



ECONOMIC IMPACTS OF JOB SATISFACTION IN AGRICULTURAL MANUFACTURING ENTERPRISES

By

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**A Thesis Submitted in Partial Fulfillment of
The Requirements for the Degree of
Doctor of Philosophy
(Agricultural Economics)**

Department of Agricultural Economics
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Abstract

Focusing on human resources in economic organization through the study of their job satisfaction is a vital factor for success and achieving their objectives because of its influence on many social factors and administrative practices. This study aims to analyze "the effect of some functional and demographic factors on levels of job satisfaction in agricultural manufacturing projects and their effects on job satisfaction in these projects", two onion drying factories are investigated at Fayoum and Beni Suef governorates, namely Greenland Factory in Kom Oshim and Al-Shorouk Factory in Bayad al-Arab where both factories have similar pattern of workers and technological capacities. The study concluded that there are three independent variables that contribute to explaining the total variation in the level of total job satisfaction, namely (education, income, and the possibility of communicating with the manager), as well as the presence of a negative significant correlation between job withdrawal and partial satisfaction of job dimensions, general job satisfaction, and job satisfaction. The existence of a negative significant correlation between job burnout and partial satisfaction of job dimensions, general job satisfaction, and total job satisfaction, and the presence of a positive significant correlation between job performance and partial satisfaction of job dimensions, general job satisfaction, and total job satisfaction. It was also concluded from the indicators of economic efficiency that economic efficiency and productivity were achieved in the Greenland and Al-Shorouk factories, as it reached 116.4% in the Greenland factory, and 112% in the Al-Shorouk factory. The onion drying project is considered financially feasible, since the internal rate of return was about 25%, the benefits-to-cost ratio was about 1.06 pounds, the return on investment was about 10%, the net return to revenue was about 10%, and the capital repaid period was about four years.

Keywords: job satisfaction; financial and economic evaluation of projects