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### **Web sites:**

- [15] [www.http://wikipedia.org](http://wikipedia.org)
- [16] [www.http://surveymethod.com](http://surveymethod.com)
- [17] [www.humanresources-hrvinet.com](http://www.humanresources-hrvinet.com)
- [18] <http://www.investopedia.com>
- [19] <http://www.expressionsofexcellence.com>
- [20] to [Excellence@craigspeaks.com](mailto:Excellence@craigspeaks.com)

**[www.managementhelp.org](http://www.managementhelp.org)**

## Appendix Questionnaires

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1-The school building is suitable for the process of learning.					
2-Cleaning service in the building is good.					
3-Feeling boredom during work.					
4-Feeling a kind of uselessness and routine while working.					
5-Feeling weakness of desire when doing me jobs.					
6-Aim suffering from the problems that are related to the clarity of jobs.					
7-The school timetable takes into consideration the justice between teachers.					
8-I can easily contact with the school administration.					
9-The school manager takes into account my circumstance in general.					
10-Feeling friendship and cooperation towards the school management					
11-I like to cooperate with my colleagues'.					
12-I have problems with the ways of dealing with pupils.					
13-I have problems with dealing with parents.					
14-The circumstance of work affects my personal life.					
15-The school manager makes me feel responsibility and is able to direct me when I fail short.					
16-Empowering system is good in the school.					
17-I find difficulty in adjustment and wish to leave the school.					
018-Feeling happiness and satisfaction in my work.					
19-Feeling happiness and satisfaction in my work.					

20-The manager encourages creativity and					
21-Before taking decision, the school management consults.					
22-Services that help work like making suitable classrooms and halls are good.					
23- find difficulty when I want to see the reports about my jobs performance.					
24-The number of pupils suits the classroom size.					
25-The school manger encourages the development of teacher professionally.					
26-The manger gives the teacher the chance to perform the out classroom the activities.					
27-The school manger evaluates the efforts of the teacher's creativity.					
28-The school manger takes into consideration the educational procedures towards pupil's problems.					
29-The school manger responds to teachers needs.					
30-The school manger understands the nature and specialist of the ages of pupils					

<b>Ser.</b>	<b>Statement</b>	<b>Female</b>	<b>male</b>	<b>Per. Female</b>	<b>Per. Male</b>
<b>1</b>	<b>I love my school</b>	<b>4</b>	<b>21</b>	<b>5</b>	<b>28</b>
<b>2</b>	<b>My school have games yards</b>	<b>2</b>	<b>13</b>	<b>3</b>	<b>17</b>
<b>3</b>	<b>I love all my teachers</b>	<b>5</b>	<b>38</b>	<b>7</b>	<b>51</b>
<b>4</b>	<b>I love some of my teachers</b>	<b>10</b>	<b>29</b>	<b>13</b>	<b>39</b>
<b>5</b>	<b>My school have multi activities</b>	<b>19</b>	<b>26</b>	<b>25</b>	<b>35</b>
<b>6</b>	<b>I share in many cultural activities</b>	<b>20</b>	<b>40</b>	<b>27</b>	<b>53</b>

<b>7</b>	<b>I share in many sports activities</b>	<b>5</b>	<b>30</b>	<b>7</b>	<b>40</b>
<b>Total</b>		<b>65</b>	<b>205</b>		
	my school is cleans	23	37		
	education aids are averibal				
	found lap in my school				
	found libraries in my school				

<b>Ser.</b>	<b>Female</b>	<b>male</b>		<b>yes</b>	<b>no</b>	
<b>1</b>	<b>4</b>	<b>21</b>	<b>I love my school</b>	<b>5</b>	<b>28</b>	<b>67%</b>
<b>2</b>	<b>2</b>	<b>13</b>	<b>My school have games yards</b>	<b>3</b>	<b>17</b>	<b>80%</b>
<b>3</b>	<b>5</b>	<b>38</b>	<b>I love all my teachers</b>	<b>7</b>	<b>51</b>	<b>43%</b>
<b>4</b>	<b>10</b>	<b>29</b>	<b>I love all of my teachers</b>	<b>13</b>	<b>39</b>	<b>48%</b>
<b>5</b>	<b>19</b>	<b>26</b>	<b>My school have vary activities</b>	<b>25</b>	<b>35</b>	<b>40%</b>
<b>6</b>	<b>20</b>	<b>40</b>	<b>I share in many cultural activities</b>	<b>27</b>	<b>53</b>	<b>20%</b>
<b>7</b>	<b>5</b>	<b>30</b>	<b>I share in many sports activities</b>	<b>7</b>	<b>40</b>	<b>53.3%</b>
<b>Total</b>	<b>65</b>	<b>205</b>				