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**(Indicators planning to achieve the job satisfaction of  
faculty members) Fayoum University**

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**Summary of the study**

Development seeks to achieve job satisfaction to accept the rights and function as it is doing, using all available means to achieve and is often linked to post one more of a source of satisfaction, A man may feel comfortable due to higher work performance or quality of work or learn new skills or work as part of a team work as well as help colleagues or to increase its personal or even to receive the plaudits of any staff member can get a dozen sources of complacency, at least Therefore, the study seeks to develop indicators of planning an interest in job satisfaction for faculty at the University of Fayoum and identify the requirements to achieve this satisfaction and try to understand and clarify the factors affecting the degree of job satisfaction, which in turn affect their performance and productivity and the degree of loyalty, which could cause serious damage to the university in carrying out its mission to society.

**\*\* : - objectives of the study were identified objectives of the study described as follows: -**

- 1 - Description and analysis of the elements of job satisfaction and its dimensions to the faculty members.
- 2 - Description and analysis of the problems affecting the achieved job satisfaction.
- 3 - Description and analysis of the courses attended by member and take advantage of them.
- 4 - Develop indicators for planning to help those who work at the university to achieve the highest level of job satisfaction and organizational loyalty of the members.

**The study used the concepts are:** job satisfaction , planning indicators. The study used a descriptive approach Social Survey sample of university faculty members, through the measure drafted by the researcher and used in the studies of Arab and foreign sources and references key indicators for planning and came to job satisfaction.

**The study suggested**

- 1 - Increase incentives for scientific research and to pursue a policy of

research which serves the community development programs.

2 - Providing the means available to members of the libraries are equipped with scientific equipment to achieve the intellectual and professional growth.

3 - Increase incentives for authoring, translation and publication of scientific ..... etc.

4 - increase the allocation and encourage members to attend scientific conferences locally and internationally at the expense of the university.

5 - To provide a decent life for faculty member (financially, physically, and spiritually)

6 - a full-time faculty member to perform the functions of its role and functions.

7 - The exchange of visits and meetings between universities and local communities to identify successful ideas and how to implement

8 - hold meetings and meetings going on all levels section - colleges - the University to discuss the pros and cons and how to avoid negative consequences and strengthen the pros.