

## ملحق (2)

### التوزيع التكراري النسبي للبيانات التعريفية للمبحوثين

#### Frequencies

##### Statistics

|   |         | الجنس | العمر | المؤهل العلمي | المسمى الوظيفي | الخبرة الوظيفية | الحالة الاجتماعية |
|---|---------|-------|-------|---------------|----------------|-----------------|-------------------|
| N | Valid   | 257   | 257   | 257           | 257            | 257             | 257               |
|   | Missing | 0     | 0     | 0             | 0              | 0               | 0                 |

#### Frequency Table

##### الجنس

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | ذكر   | 183       | 71.2    | 71.2          | 71.2               |
|       | أنثى  | 74        | 28.8    | 28.8          | 100.0              |
|       | Total | 257       | 100.0   | 100.0         |                    |

##### العمر

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | أقل من 25 سنة     | 8         | 3.1     | 3.1           | 3.1                |
|       | 25 وأقل من 35 سنة | 81        | 31.5    | 31.5          | 34.6               |
|       | 35 وأقل من 45 سنة | 92        | 35.8    | 35.8          | 70.4               |
|       | 45 سنة فأكثر      | 76        | 29.6    | 29.6          | 100.0              |
|       | Total             | 257       | 100.0   | 100.0         |                    |

##### المؤهل العلمي

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | ثانوي      | 23        | 8.9     | 8.9           | 8.9                |
|       | دبلوم وسيط | 29        | 11.3    | 11.3          | 20.2               |
|       | بكالوريوس  | 128       | 49.8    | 49.8          | 70.0               |
|       | دبلوم عالي | 16        | 6.2     | 6.2           | 76.3               |
|       | ماجستير    | 50        | 19.5    | 19.5          | 95.7               |
|       | دكتورة     | 11        | 4.3     | 4.3           | 100.0              |
|       | Total      | 257       | 100.0   | 100.0         |                    |

### المسمى الوظيفي

|                  | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------|-----------|---------|---------------|--------------------|
| Valid مدير إدارة | 31        | 12.1    | 12.1          | 12.1               |
| نائب مدير إدارة  | 21        | 8.2     | 8.2           | 20.2               |
| رئيس قسم         | 72        | 28.0    | 28.0          | 48.2               |
| موظف             | 124       | 48.2    | 48.2          | 96.5               |
| إخرى             | 9         | 3.5     | 3.5           | 100.0              |
| Total            | 257       | 100.0   | 100.0         |                    |

### الخبرة الوظيفية

|                         | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------------|-----------|---------|---------------|--------------------|
| Valid سنة وأقل من 5 سنة | 46        | 17.9    | 17.9          | 17.9               |
| 5 وأقل من 10 سنة        | 55        | 21.4    | 21.4          | 39.3               |
| 10 وأقل من 15 سنة       | 39        | 15.2    | 15.2          | 54.5               |
| 15 سنة فأكثر            | 117       | 45.5    | 45.5          | 100.0              |
| Total                   | 257       | 100.0   | 100.0         |                    |

### الحالة الاجتماعية

|             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------|-----------|---------|---------------|--------------------|
| Valid متزوج | 195       | 75.9    | 75.9          | 75.9               |
| عازب        | 59        | 23.0    | 23.0          | 98.8               |
| مطلق        | 2         | .8      | .8            | 99.6               |
| أرملة       | 1         | .4      | .4            | 100.0              |
| Total       | 257       | 100.0   | 100.0         |                    |

## ملحق (3)

### اختبار الصدق والثبات

#### 1- عبارات الإيثار :

#### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

— R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   ( A L P H A )  
 1.      A1  
 2.      A2  
 3.      A3  
 4.      A4  
 5.      A5

#### Reliability Coefficients

N of Cases =      257.0

N of Items =      5

Alpha =      .7998

## 2- عبارات الكياسة :

### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

```
— R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   ( A L P H A )
  1.      B1
  2.      B2
  3.      B3
  4.      B4
  5.      B5
```

Reliability Coefficients

N of Cases = 257.0

N of Items = 5

Alpha = .7009

## 3- عبارات وعي الضمير :

### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

```
— R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   ( A L P H A )
  1.      C1
  2.      C2
  3.      C3
  4.      C4
  5.      C5
  6.      C6
```

Reliability Coefficients

N of Cases = 257.0

N of Items = 6

Alpha = .6934

## 4- عبارات الروح الرياضية :

### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

```
— R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   ( A L P H A )
  1.      D1
  2.      D2
  3.      D3
  4.      D4
```

Reliability Coefficients

N of Cases = 257.0

N of Items = 4

Alpha = .7087

## 5- عبارات السلوك الحضاري :

### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

—  
R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   ( A L P H A )  
  
1.        E1  
2.        E2  
3.        E3  
4.        E4

Reliability Coefficients

N of Cases =        257.0                                      N of Items =    4

Alpha =            .6327

## 6- عبارات نية ترك العمل :

### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

—  
  
R E L I A B I L I T Y   A N A L Y S I S   -   S C A L E   ( A L P H A )  
  
1.        F1  
2.        F2  
3.        F3  
4.        F4  
5.        F5  
6.        F6  
7.        F7  
8.        F8  
9.        F9  
10.       F10  
11.       F11  
12.       F12

Reliability Coefficients

N of Cases =        257.0                                      N of Items = 12

Alpha =            .7697

## 7- عبارات تقييم الأداء :

### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

—

```
RELIABILITY ANALYSIS - SCALE (ALPHA)
1.      H1
2.      H2
3.      H3
4.      H4
5.      H5
6.      H6
7.      H7
8.      H8
9.      H9
10.     H10
```

Reliability Coefficients

N of Cases = 257.0

N of Items = 10

Alpha = .9004

## اختبار الصدق والثبات لجميع الأسئلة :

### Reliability

\*\*\*\*\* Method 1 (space saver) will be used for this analysis \*\*\*\*\*

—

```
RELIABILITY ANALYSIS - SCALE (ALPHA)
1.      A1
2.      A2
3.      A3
4.      A4
5.      A5
6.      B1
7.      B2
8.      B3
9.      B4
10.     B5
11.     C1
12.     C2
13.     C3
14.     C4
15.     C5
16.     C6
17.     D1
18.     D2
```

|     |     |
|-----|-----|
| 19. | D3  |
| 20. | D4  |
| 21. | E1  |
| 22. | E2  |
| 23. | E3  |
| 24. | E4  |
| 25. | F1  |
| 26. | F2  |
| 27. | F3  |
| 28. | F4  |
| 29. | F5  |
| 30. | F6  |
| 31. | F7  |
| 32. | F8  |
| 33. | F9  |
| 34. | F10 |
| 35. | F11 |
| 36. | F12 |
| 37. | H1  |
| 38. | H2  |
| 39. | H3  |
| 40. | H4  |
| 41. | H5  |
| 42. | H6  |
| 43. | H7  |
| 44. | H8  |
| 45. | H9  |
| 46. | H10 |

—

## RELIABILITY ANALYSIS - SCALE (ALPHA)

### Reliability Coefficients

N of Cases = 257.0

N of Items = 46

Alpha = .8541

## ملحق (4)

إيجاد الوسط الحسابي والانحراف لإجابات أفراد عينة الدراسة :

### Descriptives

Descriptive Statistics

|                           | N   | Mean   | Std. Deviation |
|---------------------------|-----|--------|----------------|
| الإيثار                   | 257 | 4.5191 | .48604         |
| الكياسة                   | 257 | 4.5479 | .43401         |
| وعي الضمير                | 257 | 4.3054 | .50106         |
| الروح الرياضية            | 257 | 4.0710 | .63282         |
| السلوك الحضاري            | 257 | 4.0584 | .54665         |
| نية ترك العمل             | 257 | 3.6699 | .55623         |
| تقييم الأداء              | 257 | 3.5117 | .84513         |
| سلوكيات المواطن التنظيمية | 257 | 4.3004 | .39304         |
| Valid N (listwise)        | 257 |        |                |

## ملحق (5)

تحديد قوة واتجاه العلاقة بين المتغيرات :

### Correlations

Correlations

|                |                     | الإيثار | الكياسة | وعي الضمير | الروح الرياضية | السلوك الحضاري | نية ترك العمل | تقييم الأداء |
|----------------|---------------------|---------|---------|------------|----------------|----------------|---------------|--------------|
| الإيثار        | Pearson Correlation | 1       | .605**  | .477**     | .348**         | .380**         | .084          | .125*        |
|                | Sig. (2-tailed)     | .       | .000    | .000       | .000           | .000           | .180          | .045         |
|                | N                   | 257     | 257     | 257        | 257            | 257            | 257           | 257          |
| الكياسة        | Pearson Correlation | .605**  | 1       | .464**     | .423**         | .421**         | .182**        | .131*        |
|                | Sig. (2-tailed)     | .000    | .       | .000       | .000           | .000           | .003          | .036         |
|                | N                   | 257     | 257     | 257        | 257            | 257            | 257           | 257          |
| وعي الضمير     | Pearson Correlation | .477**  | .464**  | 1          | .579**         | .479**         | -.042         | .138*        |
|                | Sig. (2-tailed)     | .000    | .000    | .          | .000           | .000           | .498          | .027         |
|                | N                   | 257     | 257     | 257        | 257            | 257            | 257           | 257          |
| الروح الرياضية | Pearson Correlation | .348**  | .423**  | .579**     | 1              | .463**         | .020          | .097         |
|                | Sig. (2-tailed)     | .000    | .000    | .000       | .              | .000           | .753          | .121         |
|                | N                   | 257     | 257     | 257        | 257            | 257            | 257           | 257          |
| السلوك الحضاري | Pearson Correlation | .380**  | .421**  | .479**     | .463**         | 1              | .033          | .360**       |
|                | Sig. (2-tailed)     | .000    | .000    | .000       | .000           | .              | .600          | .000         |
|                | N                   | 257     | 257     | 257        | 257            | 257            | 257           | 257          |
| نية ترك العمل  | Pearson Correlation | .084    | .182**  | -.042      | .020           | .033           | 1             | -.013        |
|                | Sig. (2-tailed)     | .180    | .003    | .498       | .753           | .600           | .             | .839         |
|                | N                   | 257     | 257     | 257        | 257            | 257            | 257           | 257          |
| تقييم الأداء   | Pearson Correlation | .125*   | .131*   | .138*      | .097           | .360**         | -.013         | 1            |
|                | Sig. (2-tailed)     | .045    | .036    | .027       | .121           | .000           | .839          | .            |
|                | N                   | 257     | 257     | 257        | 257            | 257            | 257           | 257          |

\*\* Correlation is significant at the 0.01 level (2-tailed).

\* Correlation is significant at the 0.05 level (2-tailed).

**ملحق (6)**  
**إختبار الفرضية الأولى :**  
**ملحق (6 - 1)**

## Regression

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | تقييم الأداء      | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: الإيثار

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .125 <sup>a</sup> | .016     | .012              | .48316                     |

a. Predictors: (Constant), تقييم الأداء

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1     | Regression | .948           | 1   | .948        | 4.059 | .045 <sup>a</sup> |
|       | Residual   | 59.529         | 255 | .233        |       |                   |
|       | Total      | 60.477         | 256 |             |       |                   |

a. Predictors: (Constant), تقييم الأداء

b. Dependent Variable: الإيثار

**Coefficients<sup>a</sup>**

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 4.266                       | .129       |                           | 33.060 | .000 |
|       | تقييم الأداء | .072                        | .036       | .125                      | 2.015  | .045 |

a. Dependent Variable: الإيثار

## ملحق (2 - 6)

### Regression

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | تقييم الأداء      | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: الكياسة

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .131 <sup>a</sup> | .017     | .013              | .43110                     |

a. Predictors: (Constant), تقييم الأداء

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1     | Regression | .830           | 1   | .830        | 4.464 | .036 <sup>a</sup> |
|       | Residual   | 47.392         | 255 | .186        |       |                   |
|       | Total      | 48.221         | 256 |             |       |                   |

a. Predictors: (Constant), تقييم الأداء

b. Dependent Variable: الكياسة

**Coefficients<sup>a</sup>**

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 4.311                       | .115       |                           | 37.443 | .000 |
|       | تقييم الأداء | .067                        | .032       | .131                      | 2.113  | .036 |

a. Dependent Variable: الكياسة

## ملحق (3 - 6)

### Regression

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | تقييم الأداء      | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: الروح الرياضية

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .097 <sup>a</sup> | .009     | .006              | .63106                     |

a. Predictors: (Constant), تقييم الأداء

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1     | Regression | .966           | 1   | .966        | 2.425 | .121 <sup>a</sup> |
|       | Residual   | 101.551        | 255 | .398        |       |                   |
|       | Total      | 102.517        | 256 |             |       |                   |

a. Predictors: (Constant), تقييم الأداء

b. Dependent Variable: الروح الرياضية

**Coefficients<sup>a</sup>**

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 3.816                       | .169       |                           | 22.639 | .000 |
|       | تقييم الأداء | .073                        | .047       | .097                      | 1.557  | .121 |

a. Dependent Variable: الروح الرياضية

## ملحق (4 - 6)

### Regression

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | تقييم الأداء      | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: وعي الضمير

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .138 <sup>a</sup> | .019     | .015              | .49724                     |

a. Predictors: (Constant), تقييم الأداء

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1     | Regression | 1.225          | 1   | 1.225       | 4.955 | .027 <sup>a</sup> |
|       | Residual   | 63.047         | 255 | .247        |       |                   |
|       | Total      | 64.272         | 256 |             |       |                   |

a. Predictors: (Constant), تقييم الأداء

b. Dependent Variable: وعي الضمير

**Coefficients<sup>a</sup>**

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 4.018                       | .133       |                           | 30.255 | .000 |
|       | تقييم الأداء | .082                        | .037       | .138                      | 2.226  | .027 |

a. Dependent Variable: وعي الضمير

## ملحق (6 - 5)

### Regression

Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | تقييم الأداء      | .                 | Enter  |

- a. All requested variables entered.  
b. Dependent Variable: السلوك الحضاري

Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .360 <sup>a</sup> | .130     | .126              | .51096                     |

- a. Predictors: (Constant), تقييم الأداء

ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 9.925          | 1   | 9.925       | 38.016 | .000 <sup>a</sup> |
|       | Residual   | 66.574         | 255 | .261        |        |                   |
|       | Total      | 76.500         | 256 |             |        |                   |

- a. Predictors: (Constant), تقييم الأداء  
b. Dependent Variable: السلوك الحضاري

Coefficients<sup>a</sup>

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 3.240                       | .136       |                           | 23.743 | .000 |
|       | تقييم الأداء | .233                        | .038       | .360                      | 6.166  | .000 |

- a. Dependent Variable: السلوك الحضاري

## ملحق (6 - 6)

### Regression

Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | تقييم الأداء      | .                 | Enter  |

- a. All requested variables entered.  
b. Dependent Variable: سلوكيات المواطن التنظيمية

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .227 <sup>a</sup> | .051     | .048              | .38357                     |

a. Predictors: (Constant), تقييم الأداء

### ANOVA<sup>b</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 2.030          | 1   | 2.030       | 13.799 | .000 <sup>a</sup> |
|       | Residual   | 37.517         | 255 | .147        |        |                   |
|       | Total      | 39.547         | 256 |             |        |                   |

a. Predictors: (Constant), تقييم الأداء

b. Dependent Variable: سلوكيات المواطن التنظيمية

### Coefficients<sup>a</sup>

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 3.930                       | .102       |                           | 38.365 | .000 |
|       | تقييم الأداء | .105                        | .028       | .227                      | 3.715  | .000 |

a. Dependent Variable: سلوكيات المواطن التنظيمية

## ملحق (7)

### إختبار الفرضية الثانية :

## Regression

### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | تقييم الأداء      | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: نية ترك العمل

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .013 <sup>a</sup> | .000     | -.004             | .55728                     |

a. Predictors: (Constant), تقييم الأداء

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F    | Sig.              |
|-------|------------|----------------|-----|-------------|------|-------------------|
| 1     | Regression | .013           | 1   | .013        | .041 | .839 <sup>a</sup> |
|       | Residual   | 79.193         | 255 | .311        |      |                   |
|       | Total      | 79.206         | 256 |             |      |                   |

a. Predictors: (Constant), تقييم الأداء

b. Dependent Variable: نية ترك العمل

### Coefficients<sup>a</sup>

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | 3.699                       | .149       |                           | 24.854 | .000 |
|       | تقييم الأداء | -.008                       | .041       | -.013                     | -.204  | .839 |

a. Dependent Variable: نية ترك العمل

## ملحق (8)

### إختبار الفرضية الثالثة :

## Regression

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered                                                         | Variables Removed | Method |
|-------|---------------------------------------------------------------------------|-------------------|--------|
| 1     | السلوك الحضاري, الإيثار, الروح الرياضية, الكياسة, وعي الضمير <sup>a</sup> | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: نية ترك العمل

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .232 <sup>a</sup> | .054     | .035              | .54638                     |

a. Predictors: (Constant), السلوك الحضاري, الإيثار, الروح الرياضية, الكياسة, وعي الضمير

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1     | Regression | 4.275          | 5   | .855        | 2.864 | .016 <sup>a</sup> |
|       | Residual   | 74.931         | 251 | .299        |       |                   |
|       | Total      | 79.206         | 256 |             |       |                   |

a. Predictors: (Constant), السلوك الحضاري, الإيثار, الروح الرياضية, الكياسة, وعي الضمير

b. Dependent Variable: نية ترك العمل

**Coefficients<sup>a</sup>**

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
|       |                | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)     | 2.931                       | .402       |                           | 7.292  | .000 |
|       | الإيثار        | .010                        | .092       | .009                      | .109   | .913 |
|       | الكياسة        | .323                        | .105       | .252                      | 3.070  | .002 |
|       | وعي الضمير     | -.186                       | .092       | -.168                     | -2.019 | .045 |
|       | الروح الرياضية | .006                        | .069       | .007                      | .087   | .931 |
|       | السلوك الحضاري | .001                        | .076       | .001                      | .008   | .994 |

a. Dependent Variable: نية ترك العمل