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**Requirements to improving the quality of  
working life of social workers working in  
the School Field in  
Fayoum City**

A Doctoral Dissertation Submitted for the  
Degree of PhD in Social Work

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2015-1436

## **English summary**

### **First: Statement of the problem:**

Any educational institution gives prior importance to achieve and promote their quality. This is simply because applying quality to the educational institutions is necessary to prepare the next generations and to improve the performance of the employees. Thus, all educational institutions require the participation of many different professions. One of these professions is the existence of social work to provide help to students, to help educational institutions to achieve their objectives and to support students to develop and make use of their own personalities and their skills in their society.

Social workers usually work within teams with multiple tasks. They affect the institutions they are working at, and they are affected by them. This, in fact, is reflected in their performance and the quality of the service they provide. Therefore, aiming at promoting the career of the social work professionals working at school, in particular, is a cornerstone of improving the educational process and achieving better conditions through taking some procedures that will improve their status quo.

However, attaining this goal depends upon an essential element. This element has to do with promoting social workers performance. More specifically, they should have better training that enables them to participate in school administration. This will provide them with great satisfaction that will be reflected in their performance at school. In addition, it will lead to maximum performance within these institutions.

The present study aims at pinpointing the requirements of improving the professional career of social workers working at schools. A questionnaire will be conducted to find out these requirements. Social specialists will be asked a number of questions concerning their professional career

and their participation in their schools administration. However, the area of this study will be limited to social workers working at public schools, specifically in El Fayoum city- Eastern and western educational administrations. It will include the following points: achieving social justice for all of them, securing them better payments and allowances systems as well as more morale, enhancing the social relationships between the workers in these institutions, and increasing their effective participation in decision-making.

**Second: Aims of the study:**

- 1- Determining the quality of working life for social workers working in school field.
- 2- Identifying the requirements of improving the quality of working life for social workers working in school field.
- 3- Attaining a proposed program to improve the quality of working life for social workers working in school field.

**Third: Questions of the study:**

This study will attempt to answers the following questions:

- 1- What is the quality of working life for social workers working in school field?
- 2- What are the requirements to improving the quality of working life for them?

**Fourth: Concepts of the study:**

Depending on the above-mentioned items, the current study will concentrate on

- 1- The concept of requirements
- 2- The concept of quality of working life.

**Fifth: Theoretical background of the study:**

This study depends upon the Organizational Support Theory.

## **Sixth: Methodological of the study**

### **1- Type of the study:**

This study belongs to the descriptive, analytical studies since it has two main aims. The first is to identify the standard of quality of working life for social workers and, the second is to describe and analyze the requirements for improving their quality of working life.

### **2-The methodology used:**

The researcher will depend upon conducting a comprehensive survey of social workers working in the school field.

### **3-Tools of the study**

a- This study used a specific measure (applied to social workers) to determine the quality of working life for social workers working in the school field.

B- It will also used a questionnaire (applied to social workers) to determine the requirements of improving their quality of working life

**c- The researcher depended in her study upon the following factors during the**

**Statistical processing to analyze the data:**

- The percentage
- The arithmetic average
- Potential arithmetic average
- Potential average and the relative strength

## **4- Spheres of the study:**

### **(A) Human Spheres:**

The current study applied to the two hundred and twenty professional social workers working at public schools in El-Fayoum city. The specification of this domain is motivated by the importance of enhancing the educational and cognitive developments of those workers. Additionally, promoting the quality of working life for social workers is an importance element within schools where they are

responsible for executing the schools' educational policies. This will eventually increase of the educational performance within these institutions.

### **(B) Sphere of locality:**

The area of the study is limited to the sixty nine governmental schools in the city of El- Fayoum (the Eastern administration and the Western administrations). Choosing such space aims at achieving an effective educational process that will result in promoting the performances of schools.

The reasons behind choosing this locality:

- 1- There is a sufficient number of schools to apply the study.
- 2- The attempt of the educational institutions to improve their performance
- 3- The large number of social workers working in these schools.

### **(c) Temporal sphere:**

The time span for the study is determined by collecting the relevant data.

### **Seventh: Results of the study:**

- 1- Regarding the results related to the professional satisfaction of the social workers at schools in El Fayoum city, the study proved that there is an increase in their satisfaction with rules and policies of schools. It also demonstrated the average of their satisfaction with the promotion system. It also indicated the average of their satisfaction with wage and allowances systems.
- 2- Concerning the environment of their work, the study showed that they were satisfied with their work within schools. It also underlined the relationships between them and their colleagues. It also showed the average of the relationship between them and their chiefs.
- 3- As regards their participation in the process of decision making within schools, the study showed their effective

participation in affairs related to activities within schools as well as their limited participating in issues related to the administration of schools.

- 4- The study also highlighted the main activities that they have to use to improve their professional performance in schools.