

جامعة سعد دحلب بالبليدة

كلية الآداب و العلوم الاجتماعية

قسم علم الاجتماع والديموغرافيا

مذكرة ماجستير

التخصص:

أنماط الاتصال وعلاقته بالدافعية في العمل

دراسة ميدانية في مؤسسة خدماتية

- بلدية القبة -

من طرف

هني محمد

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| | | |
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| مشرفا ومقررا | أستاذ محاضر، جامعة البليدة | قاسيمي ناصر |

البليدة ، جوان 2010

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$$E3 = \frac{148 \times 160}{984} \sim 24.$$

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الفصل 2:
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الفصل 5:
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| 100 | 95 | 45.26 | 43 | 54.73 | 52 | |
| 100 | 29 | 58.62 | 17 | 41.37 | 12 | |
| 100 | 24 | 87.5 | 21 | 12.5 | 03 | |
| 100 | 48 | 54.72 | 81 | 45.27 | 67 | |

54.72

. 45.26

58.62

87.5

54.73

:

45.27

. 12.5

41.37

: :02

| | | |
|--------------|------------|--------------|
| % | | |
| 1.3 | 2 | 20 |
| 12.83 | 19 | 25-20 |
| 25 | 37 | 30-26 |
| 27.02 | 40 | 35-31 |
| 14.86 | 22 | 40-36 |
| 10.13 | 15 | 45-41 |
| 7.43 | 11 | 50-46 |
| 1.35 | 2 | 51 |
| %100 | 148 | |

27.02

35-31

25

30-26

12.83

25-20

14.86

40-36

. 1.3

20

1.35

51

7.43

50-46

:03

| | | | | | | | | | | / |
|-----|-----|-------|----|-------|----|-------|----|------|----|---|
| % | | % | | % | | % | | % | | |
| 100 | 95 | 15.78 | 15 | 51.57 | 49 | 30.52 | 29 | 2.1 | 02 | |
| 100 | 29 | 17024 | 05 | 68.96 | 20 | 10.34 | 03 | 3.44 | 01 | |
| 100 | 24 | 41.66 | 10 | 33.33 | 08 | 25 | 06 | 00 | 00 | |
| 100 | 148 | 20.27 | 30 | 52.02 | 77 | 25.67 | 38 | 2.02 | 03 | |

52.02

:

33.33

51.57

68.96

-

25.67

10.34

25

30.52

20.27

15.78

17.24

41.66

2.02

2.1

3.44

: :04

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|-----------|--|
| | | | | | | |
| 100 | 95 | 51.57 | 49 | 48.42 | 46 | |
| 100 | 29 | 34.48 | 10 | 65.51 | 19 | |
| 100 | 24 | 12.5 | 03 | 87.5 | 21 | |
| 100 | 148 | 41.89 | 62 | 58.1 | 86 | |

58.1

. 48.42 65.21 87.5 :

41.89

. 12.5 34.48 51.57

: : 05

| % | | % | | % | | % | | |
|------------|------------|--------------|-----------|-------------|-----------|--------------|------------|--|
| | | | | | | | | |
| 100 | 95 | 26.31 | 25 | 6.31 | 06 | 67.36 | 64 | |
| 100 | 29 | 10.34 | 03 | 00 | 00 | 89.65 | 26 | |
| 100 | 24 | 00 | 00 | 00 | 00 | 100 | 24 | |
| 100 | 148 | 18.9 | 28 | 4.05 | 06 | 77.02 | 114 | |

77.02
 . 4.05 18.09 .
 89.65 100
 10.34
 26.31 67.36
 . 6.31

. :06

| % | | % | | % | | % | | % | | |
|------------|------------|-------------|-----------|-------------|-----------|--------------|-----------|--------------|-----------|--|
| 100 | 95 | 4.21 | 04 | 6.31 | 06 | 63.15 | 60 | 26.31 | 25 | |
| 100 | 29 | 6.89 | 02 | 3.44 | 01 | 72.41 | 21 | 17.24 | 05 | |
| 100 | 24 | 00 | 00 | 4.16 | 01 | 70.83 | 17 | 25 | 06 | |
| 100 | 184 | 4.05 | 06 | 5.4 | 08 | 66.21 | 98 | 24.32 | 36 | |

66.21
 . 63.15 70.83 72.41
 24.32
 . 17.24 25 26.31
 5.4
 . 3.44 4.16 6.31
 4.05
 . 4.21 6.89

:07

| % | | % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|-----------|--------------|-----------|--|
| 100 | 95 | 29.47 | 28 | 34.73 | 33 | 35.78 | 34 | |
| 100 | 29 | 27.85 | 08 | 27.58 | 08 | 44.82 | 13 | |
| 100 | 24 | 29.16 | 07 | 8.33 | 02 | 62.5 | 15 | |
| 100 | 148 | 29.05 | 43 | 29.05 | 43 | 41.89 | 62 | |

62.5

41.89

35.78

44.82

29.05

27.58

29.16

29.47

34.73

29.05

8.33

27.58

29.05

: 2.7

:08

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|-----------|--|
| 100 | 95 | 44.21 | 42 | 55.78 | 53 | |
| 100 | 29 | 55.17 | 16 | 44.82 | 13 | |
| 100 | 24 | 41.66 | 10 | 58.33 | 14 | |
| 100 | 148 | 45.94 | 68 | 54.05 | 80 | |

: 54.05
 . 44.82 55.78 58.33
 45.94
 41.66 44.21 55.17

[05)

()

| % | | % | | % | | % | | % | | |
|-----|-----|------|----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 2.1 | 02 | 26.31 | 25 | 22.1 | 21 | 49.47 | 47 | |
| 100 | 29 | 3.44 | 01 | 44.82 | 13 | 13.79 | 04 | 37.93 | 11 | |
| 100 | 24 | 00 | 00 | 37.5 | 09 | 33.33 | 08 | 29.16 | 07 | |
| 100 | 148 | 2.02 | 03 | 31.75 | 47 | 22.29 | 33 | 43.91 | 65 | |

43.91

37.93

49.47

31.75

29.16

26.31

37.5

44.82

22.29

22.1

33.33

13.79

2.02

| % | | % | | % | | | |
|-----|-----|-------|----|-------|----|--|--|
| 100 | 47 | 27.65 | 13 | 72.34 | 34 | | |
| 100 | 21 | 80.95 | 17 | 19.04 | 04 | | |
| 100 | 25 | 52 | 13 | 48 | 12 | | |
| 100 | 02 | 00 | 00 | 100 | 02 | | |
| 100 | 11 | 54.54 | 06 | 45.45 | 05 | | |
| 100 | 04 | 100 | 04 | 00 | 00 | | |
| 100 | 13 | 53.84 | 07 | 46.15 | 06 | | |
| 100 | 01 | 00 | 00 | 100 | 01 | | |
| 100 | 07 | 85.71 | 06 | 14.28 | 01 | | |
| 100 | 08 | 100 | 08 | 00 | 00 | | |
| 100 | 09 | 77.77 | 07 | 22.22 | 02 | | |
| 100 | 00 | 00 | 00 | 00 | 00 | | |
| 100 | 148 | 54.72 | 81 | 45.27 | 67 | | |

54.72

100

80.95

100

| % | | % | | % | | % | | % | | | |
|-----|-----|-------|----|-------|----|-------|----|------|----|--|--|
| 100 | 47 | 1063 | 05 | 44.68 | 21 | 40.42 | 19 | 4.25 | 02 | | |
| 100 | 21 | 33.33 | 07 | 57.14 | 12 | 9.52 | 02 | 00 | 00 | | |
| 100 | 25 | 12 | 03 | 60 | 15 | 28 | 07 | 00 | 00 | | |
| 100 | 02 | 00 | 00 | 50 | 01 | 50 | 01 | 00 | 00 | | |
| 100 | 11 | 9.09 | 01 | 81.81 | 09 | 9.09 | 01 | 00 | 00 | | |
| 100 | 04 | 50 | 02 | 50 | 02 | 00 | 00 | 00 | 00 | | |
| 100 | 13 | 15.38 | 02 | 61.53 | 08 | 15.38 | 02 | 7.69 | 01 | | |
| 100 | 01 | 00 | 00 | 100 | 01 | 00 | 00 | 00 | 00 | | |
| 100 | 07 | 42.85 | 03 | 28.57 | 02 | 28.57 | 02 | 00 | 00 | | |
| 100 | 08 | 50 | 04 | 25 | 02 | 25 | 02 | 00 | 00 | | |
| 100 | 09 | 33.33 | 03 | 44.44 | 04 | 22.22 | 02 | 00 | 00 | | |
| 100 | 00 | 00 | 00 | 00 | 00 | 00 | 00 | 00 | 00 | | |
| 100 | 148 | 20.27 | 30 | 52.02 | 77 | 25.67 | 38 | 2.02 | 03 | | |

52.02

2.02

20.27

25.67

. 40.42 44.68

09

()

| | | | | | | | | |
|------------|-----------|--------------|-----------|--------------|-----------|--------------|-----------|---|
| | | | | | | | | / |
| % | | % | | % | | % | | |
| 100 | 47 | 63.82 | 30 | 29.78 | 14 | 6.38 | 03 | |
| 100 | 11 | 45.45 | 05 | 27.27 | 03 | 27.27 | 03 | |
| 100 | 07 | 42.85 | 03 | 57.14 | 04 | 00 | 00 | |
| 100 | 65 | 58.46 | 38 | 32.3 | 21 | 9.23 | 06 | |

45.45

63.82

58.46

. 42.85

29.789

57.14

32.3

9.23

27.27

. 6.38 27.27

:14

| % | | % | | % | | % | | |
|-----|-----|-------|-----|-------|----|-------|----|--|
| 100 | 95 | 77.89 | 74 | 6.31 | 06 | 15.78 | 15 | |
| 100 | 29 | 86.2 | 25 | 10.34 | 03 | 3.44 | 01 | |
| 100 | 24 | 66.66 | 16 | 8.33 | 02 | 25 | 06 | |
| 100 | 148 | 77.7 | 115 | 7.43 | 11 | 14.86 | 22 | |

77.7 ()

. 66.66

77.89

86.2

14.86

3.44

15.78

25

7.43

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. 6.31

- . 8.33

- . 10.34

-

"

.27 [132]"

| % | | % | | % | | % | | % | | |
|-----|-----|-------|----|------|----|-------|----|-------|----|--|
| 100 | 80 | 13.75 | 11 | 00 | 00 | 5 | 04 | 81.25 | 65 | |
| 100 | 28 | 17.85 | 05 | 7.14 | 02 | 21.42 | 06 | 53.57 | 15 | |
| 100 | 18 | 5.55 | 01 | 00 | 00 | 00 | 00 | 94.44 | 17 | |
| 100 | 126 | 13.49 | 17 | 1.58 | 02 | 7.93 | 10 | 76.98 | 97 | |

94.44

76.98

. 53.57

81.25

13.49

7.93

. 5

21.42

7.14

1.58

...

| % | | % | | % | | % | | |
|-----|-----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 20 | 19 | 32.63 | 31 | 47.36 | 45 | |
| 100 | 29 | 6.89 | 02 | 31.03 | 09 | 62.06 | 18 | |
| 100 | 24 | 00 | 00 | 41.66 | 10 | 58.33 | 14 | |
| 100 | 148 | 14.18 | 21 | 33.78 | 50 | 52.02 | 77 | |

62.06

52.02

. 47.36

58.33

32.63

41.66

33.78

31.03

. 6.89 20

14.18

:17

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|------------|--|
| 100 | 95 | 7.36 | 07 | 92.63 | 88 | |
| 100 | 29 | 10.34 | 03 | 89.65 | 26 | |
| 100 | 24 | 12.5 | 03 | 87.5 | 21 | |
| 100 | 148 | 8.78 | 13 | 91.21 | 135 | |

89.65

92.63

91.21

8.78

. 87.5

. 7.36

10.34

12.5

" "

.170 [133]

. :18

| % | | % | | % | | % | | % | | |
|-----|-----|-------|----|-------|----|-------|----|-------|----|--|
| 100 | 88 | 7.95 | 07 | 31.81 | 28 | 48.86 | 43 | 11.36 | 10 | |
| 100 | 26 | 00 | 00 | 30.76 | 08 | 61.53 | 16 | 7.69 | 02 | |
| 100 | 21 | 19.04 | 04 | 19.04 | 04 | 61.9 | 13 | 00 | 00 | |
| 100 | 135 | 8.14 | 11 | 29.62 | 40 | 53.33 | 72 | 8.88 | 12 | |

53.33

61.9

. 48.86

61.53

29.62

. 19.04

30.76

31.81

8.88

. 7.69 11.36

. 7.95 19.04

8.14

:

:

.69 [134]

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|-----------|--|
| 100 | 95 | 31.57 | 30 | 68.42 | 65 | |
| 100 | 29 | 24.13 | 07 | 75.86 | 22 | |
| 100 | 24 | 54.16 | 13 | 45.83 | 11 | |
| 100 | 148 | 33.78 | 50 | 66.21 | 98 | |

75.86 66.21
 33.78 45.83 68.42
 31.57 54.16
 . 24.13

(.....)

.251 [135]

:20

| % | | % | | % | | % | | % | | % | | |
|-----|-----|-------|----|-------|----|-------|----|-------|----|------|----|--|
| 100 | 95 | 7.36 | 07 | 17.89 | 17 | 61.05 | 58 | 11.57 | 11 | 2.1 | 02 | |
| 100 | 29 | 13.79 | 04 | 20.68 | 06 | 55.17 | 16 | 10.34 | 03 | 00 | 00 | |
| 100 | 24 | 4.16 | 01 | 20.83 | 05 | 54.16 | 13 | 8.33 | 02 | 12.5 | 03 | |
| 100 | 148 | 8.1 | 12 | 18.91 | 28 | 58.78 | 87 | 10.81 | 16 | 3.37 | 05 | |

61.05

58.78

. 54.16

55.17

20.83

18.91

. 17.89

20.68

10.81

10.34

11.57

. 8.33

13.79

8.1

. 4.16

7.36

. 2.1 12.5

3.37

| % | | % | | % | | % | | | | |
|-----|-----|------|----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 2.1 | 02 | 24.21 | 23 | 46.31 | 44 | 27.36 | 26 | |
| 100 | 29 | 00 | 00 | 24.13 | 07 | 44.82 | 13 | 31.03 | 09 | |
| 100 | 24 | 4.16 | 01 | 62.5 | 15 | 12.5 | 03 | 20.83 | 05 | |
| 100 | 148 | 2.02 | 03 | 30.4 | 45 | 40.54 | 60 | 27.02 | 40 | |

44.82

46.31

40.54

12.5

. 24.13

24.21

62.5

30.4

27.36

31.03

27.02

. 20.83

. 2.1

4.16

2.02

| % | | % | | % | | % | | |
|-----|-----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 7.36 | 07 | 63.15 | 60 | 29.47 | 28 | |
| 100 | 29 | 10.34 | 03 | 72.41 | 21 | 17.24 | 05 | |
| 100 | 24 | 4.16 | 01 | 54.10 | 13 | 41.66 | 10 | |
| 100 | 148 | 7.43 | 11 | 63.51 | 94 | 29.05 | 43 | |

72.41

63.51

. 54.16

63.15

29.47

41.66

29.05

. 17.24

7.43

7.36

10.34

. 4.16

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|------------|--|
| 100 | 95 | 21.05 | 20 | 78.94 | 75 | |
| 100 | 29 | 27.58 | 08 | 72.41 | 21 | |
| 100 | 24 | 25 | 06 | 75 | 18 | |
| 100 | 148 | 22.97 | 34 | 77.02 | 114 | |

77.02

. 72.41

75

78.94

22.97

25

27.58

. 21.05

"

....."

:25

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|------------|--|
| 100 | 95 | 16.84 | 16 | 83.15 | 79 | |
| 100 | 29 | 13.79 | 04 | 86.2 | 25 | |
| 100 | 24 | 37.5 | 09 | 62.5 | 15 | |
| 100 | 148 | 19.59 | 29 | 80.4 | 119 | |

86.2

80.4

62.5

83.15

37.5

. 19.59

. 13.79

16.84

"

....."

" PELZI "

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:26

| % | | % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|-----------|--------------|-----------|--|
| 100 | 79 | 32.91 | 26 | 56.96 | 45 | 10.12 | 08 | |
| 100 | 25 | 44 | 11 | 52 | 13 | 04 | 01 | |
| 100 | 15 | 33.33 | 05 | 53.33 | 08 | 13.33 | 02 | |
| 100 | 119 | 35.29 | 42 | 55.46 | 66 | 9.24 | 11 | |

55.46

53.33

56.96

. 52

33.33

44

35.29

. 32.91

9.24

10.12

13.33

. 4

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" ...

:27

| % | | % | | % | | |
|-----|-----|-------|----|-------|-----|--|
| 100 | 95 | 5.26 | 05 | 94.73 | 90 | |
| 100 | 29 | 10.34 | 03 | 89.65 | 26 | |
| 100 | 24 | 00 | 00 | 100 | 24 | |
| 100 | 148 | 5.4 | 08 | 94.58 | 140 | |

100

94.58

. 89.65

94.73

5.4

5.26 10.34

"

.28 . [137]

.362 [138]

:28

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|-----------|--|
| 100 | 95 | 34.73 | 33 | 65.26 | 62 | |
| 100 | 29 | 48.27 | 14 | 51.72 | 15 | |
| 100 | 24 | 45.83 | 11 | 54.16 | 13 | |
| 100 | 148 | 39.18 | 58 | 60.81 | 90 | |

65.26

60.81

. 51.72

54.16

48.27

39.18

" "

34.73

45.83

$$\frac{\quad}{\quad} \quad -1-2-7$$

(26 25 24 23 22):

. (22) 77.02

. (23)
80.4

(24)
55.46

35.29

94.58 (25)

: _____ **3.7**

29

| % | | % | | % | | |
|------------|------------|-------------|-----------|--------------|------------|--|
| 100 | 87 | 3.44 | 03 | 96.55 | 84 | |
| 100 | 24 | 00 | 00 | 100 | 24 | |
| 100 | 21 | 4.76 | 01 | 95.23 | 20 | |
| 100 | 132 | 3.03 | 04 | 96.96 | 128 | |

96.96

. 95.23

96.55

100

3.03

. 3.44 4.76

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| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|------------|--|
| 100 | 95 | 24.21 | 23 | 75.78 | 72 | |
| 100 | 29 | 17.24 | 05 | 82.75 | 24 | |
| 100 | 24 | 8.33 | 02 | 91.16 | 22 | |
| 100 | 148 | 20.27 | 30 | 79.72 | 118 | |

79.20

91.66

20.27 . 75.78 82.75
 . 8.33 17.24 24.21

"

.114 .[139]"

:31

| % | | % | | % | | |
|------------|------------|-------------|-----------|--------------|------------|--|
| 100 | 72 | 00 | 00 | 100 | 72 | |
| 100 | 29 | 4.16 | 01 | 95.83 | 23 | |
| 100 | 22 | 4.54 | 01 | 95.45 | 21 | |
| 100 | 118 | 1.69 | 02 | 98.3 | 116 | |

98.3

100

. 95.45

95.83

. 4.16

4.54

1.69

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"

.332 .[140]"...

:32

| % | | % | | % | | |
|------------|------------|--------------|-----------|--------------|-----------|--|
| 100 | 95 | 40 | 38 | 60 | 57 | |
| 100 | 29 | 48.27 | 14 | 51.72 | 15 | |
| 100 | 24 | 25 | 06 | 75 | 18 | |
| 100 | 148 | 39.18 | 58 | 60.81 | 90 | |

60.81

60

75

| | | | |
|-------|--|------|---------|
| | | | . 51.72 |
| 48.27 | | | 39.18 |
| | | . 25 | 40 |

: Wiener Feed Back
 "cybernétique"
 . " L'ajustement"
 "

" "Le referent" " "

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| | | | | | | | | |
|-----|----|-------|----|-------|----|-------|----|--|
| | | | | | | | | |
| % | | % | | % | | % | | |
| 100 | 38 | 7.89 | 03 | 21.05 | 08 | 71.05 | 27 | |
| 100 | 14 | 24.42 | 03 | 14.28 | 02 | 64.28 | 09 | |
| 100 | 06 | 33.33 | 02 | 00 | 00 | 66.66 | 04 | |
| 100 | 58 | 13.79 | 08 | 17.24 | 10 | 68.96 | 40 | |

68.96

71.05

. 64.28

66.66

17.24

. 14.28 21.05

13.79

. 7.89

21.42

33.33

| % | | % | | % | | % | | % | | |
|-----|----|-------|----|-------|----|-------|----|-------|----|--|
| 100 | 30 | 13.33 | 04 | 46.66 | 14 | 33.33 | 10 | 16.66 | 02 | |
| 100 | 12 | 8.33 | 01 | 41.66 | 05 | 33.33 | 04 | 16.66 | 02 | |
| 100 | 06 | 16.66 | 01 | 50 | 08 | 33.33 | 02 | 00 | 00 | |
| 100 | 48 | 12.5 | 06 | 45.83 | 22 | 33.33 | 16 | 8.33 | 04 | |

45.83

. 41.66

46.66

50

33.33

. 33.33

12.5

. 8.33

13.33

16.66

8.33

. 6.66 16.66

"

" ..

"

[141] "..

:35

| % | | % | | % | | |
|-----|-----|--------|----|-------|----|--|
| 100 | 95 | 37.89 | 36 | 62.1 | 59 | |
| 100 | 29 | 58.062 | 17 | 41.37 | 12 | |
| 100 | 24 | 20.83 | 05 | 79.16 | 19 | |
| 100 | 148 | 39.18 | 58 | 60.81 | 90 | |

60.81

79.16

39.18

. 41.37

62.1

37.89

58.62

. 20.83

(30)

"

"

:36

| | | | | | | | | |
|------------|------------|--------------|-----------|--------------|-----------|--------------|-----------|--|
| | | | | | | | | |
| % | | % | | % | | % | | |
| 100 | 95 | 50.52 | 48 | 33.68 | 32 | 15.78 | 15 | |
| 100 | 29 | 27.58 | 08 | 34.48 | 10 | 37.93 | 11 | |
| 100 | 24 | 12.5 | 03 | 37.5 | 09 | 50 | 12 | |
| 100 | 148 | 39.86 | 59 | 34.45 | 51 | 25.67 | 38 | |

39.86

50.52

12.5

27.58

34.48

37.5

34.45

25.67

33.68

15.78

37.93

50

(34)

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.64 [142]"

:37

| % | | % | | % | | |
|------------|-----------|--------------|-----------|--------------|-----------|--|
| 100 | 36 | 11.11 | 04 | 88.88 | 32 | |
| 100 | 17 | 23.52 | 04 | 76.47 | 13 | |
| 100 | 05 | 80 | 04 | 20 | 01 | |
| 100 | 58 | 20.68 | 12 | 79.31 | 46 | |

79.31

| | | | | |
|----|------|---------|-----|-------|
| | . 20 | 76.47 | | 88.88 |
| 80 | | 20.68 | " " | |
| | | . 11.11 | | 23.52 |

:

(35)

:38

| % | | % | | % | | |
|-----|-----|-------|----|-------|-----|--|
| | | | | | | |
| 100 | 95 | 8.42 | 08 | 91.57 | 87 | |
| 100 | 29 | 17.24 | 05 | 82.75 | 24 | |
| 100 | 24 | 12.5 | 03 | 87.5 | 21 | |
| 100 | 148 | 10.81 | 16 | 89.18 | 132 | |

89.18

91.57

" "

82.75

87.5

17.24

10.81

. 8.42

12.5

"

"

"

"

:39

| % | | % | | % | | % | | % | |
|-----|-----|------|----|-------|----|-------|----|-------|----|
| 100 | 95 | 3.15 | 03 | 38.94 | 37 | 24.21 | 23 | 33.68 | 32 |
| 100 | 29 | 6.89 | 02 | 34.48 | 10 | 41.37 | 12 | 17.24 | 05 |
| 100 | 24 | 4.16 | 01 | 33.33 | 08 | 20.83 | 05 | 41.66 | 10 |
| 100 | 148 | 4.05 | 06 | 37.16 | 55 | 27.02 | 40 | 31.75 | 47 |

37.16

33.33

34.48

38.94

33.68

41.66

31.75

. 17.24

27.02

. 20.83

24.21

4.05

"

"

" "

"

"

:40

| % | | % | | % | | % | | |
|-----|-----|------|----|-------|----|-------|----|--|
| 100 | 95 | 8.42 | 08 | 63.15 | 60 | 28.42 | 27 | |
| 100 | 29 | 6.89 | 02 | 51.72 | 15 | 41.37 | 12 | |
| 100 | 24 | 8.33 | 02 | 58.33 | 14 | 33.33 | 08 | |
| 100 | 148 | 8.1 | 12 | 60.13 | 89 | 34.75 | 47 | |

" "

60.13

58.33

63.15

31.75

" "

51.72

28.42

33.33

41.37

8.1

. 6.89

8.33

8.42

:41

| % | | % | | % | | % | |
|-----|-----|-------|----|-------|----|-------|----|
| 100 | 95 | 13.6 | 13 | 71.57 | 68 | 14.73 | 14 |
| 100 | 29 | 17.24 | 05 | 48.27 | 14 | 34.48 | 10 |
| 100 | 24 | 8.33 | 02 | 62.5 | 15 | 29.16 | 07 |
| 100 | 148 | 13.5 | 20 | 65.54 | 97 | 20.94 | 31 |

65.54

71.57

20.94

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| 100 | 14 | 14.28 | 02 | 85.71 | 12 | |
| 100 | 10 | 40 | 04 | 60 | 06 | |
| 100 | 07 | 28.57 | 02 | 71.42 | 05 | |
| 100 | 31 | 25.8 | 08 | 74.19 | 23 | |

74.19

71.42

85.71

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60

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|------------|-----------|--------------|-----------|--------------|-----------|--|
| 100 | 13 | 23.07 | 03 | 76.92 | 10 | |
| 100 | 05 | 20 | 01 | 80 | 04 | |
| 100 | 02 | 100 | 02 | 00 | 00 | |
| 100 | 20 | 30 | 06 | 70 | 14 | |

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| 100 | 95 | 13.68 | 13 | 6.31 | 06 | 67.36 | 64 | 12.63 | 12 | |
| 100 | 29 | 00 | 00 | 10.34 | 03 | 82.75 | 24 | 6.89 | 02 | |
| 100 | 24 | 12.5 | 03 | 8.33 | 02 | 50 | 12 | 29.16 | 07 | |
| 100 | 148 | 10.81 | 16 | 7.43 | 11 | 67.56 | 100 | 14.18 | 21 | |

67.56

67.36

82.75

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| 100 | 95 | 16.84 | 13 | 10.52 | 10 | 72.63 | 69 | |
| 100 | 29 | 17.24 | 05 | 13.79 | 04 | 68.96 | 20 | |
| 100 | 24 | 4.16 | 01 | 8.33 | 02 | 87.5 | 21 | |
| 100 | 148 | 14.86 | 22 | 10.81 | 16 | 74.32 | 110 | |

74.32

87.5

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| | | | | | | |
| 100 | 95 | 70.52 | 67 | 29.47 | 28 | |
| 100 | 29 | 65.51 | 19 | 34.48 | 10 | |
| 100 | 24 | 58.33 | 14 | 41.66 | 10 | |
| 100 | 148 | 67.56 | 100 | 32.43 | 48 | |

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| 100 | 95 | 24.2 | 23 | 56.84 | 54 | 18.94 | 18 | |
| 100 | 29 | 24.13 | 07 | 62.06 | 18 | 13.79 | 04 | |
| 100 | 24 | 37.5 | 09 | 20.83 | 05 | 41.66 | 10 | |
| 100 | 148 | 26.35 | 39 | 52.02 | 77 | 21.62 | 32 | |

52.02

62.06

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| 100 | 18 | 5.55 | 01 | 94.44 | 17 | |
| 100 | 04 | 00 | 00 | 100 | 04 | |
| 100 | 10 | 00 | 00 | 100 | 10 | |
| 100 | 32 | 3.12 | 01 | 96.87 | 31 | |

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| 100 | 54 | 1.85 | 01 | 98.14 | 53 | |
| 100 | 18 | 00 | 00 | 100 | 18 | |
| 100 | 05 | 00 | 00 | 100 | 05 | |
| 100 | 77 | 1.29 | 01 | 98.7 | 76 | |

98.7

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|-----|-----|-------|----|-------|----|-------|----|-------|----|
| 100 | 95 | 26.31 | 25 | 25.26 | 24 | 40 | 38 | 8.42 | 08 |
| 100 | 29 | 37.93 | 11 | 24.13 | 07 | 24.13 | 07 | 13.79 | 04 |
| 100 | 24 | 41.66 | 10 | 20.83 | 05 | 25 | 06 | 12.5 | 03 |
| 100 | 148 | 31.08 | 46 | 24.32 | 36 | 34.45 | 51 | 10.13 | 15 |

34.45

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|---------|---------|--------|-------|
| | 24.13 | 25 | 40 |
| | | | 31.08 |
| | . 26.31 | 37.93 | 41.66 |
| | | 24.32 | |
| . 20.83 | 24.13 | 25.26 | |
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| | | . 8.42 | 12.5 |

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|------------|------------|--------------|-----------|-------------|-----------|--------------|-----------|--------------|-----------|--|
| 100 | 95 | 17.89 | 17 | 9.47 | 09 | 1052 | 10 | 62.1 | 59 | |
| 100 | 29 | 37.93 | 11 | 3.44 | 01 | 6.89 | 02 | 51.72 | 15 | |
| 100 | 24 | 37.5 | 09 | 12.5 | 03 | 12.5 | 03 | 37.5 | 09 | |
| 100 | 148 | 25 | 37 | 8.78 | 13 | 10.13 | 15 | 56.08 | 83 | |

56.08

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31 29 28

51 49 47 45 43 41 38 37 35 32

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4.7 عرض وتحليل معطيات الفرضية الثالثة:

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|-----|-----|-------|----|-------|----|--|
| 100 | 95 | 64.20 | 61 | 35.87 | 34 | |
| 100 | 29 | 79.30 | 23 | 20.68 | 06 | |
| 100 | 24 | 41.66 | 10 | 58.33 | 14 | |
| 100 | 148 | 63.50 | 94 | 36.48 | 54 | |

%63.5
%79.3
%41.66 %64.2
%36.48
%35.87 %58.33
%20.68

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| % | | % | | % | | % | | % | | % | | % | | |
|-----|-----|-------|----|-------|----|-------|----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 01.05 | 01 | 02.10 | 02 | 13.68 | 13 | 54.73 | 52 | 10.52 | 10 | 17.89 | 17 | |
| 100 | 29 | 00.00 | 00 | 00.00 | 00 | 24.13 | 07 | 27.58 | 08 | 17.24 | 05 | 31.03 | 09 | |
| 100 | 24 | 00.00 | 00 | 08.33 | 02 | 20.83 | 05 | 25.00 | 06 | 12.50 | 03 | 33.33 | 08 | |
| 100 | 148 | 00.67 | 01 | 02.70 | 04 | 16.89 | 25 | 44.59 | 66 | 12.16 | 18 | 22.97 | 34 | |

%44.59

%54.73

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%27.58

%22.97

%31.03

%33.33

%.17.89

%16.89

%20.83

%24.13

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%12.16

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| % | | % | | % | |
|-----|-----|-------|----|-------|-----|
| 100 | 95 | 01.00 | 02 | 97.89 | 93 |
| 100 | 29 | 00.00 | 00 | 100 | 29 |
| 100 | 24 | 00.00 | 00 | 100 | 24 |
| 100 | 148 | 01.00 | 02 | 98.64 | 146 |

% 98.64

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| % | | % | | % | | |
|-----|-----|-------|----|-------|-----|--|
| 100 | 95 | 21.05 | 20 | 78.94 | 75 | |
| 100 | 29 | 06.89 | 02 | 93.10 | 27 | |
| 100 | 24 | 50.00 | 12 | 50.00 | 12 | |
| 100 | 148 | 22.97 | 34 | 77.02 | 114 | |

%93.1

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%50

%78.94

%50

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%21.05

:56

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|------------|------------|--------------|-----------|--------------|-----------|--|
| | | | | | | |
| % | | % | | % | | |
| 100 | 75 | 56 | 42 | 44 | 33 | |
| 100 | 27 | 62.96 | 17 | 37.03 | 10 | |
| 100 | 12 | 53.84 | 07 | 50 | 06 | |
| 100 | 114 | 57.01 | 76 | 42.98 | 49 | |

%57.01

%62.96

%.50

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%42.98

%.37.03

%44

%50

: 57

| % | | % | | % | | |
|-------------|------------|--------------|-----------|--------------|------------|--|
| %100 | 95 | 29,47 | 28 | 70,52 | 67 | |
| %100 | 29 | 10,34 | 03 | 89,65 | 26 | |
| %100 | 24 | 54,16 | 13 | 45,83 | 11 | |
| %100 | 148 | 29,72 | 44 | 70,27 | 104 | |

% 70,27

%89,65

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%29.72

%29,47

%54,16

%10,34

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.145 . [144]"

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|-----|-----|------|----|-------|----|-------|----|-------|----|--|
| | | | | | | | | | | |
| % | | % | | % | | % | | % | | |
| 100 | 67 | 2,98 | 02 | 7,46 | 05 | 25,37 | 17 | 64,17 | 43 | |
| 100 | 26 | 7,69 | 02 | 11,53 | 03 | 34,61 | 09 | 46,15 | 12 | |
| 100 | 11 | 00 | 00 | 9,09 | 01 | 9,09 | 01 | 81,81 | 09 | |
| 100 | 104 | 3,84 | 04 | 8,65 | 09 | 25,96 | 27 | 61,53 | 64 | |

%61,53

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| % | | % | | % | | % | | |
| 100 | 95 | 17,89 | 17 | 18,94 | 18 | 63,15 | 60 | |
| 100 | 29 | 10,34 | 03 | 20,68 | 06 | 68,96 | 20 | |
| 100 | 24 | 37,5 | 09 | 16,66 | 04 | 45,83 | 11 | |
| 100 | 148 | 19,59 | 29 | 18,91 | 28 | 61,48 | 91 | |

% 61,48

% 45,83

%63,15

% 68,96

%19,59

%37,5

% 10,43

% 17,89

% 18,91

%20,68

.% 16,66

%18,94

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| % | | % | | % | | % | | |
| 100 | 95 | 9,47 | 09 | 56,84 | 54 | 33,68 | 32 | |
| 100 | 29 | 00 | 00 | 65,51 | 19 | 34,48 | 10 | |
| 100 | 24 | 12,5 | 03 | 29,16 | 07 | 58,33 | 14 | |
| 100 | 148 | 8,1 | 12 | 54,05 | 80 | 37,83 | 56 | |

% 54,05

% 65,51

%29,16

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% 58,33

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% 9,47

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|-----|-----|------|----|-------|----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 1.05 | 01 | 22,1 | 21 | 8,42 | 08 | 4,21 | 04 | 64,21 | 61 | |
| 100 | 29 | 00 | 00 | 3,44 | 01 | 20,68 | 06 | 13,79 | 04 | 62,06 | 18 | |
| 100 | 24 | 4,16 | 01 | 20,83 | 05 | 16,66 | 04 | 8,33 | 02 | 50 | 12 | |
| 100 | 148 | 1,35 | 02 | 18,24 | 27 | 12,16 | 18 | 6,75 | 10 | 61,48 | 91 | |

%61,48

64,21

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% 62,06

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% 18,24

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% 22,1

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| 100 | 95 | 22,1 | 21 | 77,89 | 74 | |
| 100 | 29 | 10,34 | 03 | 89,65 | 26 | |
| 100 | 24 | 20,83 | 05 | 79.16 | 19 | |
| 100 | 148 | 19,59 | 29 | 80,4 | 119 | |

% 80,4

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% 77,89

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% 22,1

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| % | | % | | % | | % | | |
|-----|-----|-------|----|-------|----|-------|----|--|
| 100 | 74 | 29,72 | 22 | 14,86 | 11 | 55,4 | 41 | |
| 100 | 26 | 19,23 | 05 | 15,38 | 04 | 65,38 | 17 | |
| 100 | 19 | 21,05 | 04 | 10,52 | 02 | 68,42 | 13 | |
| 100 | 119 | 26,05 | 31 | 14,28 | 17 | 59,66 | 71 | |

% 59,66

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% 65,38

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[146]"

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| % | | % | | % | | % | | % | | |
| 100 | 95 | 2,1 | 02 | 22,1 | 21 | 38,94 | 37 | 36,84 | 35 | |
| 100 | 29 | 3,44 | 01 | 31,03 | 09 | 31,03 | 09 | 34,48 | 10 | |
| 100 | 24 | 00 | 00 | 16,66 | 04 | 54,16 | 13 | 29,16 | 07 | |
| 100 | 148 | 2,02 | 03 | 22,97 | 34 | 39,86 | 59 | 35,73 | 52 | |

%39,86

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|-----|-----|------|----|-------|----|-------|----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 4,21 | 04 | 5,26 | 05 | 4,21 | 04 | 24,21 | 23 | 54,73 | 52 | 7,36 | 07 | |
| 100 | 29 | 3,44 | 01 | 3,44 | 01 | 20,68 | 06 | 10,34 | 03 | 48,27 | 14 | 13,79 | 04 | |
| 100 | 24 | 8,33 | 02 | 29,16 | 07 | 00 | 00 | 20,83 | 05 | 37,5 | 09 | 4,16 | 01 | |
| 100 | 148 | 4,72 | 07 | 8,78 | 13 | 6,75 | 10 | 20,94 | 31 | 50,67 | 75 | 8,1 | 12 | |

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|-----|-----|----|----|-------|----|-------|----|-------|----|--|
| 100 | 95 | 00 | 00 | 65,26 | 62 | 16,84 | 16 | 17,89 | 17 | |
| 100 | 29 | 00 | 00 | 37,93 | 11 | 31,03 | 09 | 31,03 | 09 | |
| 100 | 24 | 00 | 00 | 29,16 | 07 | 45,83 | 11 | 25 | 06 | |
| 100 | 148 | 00 | 00 | 54,05 | 80 | 24,32 | 36 | 21,62 | 32 | |

%54,05

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|-----|-----|-------|----|-------|----|------|----|-------|----|--|
| 100 | 95 | 4,21 | 04 | 20 | 19 | 4,21 | 04 | 71,57 | 68 | |
| 100 | 29 | 10,34 | 03 | 58,62 | 17 | 00 | 00 | 31,03 | 09 | |
| 100 | 24 | 87,5 | 21 | 00 | 00 | 00 | 00 | 12,5 | 03 | |
| 100 | 148 | 18,91 | 28 | 24,32 | 36 | 2,7 | 04 | 54,05 | 80 | |

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| 100 | 95 | 00 | 00 | 22,1 | 21 | 77,89 | 74 | |
| 100 | 29 | 00 | 00 | 31,03 | 09 | 68,96 | 20 | |
| 100 | 24 | 00 | 00 | 16,66 | 04 | 83,33 | 20 | |
| 100 | 148 | 00 | 00 | 22,97 | 34 | 77,02 | 114 | |

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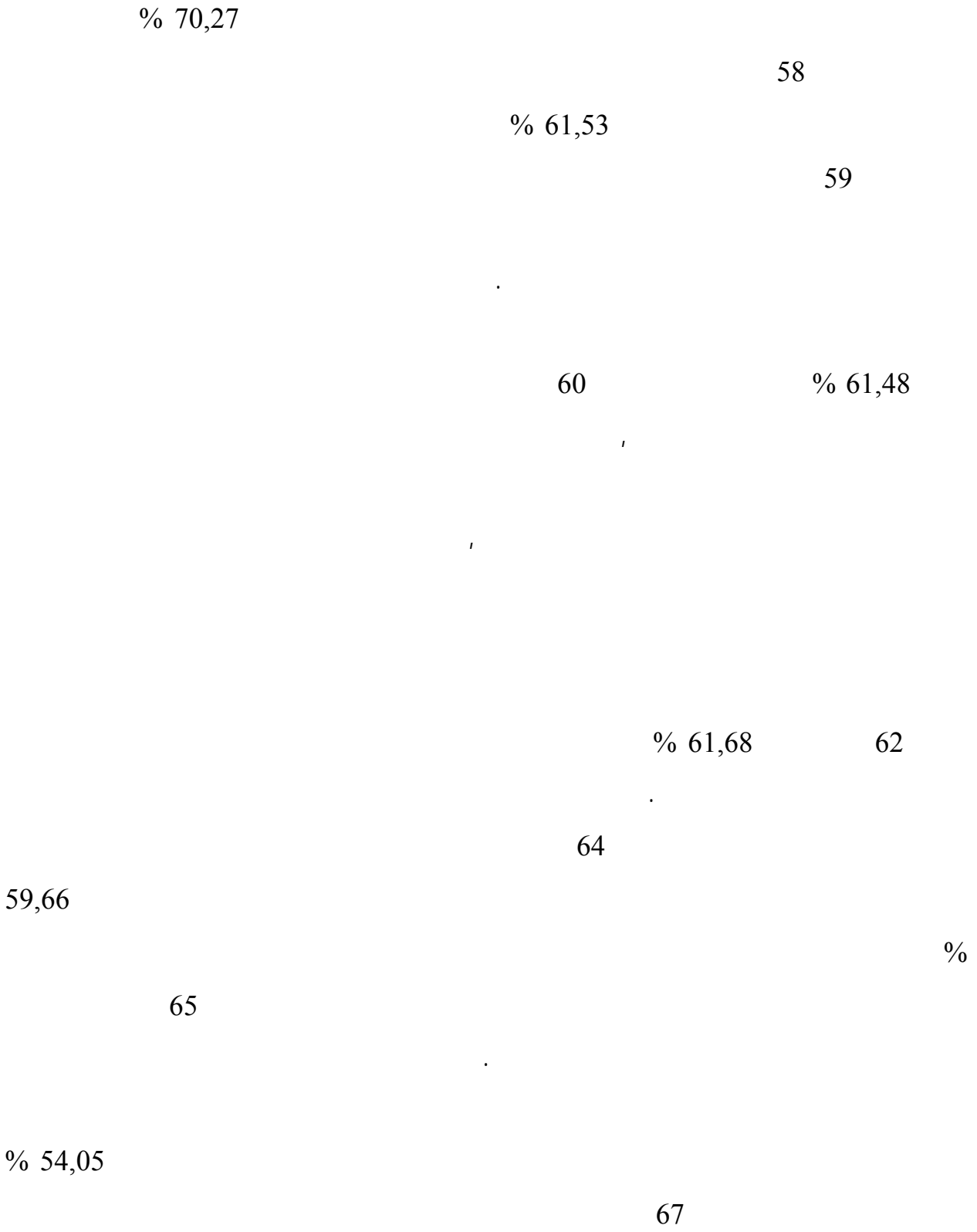
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أنماط الاتصال وعلاقته بالدافعية في العمل
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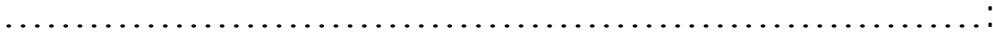
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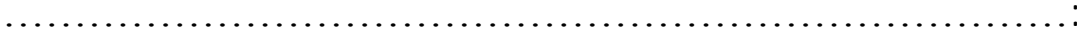
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أنماط الاتصال وعلاقته بالدافعية في العمل
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