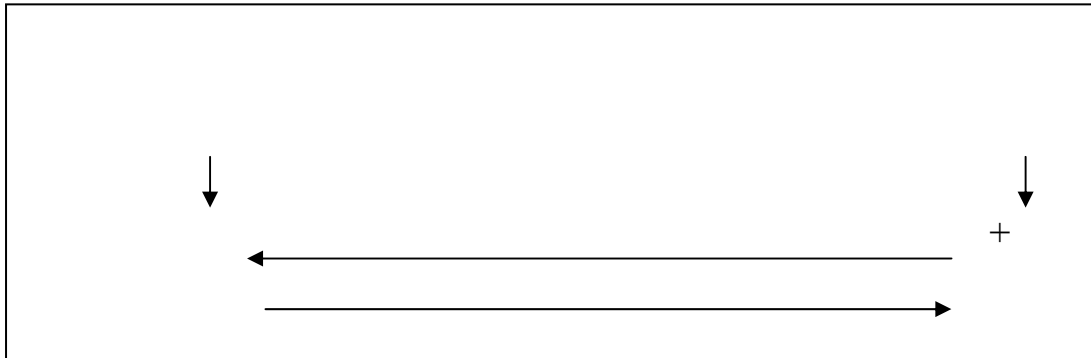
: ( Herzberg two factor theory ) .3.5.6.3

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(Hygiène factors)

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**Mc Clelland – Achivement Motivation )**

.4.5.6.3

**:( Theory**

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:( Need for achivement ) 1

:( Need for power ) 2

:( Need for affiliation ) 3

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. ( 2002

: ( Alderfer Theory ) .5.5.6.3

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.( Existence Need )

.( Relatedness Need )

.( Grouwth Need )

( ERG )

: .6.6.3

Henry )

.( A . Murray

: ( Victor Vroom – Expectaring Theory ) .7.6.3

.( 1991 Organan Batman )

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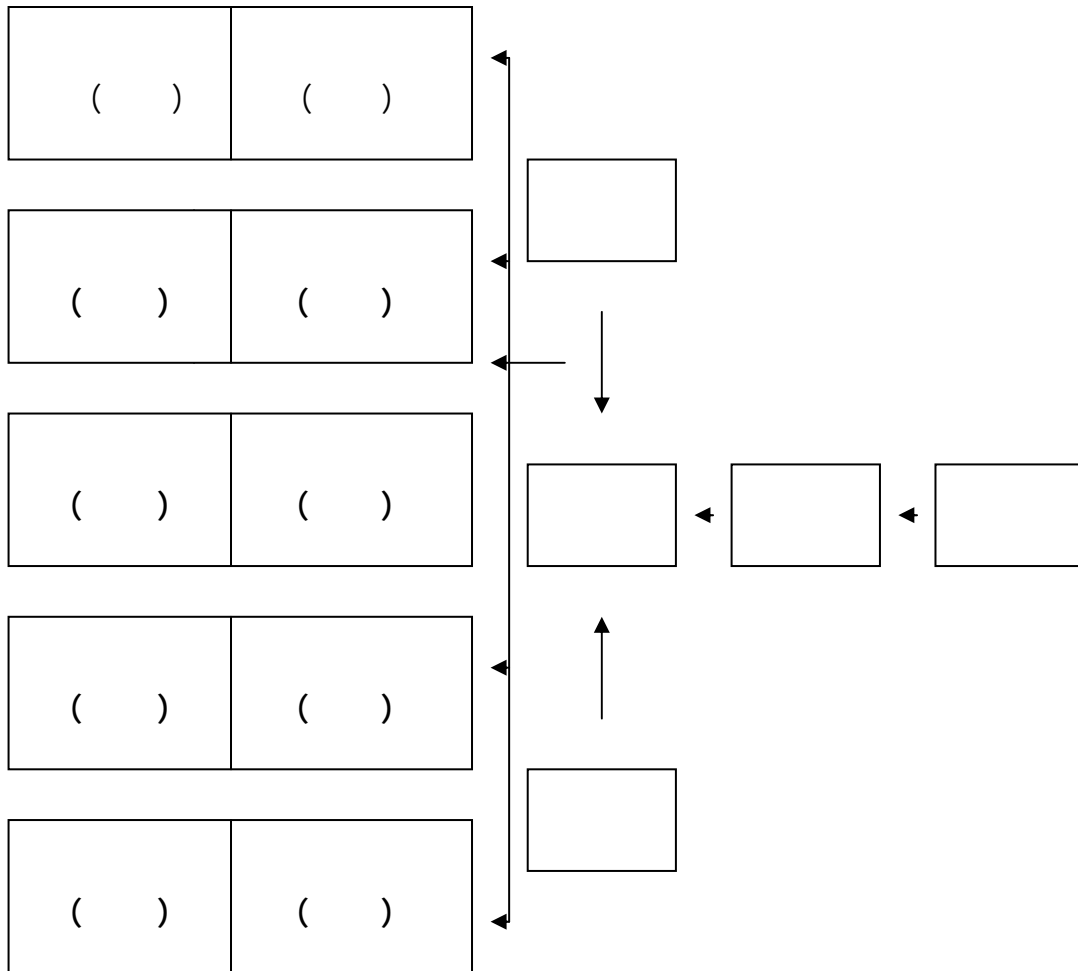
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.( ) ( 1991 Steer and Porter )





: ( Porter and Lowler ) \_\_\_\_\_ .8.6.3

: ( 2000 )

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ADAMS

: ( **William Ouchi** ) Z \_\_\_\_\_ .10.6.3

: \_\_\_\_\_ .7.3

: \_\_\_\_\_ .1.7.3

. 196 [56]

. 201 [56]

: \_\_\_\_\_ .2.7.3

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. 204 [56]

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204 [56]

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( Peters Waterman )  
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( DECI )

(Deci)

( Deci et Lepper )

. ( Monoparticipatif )

: Miner .9.3

. 52 [56]  
( MINER )

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- . Professionnelles
- . Entrepreneurial
- . Collective

( Shémas de motifs )

. 52 [56]

. 53 [56]

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. 62 [56]

( Levy Leboyer )  
( Leboyer )

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. 63

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. 240 [57]

407 [30]

M.weber

. 60 [58]

" ( M.crozier )

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: 1.1.4

(Standardisation)

: 1.1.1.4

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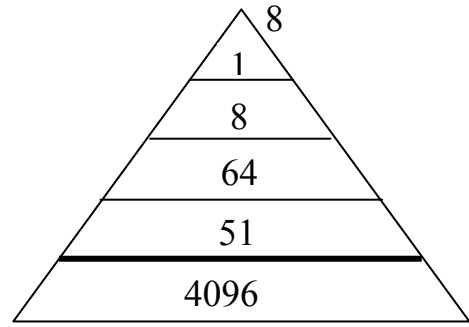
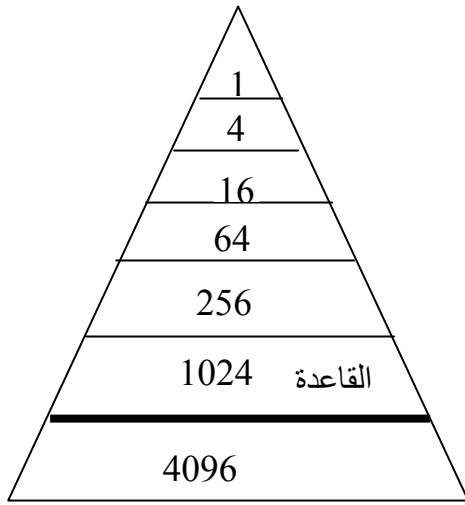
: (Complexity)

( SEARS )

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: (06)

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: (Formalisation )

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. 31 [52]

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:           .4.2.3.4

:           .5.2.3.4

:           .6.2.3.4





( )

1934 ( Pierre and weiland )

. 232 [62]

: .2.1.4.4

1950 ( Mack worth )  
(PAETJER)

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DRY-BULB 73 68

DRY-BULB 80 75

DRY-BULB 65

DRY-BULB 60

)

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: .3.1.4.4

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. 260 [62]

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. 392 [43]

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( E.MAYO )

21000 ( Western electric )

( )

(Life Space)

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( Margaret Williams )

. 207 [39]

. 141 [66]

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: .4.1.6.4

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: .7.1.6.4

(Plus\_value)

1997 (Bergman U.Wamugn)  
% 30    % 10

(Black et Mouton)

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1978 (Burns)

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. 64 [25]

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: .2.2.6.4

. 36 [26]

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. 52 [45] ( Michel Crozier)

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. 252

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: \_\_\_\_\_ .8.4

. 161 [56]

. 163 [56]

( Hackman et Oldham )

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: \_\_\_\_\_ .1.8.4

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- 2
- 3
- 4
- 5

"5" "4"



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⋮

⋮

⋮

⋮

⋮

⋮

⋮ .1.5

⋮ .1.1.5

"

. 109 [68]

"

. 102 [69]

236 [27]

⋮



(F.TAYLOR )

(E.LAWLER)

Hizbeurg

(R. Spencer )

. 1990

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172 [71]

. 175 [71]

: .2.5



: \_\_\_\_\_ .1.2.5  
: \_\_\_\_\_ .1.1.2.5

5

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20

: 293 [68]

. ( )  
. 12 [72]

09 ----- 01  
13 ----- 10  
20 ----- 14

: \_\_\_\_\_ .2.1.2.5

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: \_\_\_\_\_ .2.2.5

: 1.2.2.5

. 274 [43]

(level subsistence )

(A. Smith )

(Smith et Ricardo )

: 3.5

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. 275 [73]

. 276 [73]

: 4.5

" "

: 1.4.5

. 345 [74]

: \_\_\_\_\_ .2.4.5

:

: **(Performance)** \_\_\_\_\_ .1.2.4.5

: **(Effort)** \_\_\_\_\_ .2.2.4.5

: **(Seniority)** \_\_\_\_\_ .3.2.4.5

. 350 [74]

: **(SKILLS)** \_\_\_\_\_ .4.2.4.5

. 235 [27]

: \_\_\_\_\_ .3.4.5

: \_\_\_\_\_ .1.3.4.5

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. ( pièce rate )

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: .2.3.4.5

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:( Merit Increase ) 2

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:  
:

: .3.3.4.5

229 [75]

" "

: (Bonus) .4.4.5

: .5.4.5

: .6.4.5

: (Profit sharing )

: (Suggestion plans)

: (E.S.O.P) Employee stock option plans .7.4.5



. 194 [30]

: \_\_\_\_\_ .6.5  
: (TAYLOR) .1.6.5

" " . 70 [76]

: \_\_\_\_\_ .2.6.5

[76]

. 72

: \_\_\_\_\_ .3.6.5

. 73 [76]

: \_\_\_\_\_ .4.6.5

1952

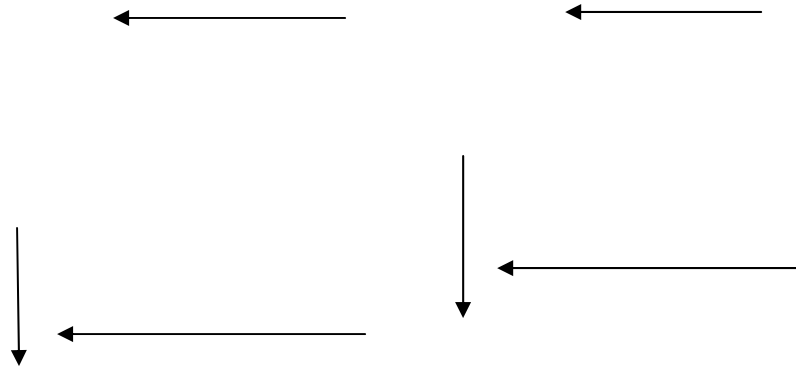
: \_\_\_\_\_ .7.5

160 [75]

. ( )



: \_\_\_\_\_ : (07)



. 170 [75]

(Bethlehem street compan )

49

16

. 32

[77]

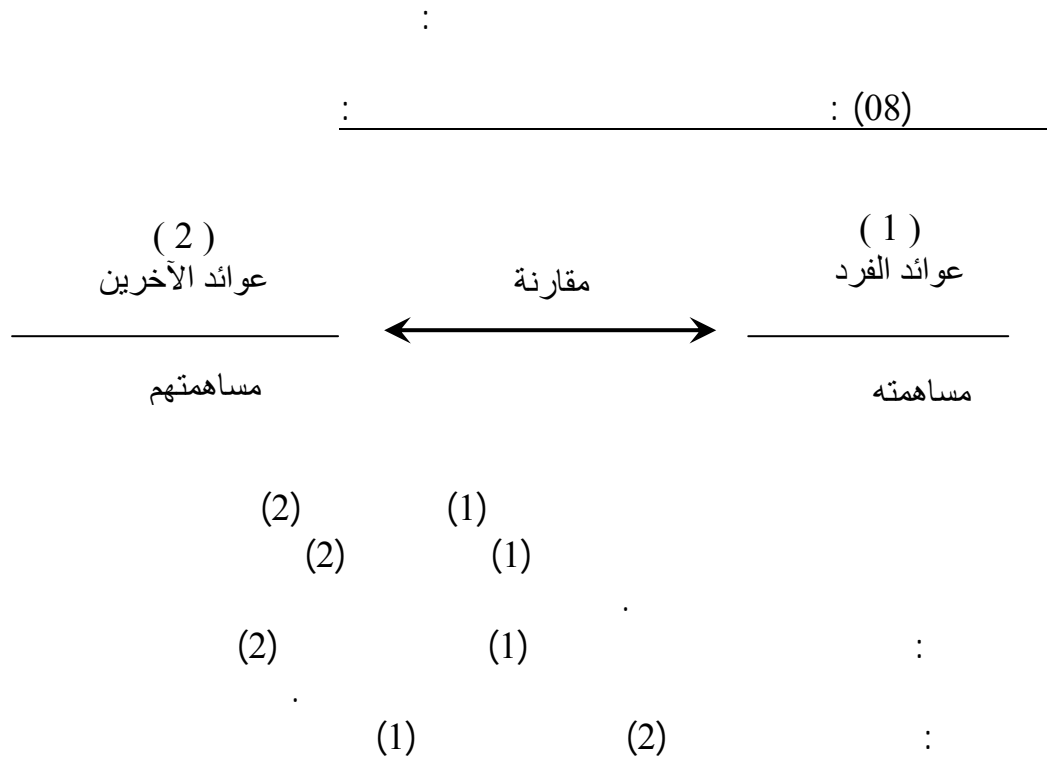
1.88

1.15

T.A.MAHOMEY

: \_\_\_\_\_ .8.5

(ADAMS)



. 175 [75]

.9.5

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: .1.9.5

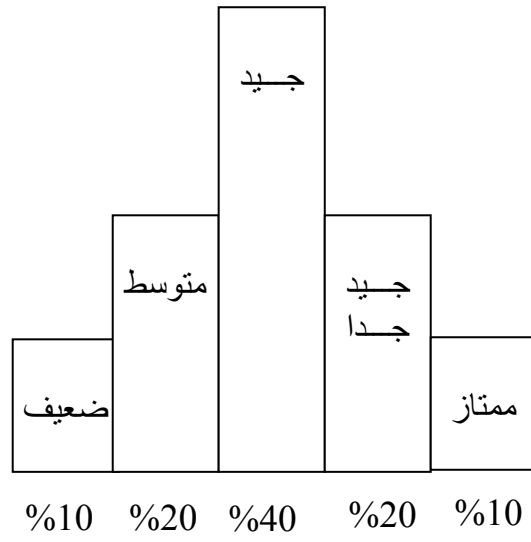
"

. 375 [73] "

$$\begin{array}{r} : \text{_____} .2.9.5 \\ : 285 \quad [75] \text{_____} .1.2.9.5 \\ : \text{ ( Ranking )} \end{array}$$

: (Paired comparison )

: (Graphic rating scale )



: 2.2.9.5

:

:( Check list )

( )

:( Socialty evolution)

. 36 [73]

: .10.5

[24]

. 261  
: .11.5

. 482 [29]

: \_\_\_\_\_ .12.5

. 660 [78]

129 [56]

...

" "

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: \_\_\_\_\_ .13.5

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. 133 [56]

: \_\_\_\_\_ .14.5

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: \_\_\_\_\_ .15.5

" "

136 [56]

. 137 [56]

\_\_\_\_\_



.2.6

: \_\_\_\_\_ .1.2.6

: ( 01 ) \_\_\_\_\_

4%	03	25 - 20
40%	32	30 - 26
23%	18	35 - 31
19%	15	40 - 36
15%	12	41
<b>100%</b>	<b>80</b>	

80

30      26

% 40

80      % 23

19    40      36      35      31

80      %

40

: ( 02 )

						الجنس
<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	
<b>8%</b>	<b>06</b>	<b>6%</b>	<b>03</b>	<b>10%</b>	<b>03</b>	
<b>34%</b>	<b>27</b>	<b>29%</b>	<b>14</b>	<b>42%</b>	<b>13</b>	
<b>59%</b>	<b>47</b>	<b>65%</b>	<b>32</b>	<b>48%</b>	<b>15</b>	
<b>100%</b>	<b>80</b>	<b>100%</b>	<b>49</b>	<b>100%</b>	<b>31</b>	

% 59

% 34

80

80

80

% 08

% 00

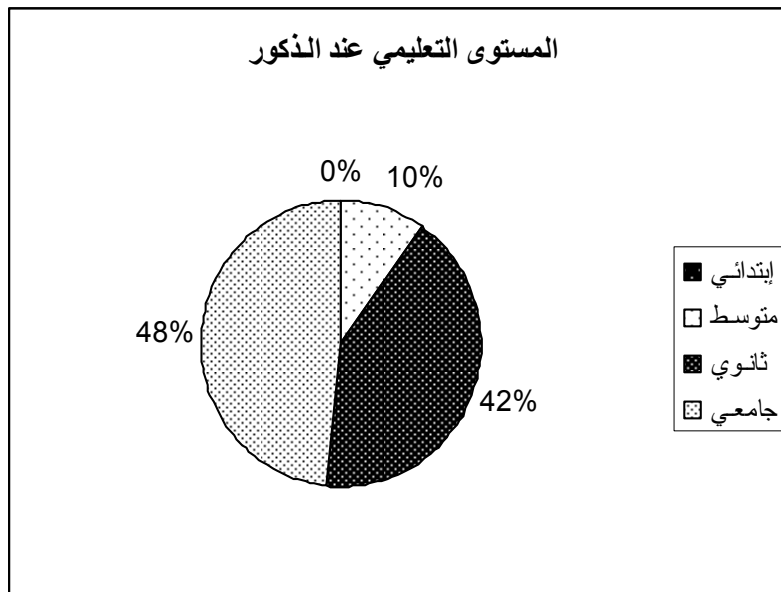
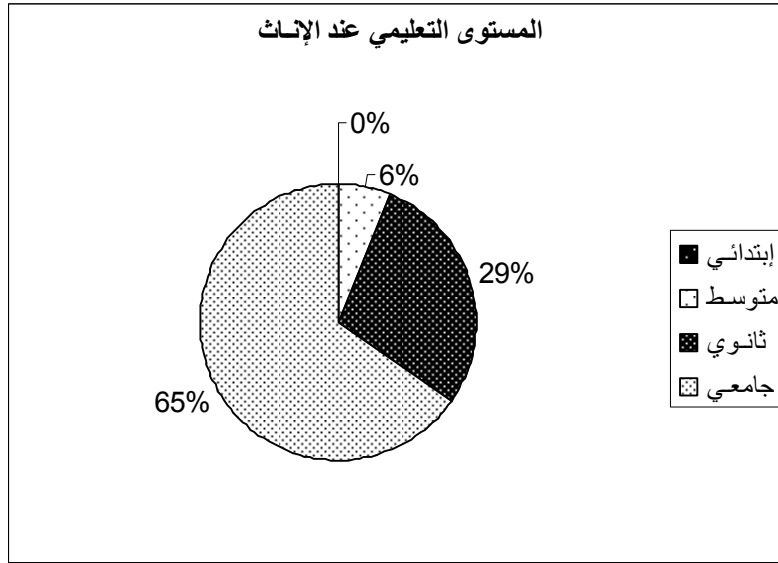
49

% 65

49

% 29







						رئيس مصلحة			
46%	37	53%	25	50%	03	33%	09	05	01
16%	13	19%	09	0%	00	15%	04	10	06
6%	05	4%	02	0%	00	11%	03	15	11
25%	20	17%	08	50%	03	33%	09	20	16
6%	05	6%	03	0%	00	7%	02	21	
100%	80	100%	47	100%	06	100%	27		

05 01

20 16

20 16 % 33 05 01

% 50

05 01

20 16 % 46 05 01 % 53 % 25 20 16

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% 68  
"

: ( 06 )

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<b>83%</b>	<b>66</b>	
<b>15%</b>	<b>12</b>	
<b>1%</b>	<b>01</b>	
<b>1%</b>	<b>01</b>	
<b>0%</b>	<b>00</b>	
<b>100%</b>	<b>80</b>	

" " " " " "

80 % 15 80 % 83

" " " "

" % 01 " " "

" 80 " "



: ( 07 )

<b>46%</b>	<b>11</b>	
<b>46%</b>	<b>11</b>	
<b>4%</b>	<b>01</b>	
<b>4%</b>	<b>01</b>	
<b>100%</b>	<b>24</b>	

" " " " " "

80 % 46

80 % 04 " "

80 % 30

80 % 83

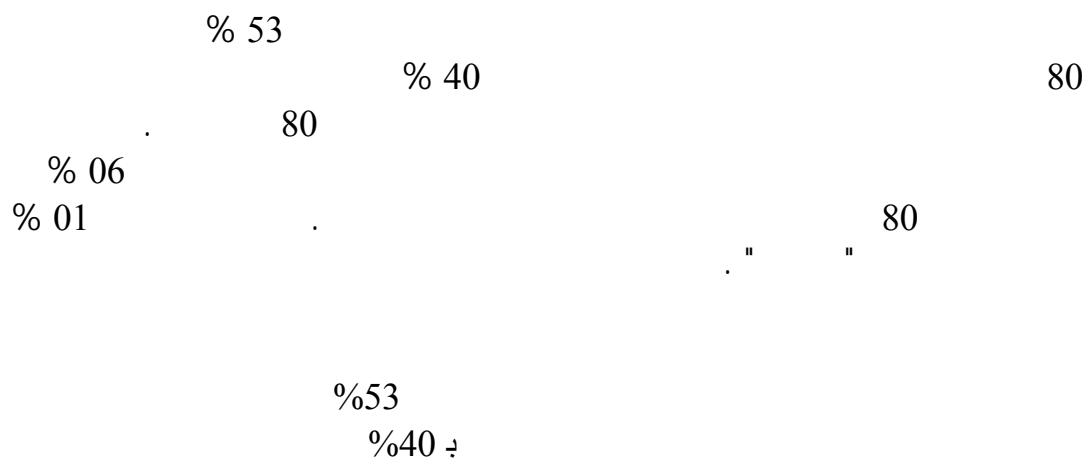
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" " %70 %04

: ( 08 )

<b>53%</b>	<b>42</b>	
<b>40%</b>	<b>32</b>	
<b>6%</b>	<b>05</b>	
<b>1%</b>	<b>01</b>	
<b>100%</b>	<b>80</b>	



: ( 09 )

<b>9%</b>	<b>07</b>	
<b>14%</b>	<b>11</b>	
<b>68%</b>	<b>54</b>	
<b>10%</b>	<b>08</b>	
<b>100%</b>	<b>80</b>	

% 68

% 14

80 " "

% 10

80 % 09 " "

% 68

( Golman )

%33

: ( 10 )

								لا یرید		
11%	09	0%	00	8%	05	36%	04	0%	00	
58%	46	33%	01	60%	39	55%	06	0%	00	
31%	25	67%	02	32%	21	9%	01	100%	01	
100%	80	100%	03	100%	65	100%	11	100%	01	

"

11 % 36 "

11 % 55 " "

% 33 65 % 60

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11      % 09

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11      % 55

% 60

03      65      % 60      % 60

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% 08      11      % 36

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( )

						سلوك الرئيس في العمل
8%	06	6%	01	8%	05	
13%	10	0%	00	16%	10	
13%	10	13%	02	13%	08	
21%	17	31%	05	19%	12	
10%	08	0%	00	13%	08	
9%	07	6%	01	9%	06	
21%	17	44%	07	16%	10	
6%	05	0%	00	8%	05	
100%	80	100%	16	100%	64	

64 % 19  
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( )

: ( 13 )

<b>79%</b>	<b>63</b>	
<b>5%</b>	<b>04</b>	
<b>16%</b>	<b>13</b>	
<b>0%</b>	<b>00</b>	
<b>100%</b>	<b>80</b>	

% 79

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% 16

"

"

<b>31%</b>	<b>25</b>	
<b>23%</b>	<b>18</b>	
<b>38%</b>	<b>30</b>	
<b>5%</b>	<b>04</b>	
<b>4%</b>	<b>03</b>	
<b>0%</b>	<b>00</b>	
<b>100%</b>	<b>80</b>	

% 38

% 31



. \_\_\_\_\_ : ( 15 )

<b>36%</b>	<b>29</b>	
<b>64%</b>	<b>51</b>	
<b>100%</b>	<b>80</b>	

.                      80                      % 64  
 % 36                      .                      80

. \_\_\_\_\_ : ( 16 )

<b>14%</b>	<b>04</b>	
<b>79%</b>	<b>23</b>	
<b>7%</b>	<b>02</b>	
<b>100%</b>	<b>29</b>	



"

% 09

"

80

"

% 16

"

% 25 % 29

. % 16 % 21

: 1.2.2.6

% 83

32

% 64

80

% 61

80

: \_\_\_\_\_ .3.2.6

:

:

: ( 18 )

								/
<b>13%</b>	<b>10</b>	<b>11%</b>	<b>08</b>	<b>22%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	
<b>61%</b>	<b>49</b>	<b>66%</b>	<b>46</b>	<b>22%</b>	<b>02</b>	<b>50%</b>	<b>01</b>	
<b>24%</b>	<b>19</b>	<b>21%</b>	<b>15</b>	<b>44%</b>	<b>04</b>	<b>0%</b>	<b>00</b>	
<b>3%</b>	<b>02</b>	<b>1%</b>	<b>01</b>	<b>11%</b>	<b>01</b>	<b>50%</b>	<b>01</b>	
<b>100%</b>	<b>80</b>	<b>100%</b>	<b>70</b>	<b>100%</b>	<b>09</b>	<b>100%</b>	<b>02</b>	

% 66  
% 44

70  
09

: ( 19 )

								تشدد في معاملة الرئيس
4%	03	1%	01	11%	01	100%	01	
34%	27	36%	25	22%	02	0%	00	
63%	50	63%	44	67%	06	0%	00	
100%	80	100%	70	100%	09	100%	01	

% 67

80

% 63

% 36

80

80

139

% 67

" "

% 63

" " "

% 36 %22

: ( 20 )

<b>61%</b>	<b>49</b>	<b>89%</b>	<b>08</b>	<b>50%</b>	<b>05</b>	<b>50%</b>	<b>10</b>	<b>63%</b>	<b>26</b>	
<b>18%</b>	<b>14</b>	<b>11%</b>	<b>01</b>	<b>10%</b>	<b>01</b>	<b>20%</b>	<b>04</b>	<b>20%</b>	<b>08</b>	
<b>19%</b>	<b>15</b>	<b>0%</b>	<b>00</b>	<b>20%</b>	<b>02</b>	<b>30%</b>	<b>06</b>	<b>17%</b>	<b>07</b>	
<b>3%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	<b>20%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	
<b>100%</b>	<b>80</b>	<b>100%</b>	<b>09</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>41</b>	

80

8

% 89

% 63

26





29

% 81

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36

% 92

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<b>8%</b>	<b>06</b>	<b>9%</b>	<b>03</b>	<b>22%</b>	<b>02</b>	<b>3%</b>	<b>01</b>	
<b>46%</b>	<b>37</b>	<b>84%</b>	<b>27</b>	<b>78%</b>	<b>07</b>	<b>8%</b>	<b>03</b>	
<b>46%</b>	<b>37</b>	<b>6%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	<b>90%</b>	<b>35</b>	
<b>100%</b>	<b>80</b>	<b>100%</b>	<b>32</b>	<b>100%</b>	<b>09</b>	<b>100%</b>	<b>39</b>	

35 % 90

80

80 27 % 84

7

. % 78

...

. : ( 23 )

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<b>71%</b>	<b>57</b>	
<b>29%</b>	<b>23</b>	
<b>100%</b>	<b>80</b>	

. 80 57 % 71  
% 29 . 23

80 % 71

: ( 24 )

<b>36%</b>	<b>29</b>		
<b>14%</b>	<b>11</b>		
<b>15%</b>	<b>12</b>		
<b>3%</b>	<b>02</b>		
<b>3%</b>	<b>02</b>		
<b>0%</b>	<b>00</b>		
<b>3%</b>	<b>02</b>		
<b>6%</b>	<b>05</b>		
<b>4%</b>	<b>03</b>		
<b>3%</b>	<b>02</b>		
<b>8%</b>	<b>06</b>		
<b>5%</b>	<b>04</b>		
<b>1%</b>	<b>01</b>		
<b>1%</b>	<b>01</b>		
<b>100%</b>	<b>80</b>		

% 36

80 % 15  
% 14

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\_\_\_\_\_ : ( 25 )

										/
<b>11%</b>	<b>09</b>	<b>0%</b>	<b>00</b>	<b>25%</b>	<b>01</b>	<b>9%</b>	<b>01</b>	<b>11%</b>	<b>07</b>	
<b>6%</b>	<b>05</b>	<b>0%</b>	<b>00</b>	<b>25%</b>	<b>01</b>	<b>27%</b>	<b>03</b>	<b>2%</b>	<b>01</b>	
<b>51%</b>	<b>41</b>	<b>50%</b>	<b>01</b>	<b>25%</b>	<b>01</b>	<b>36%</b>	<b>04</b>	<b>56%</b>	<b>35</b>	
<b>3%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	<b>3%</b>	<b>02</b>	
<b>29%</b>	<b>23</b>	<b>50%</b>	<b>01</b>	<b>25%</b>	<b>01</b>	<b>27%</b>	<b>03</b>	<b>29%</b>	<b>18</b>	
<b>100%</b>	<b>80</b>	<b>100%</b>	<b>02</b>	<b>100%</b>	<b>04</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>63</b>	

35

80

63 % 56

% 36

80

04

80

02

80

% 78

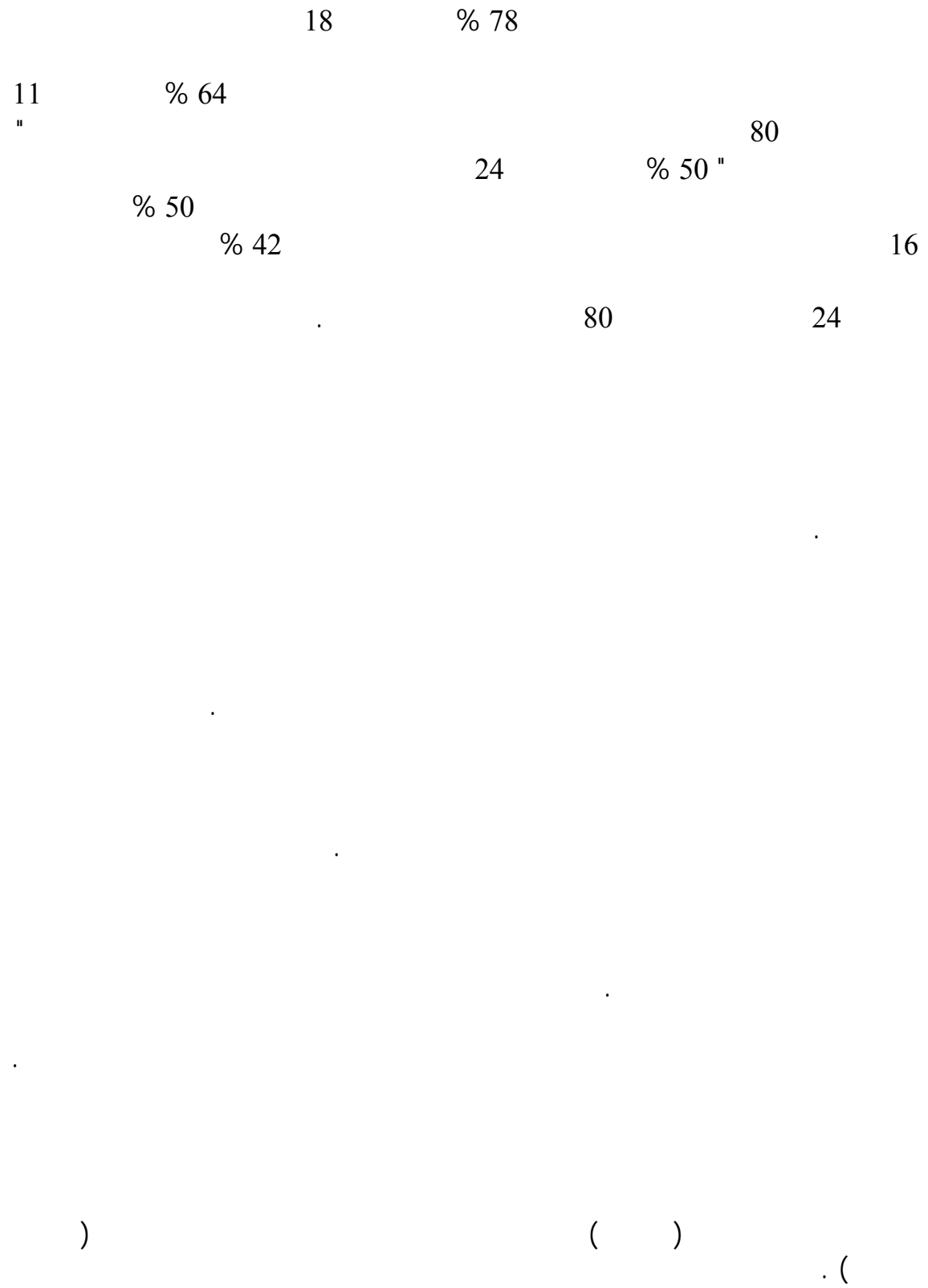
%13 , 75

80

% 5

: ( 26 )

<b>36%</b>	<b>29</b>	<b>43%</b>	<b>03</b>	<b>31%</b>	<b>05</b>	<b>11%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	<b>64%</b>	<b>07</b>	<b>50%</b>	<b>12</b>	
<b>5%</b>	<b>04</b>	<b>0%</b>	<b>00</b>	<b>6%</b>	<b>01</b>	<b>6%</b>	<b>01</b>	<b>0%</b>	<b>00</b>	<b>9%</b>	<b>01</b>	<b>4%</b>	<b>01</b>	
<b>3%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	<b>6%</b>	<b>01</b>	<b>6%</b>	<b>01</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	
<b>54%</b>	<b>43</b>	<b>57%</b>	<b>04</b>	<b>50%</b>	<b>08</b>	<b>78%</b>	<b>14</b>	<b>100%</b>	<b>04</b>	<b>27%</b>	<b>03</b>	<b>42%</b>	<b>10</b>	
<b>3%</b>	<b>02</b>	<b>0%</b>	<b>00</b>	<b>6%</b>	<b>01</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	<b>0%</b>	<b>00</b>	<b>4%</b>	<b>01</b>	
<b>100%</b>	<b>80</b>	<b>100%</b>	<b>07</b>	<b>100%</b>	<b>16</b>	<b>100%</b>	<b>18</b>	<b>100%</b>	<b>04</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>24</b>	



: ( 27 )

<b>11%</b>	<b>09</b>	
<b>39%</b>	<b>31</b>	
<b>38%</b>	<b>30</b>	
<b>8%</b>	<b>06</b>	
<b>5%</b>	<b>04</b>	
<b>100%</b>	<b>80</b>	

31

% 39

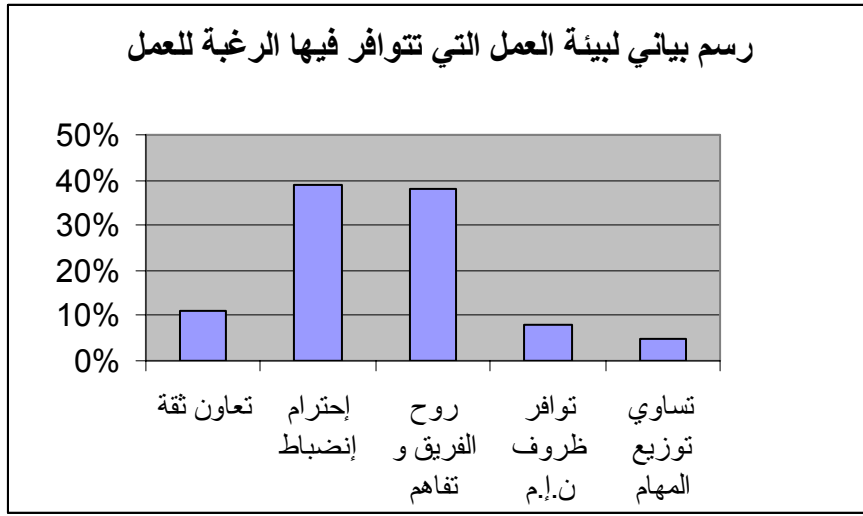
80

30

% 38

80





: 1.3.2.6

.  
% 27  
( )  
% 29 .  
80  
80 % 61

: 4.2.6

: ( 28 )

<b>28%</b>	<b>22</b>	
<b>19%</b>	<b>15</b>	
<b>26%</b>	<b>21</b>	
<b>25%</b>	<b>20</b>	
<b>3%</b>	<b>02</b>	
<b>100%</b>	<b>80</b>	

% 26

80

% 28

% 25

...



: ( 30 )

<b>10%</b>	<b>08</b>	
<b>54%</b>	<b>43</b>	
<b>36%</b>	<b>29</b>	
<b>100%</b>	<b>80</b>	

% 54                      80  
80                      % 36

% 10

% 10

% 54



<b>14%</b>	<b>11</b>	
<b>21%</b>	<b>17</b>	
<b>19%</b>	<b>15</b>	
<b>9%</b>	<b>07</b>	
<b>25%</b>	<b>20</b>	
<b>13%</b>	<b>10</b>	
<b>100%</b>	<b>80</b>	

% 19      % 21      % 25

80

<b>3%</b>	<b>02</b>	
<b>71%</b>	<b>57</b>	
<b>14%</b>	<b>11</b>	
<b>9%</b>	<b>07</b>	
<b>3%</b>	<b>02</b>	
<b>1%</b>	<b>01</b>	
<b>100%</b>	<b>80</b>	

80

% 71

80

% 14

% 03

80

% 03

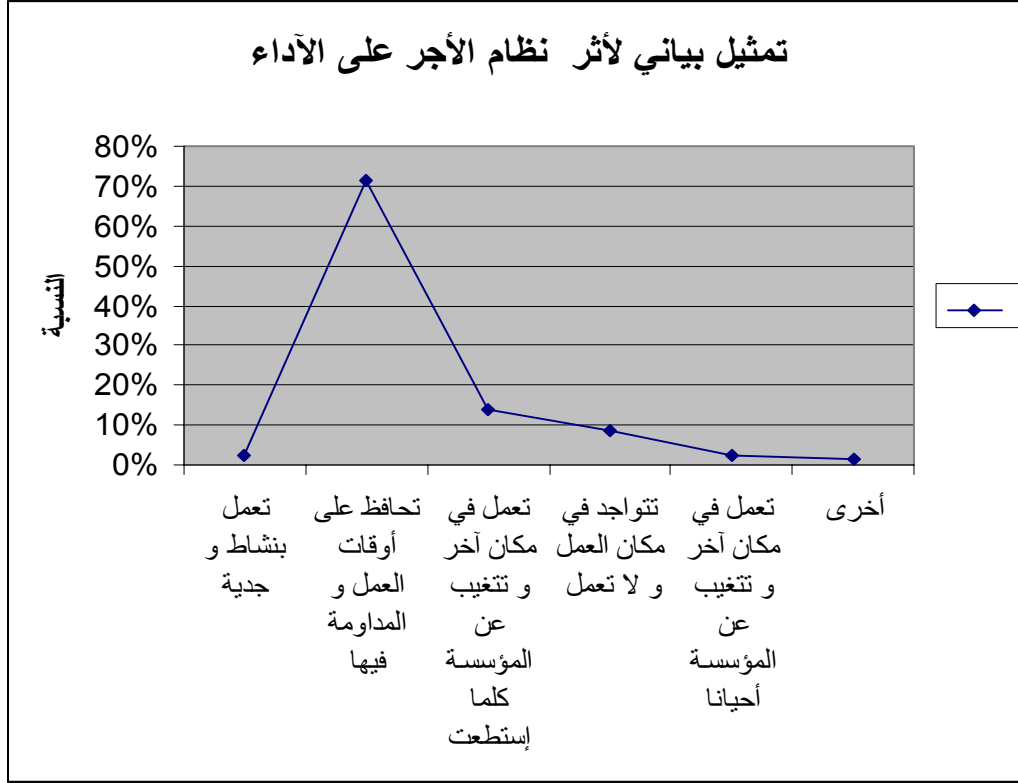
% 14

80

% 03



: (13)

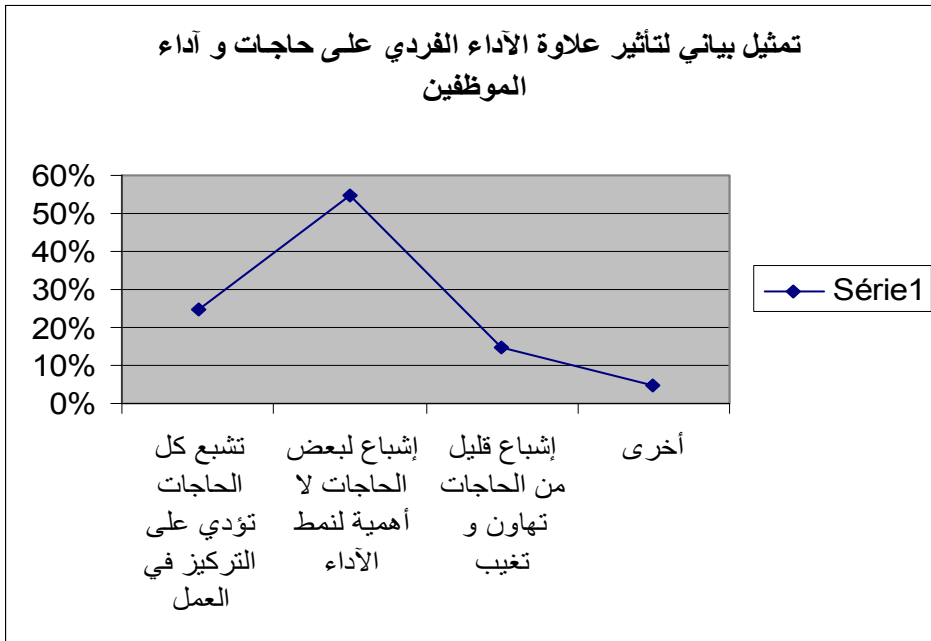


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<b>25%</b>	<b>20</b>	
<b>55%</b>	<b>44</b>	
<b>15%</b>	<b>12</b>	
<b>5%</b>	<b>04</b>	
<b>100%</b>	<b>80</b>	

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<b>15%</b>	<b>12</b>	
<b>85%</b>	<b>68</b>	
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<b>23%</b>	<b>18</b>		
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<b>5%</b>	<b>04</b>	
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 $x^2 = 1.636 \longrightarrow P > 20\%$

$$x^2 = 3.418 \longrightarrow P > 5 \%$$

$$x^2 = 0.324 \longrightarrow P > 50 \%$$

% 88.1    % 86.8

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0.50	.	3.12	.
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Hay/ M<sup>c</sup> BER

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$$x^2 = 4.126 \longrightarrow P > 20 \%$$

Crozier (M)

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MAYO (E)

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$$x^2 = 10.123 \longrightarrow P > 1\% \quad P < 5\%$$

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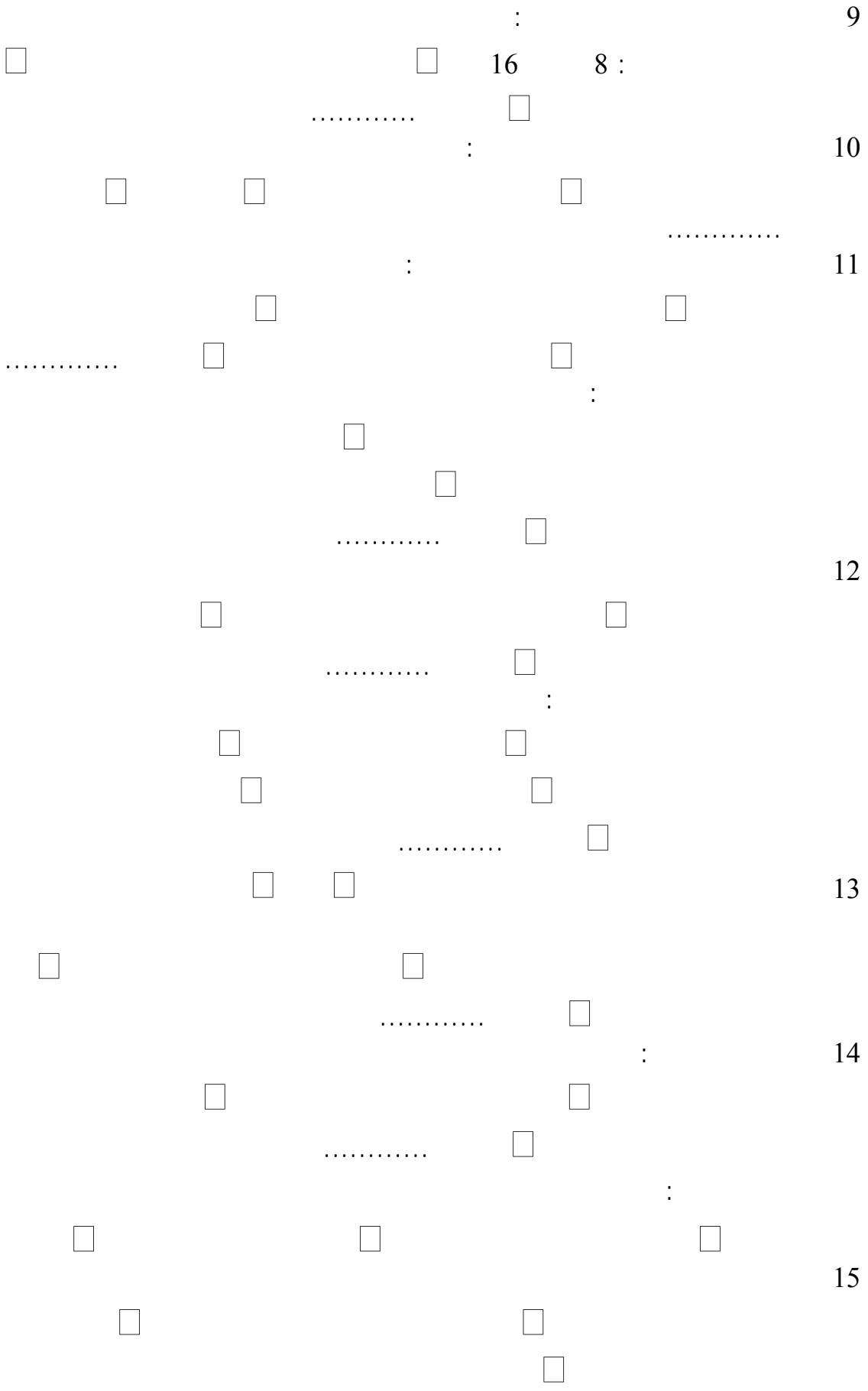
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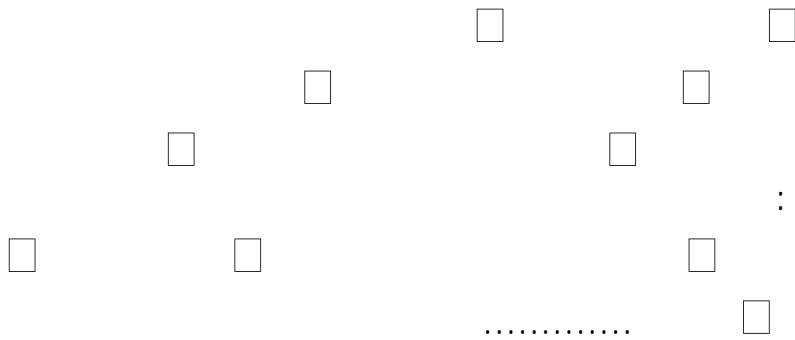
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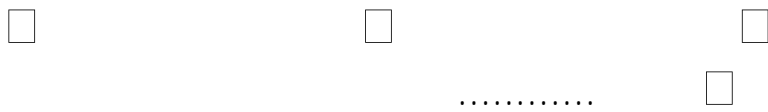
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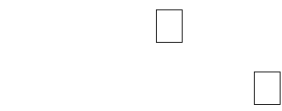
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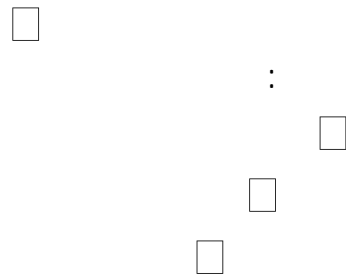
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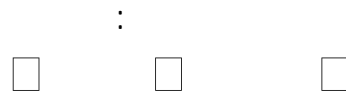
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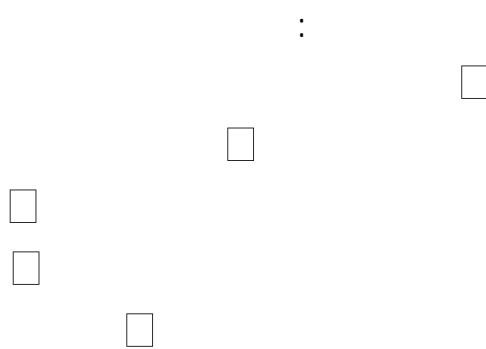
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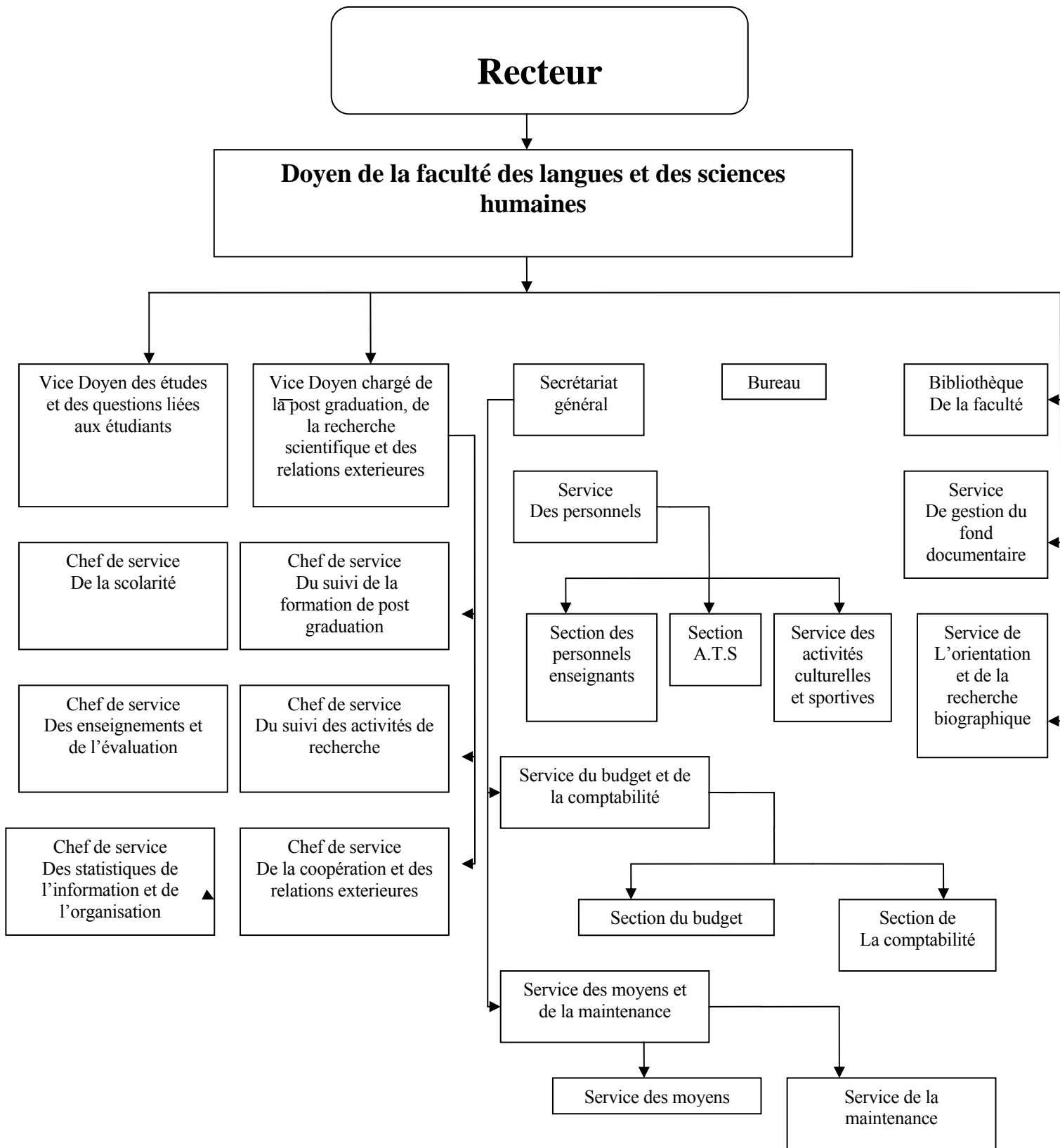


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