



**Faculty of Social Work  
Department Development  
and Planning**

# **Organizational Climate for Achieving Quality Academic Performance to Members of Faculty at the Fayoum University**

**Within the requirements for obtaining a master's degree in social work  
Development and Planning Department**

**By**

**The preparation of the study**

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**2015**

### **Summary of the study**

#### **I) The problem and its importance:**

Was the issue of development in all its aspects a prominent place in the communities of all kinds of advanced and backward as the ideal means to achieve a better life for the communities and a starting point to move the energies and therefore arguably a necessary and vital process to move and transfer communities develop better starts and ends for valid on investing and human potential in the community.

So is a member of one of the most important elements that combine to enhance the educational process to the excellence and quality of output, especially in light of the intense competition between institutions of higher education in the era of globalization, knowledge and technological revolution are enormous and diverse teaching methods using modern ICT thus became necessary for educational institutions to create all the conditions for improving the quality of performance of faculty member through the provision of appropriate health regulatory climate would live up to the performance level of the faculty members and their roles to the fullest.

We can say that organizations like fingerprints are always unique for each culture and traditions and work system which is a climate in which its people and each person newly enrolled organization people in to find out which assisted by a desire for social and psychological.

The present study sought to describe and identify the nature of organizational climate prevailing in Fayoum University and its relationship to quality academic performance from the viewpoint of faculty members.

By applying a field study to Fayoum University using form measurement performance quality academic faculty and determine the relationship between organizational climate and academic performance.

### **II) Objectives of the study:**

**The study seeks to achieve a key goal was:**

Identify the nature of organizational climate and its relationship to the quality of the academic performance of faculty members at Fayoum University.

**The main objective could be achieved through the following sub-objectives:**

- 1- Select the academic performance of faculty member teaching.
- 2- Determine the reality of academic performance in the field of scientific research.
- 3- Determine the reality of academic performance to a faculty member in the area of service and community development.
- 4- Identification of means of improving the regulatory climate for faculty members at Fayoum University.

### **III) The Concepts of the Study:**

**The current study contain the key concepts are:**

- 1- The concept of organizational climate.
- 2- The concept of good academic performance.

### **IV) proceedings of the study:**

- 1- **Type of Study:** This study in accordance with the main objectives of determining the nature of the educational environment and its relationship to the quality of the academic performance of faculty members at Fayoum University to style the descriptive studies.
- 2- **Approach Used:** The present study adopted a scientific approach to **the** quantitative and qualitative quality, users of social survey method for faculty members at Fayoum University.

### **Study tools:**

- a- The study depended on the collection of data from field performance measurement of academic form applied to the faculty.
- b- Statistical treatments used in the study: the researcher used in the current study, the following statistical methods:
  - 1- Weighted
  - 2- Percentages
  - 3- Total the weights
  - 4- Relative strength
  - 5- The correlation coefficient Spearman ratios.
  - 6- Pearson correlation coefficient.

### **V) areas of study:**

- 1- **Spatial Domain:** The spatial area of study at faculties of Fayoum University with 10 faculties are Faculty of Agriculture - Engineering - social service - tourism -

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archaeology - medicine - science - science - education -  
House of arts.

- 2- **People:** The researcher was able to apply the tool at 211 individual faculty members at Fayoum University.
- 3- **Time:** The collection of data from the field

### **VI) Survey Results:**

- 1- The nature of organizational climate prevailing in Fayoum University from the viewpoint of faculty as a regulatory climate average force where professional growth index came in first place with relative force 69.05% and came in ranked last index structure strongly relative 62.81%.
- 2- Quality of academic performance in University from the viewpoint of faculty quality academic performance average power with scientific research and community development the same for comparative 63.82% strength while teaching the strength ratio of 63.30%.
- 3- The means of improving the regulatory climate for achieving quality academic performance from the viewpoint of faculty members at Fayoum University received the highest relative strength enhancement upgrades and incentives and reward strongly 94% less relative strength is giving the Faculty more power in making important decisions strongly relative 86.57%.
- 4- There is a statistically significant correlation level (0.01) between organizational climate prevailing in the whole

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existence of academic performance faculty member at Fayoum University.

- 5- There are no significant differences in the level indication (0.05) in the dimensions of organizational climate prevailing in the Fayoum University from the viewpoint of faculty quality academic performance depending on the type that males and females who match the dimensions of organizational climate of academic performance except after decision-making and scientific research for the benefit of males.
- 6- There are no significant differences of the level indication (0.05) in the dimensions of organizational climate prevailing in the Fayoum University from the viewpoint of faculty academic quality depending on the place of residence that is resident within the Fayoum and elsewhere agree on the dimensions of organizational climate prevailing in the Fayoum University from the viewpoint of faculty members and academic performance.
- 7- There were no significant differences in the level indication (0.05) in the dimensions of organizational climate prevailing in the Fayoum University from the viewpoint of faculty according to the nature of the College the College faculty members who match the dimensions of organizational climate.