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Abstract

Organizational Justice and Its Relationship to Employees' Turnover Intention An Empirical Study on Saudi Academics at Shagra University

Dr. Dhaifallah Obaid Almutairi

Organizational justice is a fundamental requirement for the effective functioning of organizations. This is why it is so important to examine the relationship between organizational justice (i.e., distributive justice, procedural justice and interactional justice) and employees' turnover intention. The study adopted a descriptive research design and used a sample of (301) Saudi faculties in Shagra University. Descriptive statistics were used to analyze the data and determine the level of organizational justice and employee's turnover intention. Inferential statistics such as Pearson correlation and regression were also used to investigate the relation and effect of independent variables on dependent ones. The findings of the study indicated that the levels of all variables were moderate and that there is a negative significant relationship between organizational justice and its subscales, and employees' turnover intention. In addition, the study suggests that the most influential factor on employees' turnover intention was the interactional justice.

Keywords: organizational justice, turnover intention, Shagra University.

Abstract

Relationship Between Self-Efficacy, Quality of Work Life and Job Engagement An Empirical Study on Government Hospitals' Nursing Staff in Minia Governorate, A.R.E

Dr. Gamal Abdel-Hamid Mohammed Dahesh

The aim of the study was to examine the direct relationship between self-efficacy and job engagement of the nursing staff in government hospitals of Minia Governorate and the indirect relationship to quality of work life as a mediator variable. Through interviewing (301) member of the nursing staff, the study found a positive correlation between self-efficacy and job engagement. It also showed that the most important elements of self-efficacy that affect job engagement include (self-confidence, adaptability, personal effectiveness, and ability to control). Moreover, the results showed that the quality of work life partly mediates the relationship between the elements of self-efficacy with regard to (self-confidence, command, adaptability, positive attitudes) and job engagement.

Keywords: job engagement – self-efficacy - quality of work life - government hospitals in Minia Governorate.

Abstract

The Role of Social Networks in Stimulating Economic Growth of Small and Medium Enterprises: A Field Study on Egyptian Entrepreneurs

Dr. Sameh Alsherif

The research sought to analyze the uses of social networks by Egyptian entrepreneurs, test the role of this use in stimulating the economic growth of their small and medium enterprises (SMEs) in light of the acceptance of technology model. The research adopted a descriptive approach and was based on the social survey method. The population of the present research was comprised of Egyptian entrepreneurs and the size of the sample was (150). The results of research showed that the most important variables in which social networks contributed to stimulating the economic growth of SMEs included "innovation", which was the first variable that the networks achieved due to the innovative features of the social networks and their interactive nature. The second variable was "customer relationship" management, which was achieved by the networks due to the large public presence on social networks, enabling entrepreneurs to form a customer base, facilitate the formation and change of attitudes and behaviors of customers. The third variable was "access to new markets", where the social networks helped to reach new markets through the Internet. The fourth variable was "competition" through which the social networks strengthened the competitive position of the commodity or service with the ability to identify competitors and do market research by following the accounts of competitors, analyzing their content, and creating goods and services accordingly. The fifth variable included "sales and profits", which scored a tardy ranking because of the limited role of the networks in this area compared to the previous areas, as sales and profits form a difficult process in which the efforts of many parties are involved. The sixth variable included pricing, which came last because it was based on the costs and expenses and a number of other factors.

Keywords: Social networks, small and medium enterprises, entrepreneurs