

Abstract

Requirements to meet organizational justice as an indicator of job satisfaction for faculty at the University of Fayoum (study from the perspective of Social Planning)

Prepare

/ Dr / Wafaa Yousri Ibrahim left / Teacher Assistant

Department of Development and Planning at the University of Fayoum

Twentieth International Scientific Conference of Social work (Social Work between the local variables and global) March 11 to 13, 2007, Faculty of Social Work - University of Helwan

Identified problem of the study to achieve organizational justice to members of the faculty as an indicator for access to the satisfaction of job at the university and try to develop indicators of planning to reach the higher levels of achievement of organizational justice (distributive justice, procedural justice, equity deal) to achieve a better level of job satisfaction and Alolaoualtnzimy thus affecting the achievement of educational goals The mission of the university in the development of education and the achievement of quality in performance.

Second: - The objectives of the study identified objectives of the study described as follows: -

- 1 - Description and analysis of organizational justice dimensions and relevance to the faculty members
- 2 - Description and analysis of the elements, which is investigating job satisfaction of faculty members
- 3 - Study Tothir organizational justice to achieve the job satisfaction of faculty members.
- 4 - Develop indicators for planning to help those who work at the university to achieve the highest level of job satisfaction and organizational justice.

Third: bricks methodology of the study

The study used a descriptive comparative analysis of social survey sample and the measure to determine the

The requirements of justice and a measure of organizational elements of a job satisfaction of faculty members at the University of Fayoum

IV: results and recommendations of the study

- 1 - Attention members of the faculty in light of variables: experience - quick response - Productivity - efficiency - merit .. Etc
- 2 - Access to the material proceeds appropriate for the capabilities of the member without discrimination.
- 3 - Apply the principles of integrated management and control are codified.
- 4 - objectivity in the exercise of personnel management within the

- university, including the selection, auditing, and time
- 5 - appreciation and recognition of effort by the individual, both physically Ooumanoy
 - 6 - the desire to form social signs of formal and informal.
 - 7 - Activation of collective action and the formation of teams to work in all activities and distributed to the sections, respectively.
 - 8 - to help ensure the future of occupational therapy is suitable for a faculty member at all times, including (disability - disease - death)
 - 9 - continued appreciation and recognition of the efforts made by the individual in the organization.
 - 10 - attention to developing procedures for the work of the Organization of the university (and respect for the decision makers to members and telling them how to take that decision and take into account: -
 - Persistence of actions - impartiality - the accuracy of actions - health action
 - Realistic action
 - 11 - Distribution of Massadroualemham must be in accordance with the ethical standards prevailing at the university.
 - 12 - Evaluating the efficiency of academic performance at the university level as a whole and include: -
 - Mission of the university mission and objectives. - Evaluating Teaching Performance.
 - The performance of scientific research. - Evaluating the performance of community service.
 - 13 - increase the allocation of health services and cultural and social development.
 - 14 - increase the incentives for scientific research, particularly distinctive.
 - 15 - Attention to incentives, promotional and that (the author - Translation - research).