

## الدكاء الشعوري وعلاقته بالسمات الشخصية للقادة الإداريين

المعضلة الفكرية

هل أن مستوى الذكاء الشعوري يتباين بتباين بعض الجوانب الشخصية للقادة الإداريين مثل (الجنس، العمر، سنوات الخدمة، الحالة الاجتماعية والتحصيل الدراسي) الأمر الذي يقود إلى مجموعة من التساؤلات

أهمية البحث وأهدافه

فرضية البحث

عينة البحث وأدواته

المحور الأول: المهاد النظري

أولاً: مفهوم الذكاء الشعوري وجذوره التاريخية

ثانياً: عناصر الدّكاـ الشعوري

. (& Higgs, 1999: 250

(Davis,1997:447).

ثالثاً: الذكاء الشعوري والجنس

(Barnnon, 1985: 308).

المحور الثاني: عرض وتحليل البيانات واختبار الفرضيات

أ: نتائج مسنويات الذكاء الشعوري لأفراد العينة بحسب الجنس



5.56	7	5.56	2	5.68	5		
79.03	98	63.89	23	85.23	75		
15.23	19	30.55	11	9.09	8		
%100 =P	124=N	%100	36	%100	88		
3.22	4	2.78	1	3.41	3		
87.10	108	72.22	26	93.18	82		
9.68	12	25.0	9	3.41	3		
%100 =P	124=N	%100	36	%100	88		
7	7	5.56	2	5.68	5		
94	94	61.11	22	81.82	72		
23	23	33.33	12	12.50	11		
%100 =P	124=N	%100	36	%100	88		
1	1	--	--	1.14	1		
100	100	61.11	22	88.64	78		
23	23	38.89	14	10.22	9		
%100 =P	124=N	%100	36	%100	88		
1	1	--	--	1.14	1		
106	106	66.67	24	93.18	82		
17	17	33.33	12	5.68	5		
%100 =P	124=N	%100	36	%100	88		

تفسير النتائج

% 100	% 52.51	% 47.49	
% 100	% 52.63	% 47.37	
% 100	% 52.41	% 47.59	
% 100	% 53.33	% 46.67	
% 100	% 53.29	% 46.71	

ب. نتائج مسنويات الدكاء الشعوري لأفراد العينة تحسب العكس

$$\begin{aligned}
 & : ( \\
 203.41 &= (3 \times 9.09) + (2 \times 85.23) + (1 \times 5.68) : \\
 \underline{224.99} &= (3 \times 30.55) + (2 \times 63.89) + (1 \times 5.56) : \\
 & 428.4 : \\
 47.49 &= 100 \times (428.4 \div 203.41) : \\
 52.51 &= 100 \times (428.4 \div 224.99) :
 \end{aligned}$$

				49 - 40		39 - 30					
5.65	7	3.57	1	5.0	2	2.63	1	16.67	3		
79.03	98	71.43	20	75.0	30	94.74	36	66.67	12		
15.32	19	25.0	7	20.0	8	2.63	1	16.66	3		
100=P	124 =N	%100	28	%100	40	%100	38	%100	18		
3.23	4	3.57	1	--	--	2.63	1	11.11	2		
87.10	108	85.71	24	87.5	35	92.11	35	77.78	14		
9.67	12	10.72	3	12.5	5	5.26	2	11.11	2		
100=P	124 =N	%100	28	%100	40	%100	38	%100	18		
5.65	7	7.14	2	5.0	2	2.63	1	11.11	2		
75.80	94	78.57	22	70.0	28	86.84	33	61.11	11		
18.55	23	14.29	4	25.0	10	10.53	4	27.78	5		
100=P	124 =N	%100	28	%100	40	%100	38	%100	18		
5.65	7	3.57	1	5.0	2	5.26	2	11.11	2		
75.80	94	85.71	24	72.5	29	73.68	28	72.22	13		
18.55	23	10.72	3	22.5	9	21.05	8	16.67	3		
100=P	124 =N	%100	28	%100	40	%100	38	%100	18		
4.84	6	3.57	1	5.0	2	2.63	1	11.11	2		
80.65	100	82.14	23	75.5	30	89.47	34	72.22	13		
14.51	18	14.29	4	20.0	8	7.89	3	16.67	3		
100=P	124 =N	%100	28	%100	40	%100	38	%100	18		

تفسير النتائج

		49 - 40	39 - 30	30 <	
%100	%26.47	%25.71	%23.91	%23.91	
%100	%25.20	%25.84	%24.64	%24.32	
%100	%24.32	%25.83	%24.41	%25.44	
%100	%24.49	%25.71	%25.50	%24.30	
%100	%25.19	%25.70	%24.54	%24.57	

ج . نتائج مسنويات الذكاء الشعوري لأفراد العينة بحسب الحالة الاجتماعية

5.65	7	4.21	4	10.35	3		
79.03	98	80.0	76	75.86	22		
15.32	19	15.79	15	13.79	4		
100 =P 124 =N		%100	95	100%	29		
3.23	4	3.16	3	3.45	1		
87.09	108	88.42	84	82.76	24		
9.68	12	8.42	8	13.79	4		
100 =P 124 =N		%100	95	100%	29		
5.65	7	4.21	4	10.35	3		
75.80	94	80.0	76	62.07	18		
18.55	23	15.79	15	27.58	8		
100 =P 124 =N		%100	95	100%	29		
2.42	3	1.05	1	6.90	2		
78.23	97	78.95	75	75.86	22		
19.35	24	20.0	19	17.24	5		
100 =P 124 =N		%100	95	100%	29		
3.23	4	1.05	1	10.35	3		
80.64	100	83.16	79	72.41	21		
16.13	20	15.79	15	17.24	5		
100 =P 124 =N		%100	95	100%	29		

تفسير النتائج

% 100	% 50.98	% 49.02	
% 100	% 49.39	% 50.61	
% 100	% 49.34	% 50.66	
% 100	% 51.0	% 49.0	
% 100	% 50.92	% 49.08	

د. نتائج مسنوبات الذكاء الشعوري لأفراد العينة بحسب التحصيل الدراسي

5.65	7	--	--	5.56	4	4.35	1	11.11	2		
79.03	98	81.82	9	79.17	57	82.61	19	72.22	13		
15.32	17	18.18	2	15.27	11	13.04	3	16.67	3		
100 =P 124 =N		%100	11	%100	72	%100	23	%100	18		
3.23	4	--	--	4.17	3	4.35	1	--	--		
87.09	108	90.91	10	87.5	63	82.61	19	88.89	16		
9.68	12	9.09	1	8.33	6	13.04	3	11.11	2		
100 =P 124 =N		%100	11	%100	72	%100	23	%100	18		
5.65	7	--	--	4.17	3	8.70	2	11.11	2		
75.80	94	45.45	5	79.17	57	73.91	17	83.33	15		
18.55	23	54.55	6	16.67	12	17.39	4	5.56	1		
100 =P 124 =N		%100	11	%100	72	%100	23	%100	18		
4.84	6	--	--	1.39	1	8.70	2	16.67	3		
76.61	95	72.73	8	84.72	61	69.56	16	55.55	10		
18.55	23	27.27	3	13.89	10	21.74	5	27.78	5		
100 =P 124 =N		%100	11	%100	72	%100	23	%100	18		
4.84	6	--	--	1.39	1	8.70	2	16.67	3		
81.45	101	81.82	9	84.72	61	78.26	18	72.22	13		
13.71	17	18.18	2	13.89	10	13.04	3	11.11	2		
100 =P 124 =N		%100	11	%100	72	%100	23	%100	18		



تفسير النتائج

% 100	% 25.90	% 24.90	% 24.80	% 24.40	
% 100	% 25.10	% 24.51	% 25.05	% 25.34	
% 100	% 29.19	% 24.44	% 24.0	% 22.37	
% 100	% 26.31	% 24.60	% 24.66	% 24.44	
% 100	% 26.31	% 25.62	% 24.63	% 23.48	

هـ . نتائج مسنويات الذكاء الشعوري لأفراد العينة بحسب سنوات الخدمة

15 - 8									
5.65	7	4.48	3	3.03	1	12.5	3		
79.03	98	74.63	50	90.91	30	75.0	18		
15.32	19	20.89	14	6.06	2	12.5	3		
100 =P 124 =N		% 100	67	%100	33	%100	24		
3.23	4	1.49	1	3.03	1	8.33	2		
87.09	108	88.06	59	93.94	31	75.0	18		
9.68	12	10.45	7	3.03	1	16.67	4		
100 =P 124 =N		% 100	67	%100	33	%100	24		
5.65	7	5.97	4	6.06	2	4.17	1		
75.80	94	74.63	50	84.85	28	66.67	16		
18.55	23	19.40	13	9.09	3	29.16	7		
100 =P 124 =N		% 100	67	%100	33	%100	24		
3.23	4	1.49	1	--	--	12.5	3		
80.64	100	85.07	57	78.79	26	70.83	17		
16.13	20	13.34	9	21.21	7	16.67	4		
100 =P 124 =N		% 100	67	%100	33	%100	24		
3.23	4	1.49	1	--	--	12.5	3		
82.26	102	82.09	55	90.91	30	70.83	17		
14.51	18	16.42	11	9.09	3	16.67	4		
100 =P 124 =N		% 100	67	%100	33	%100	24		

تفسير النتائج

%100	%34.94	%32.78	%32.29	
%100	%33.85	%32.40	%33.75	
%100	%33.27	%31.65	%35.08	
%100	%33.22	%34.73	%32.05	
%100	%34.21	%33.29	%32.50	

ثانياً: تحليل علاقات الارتباط

أ. علاقة الارتباط بين الذكاء الشعوري والجنس

## ب . علاقة الارتباط بين الذكاء الشعوري والعمل

						الجوانب الشخصية
0.274*	0.311*	0.201**	0.301**	0.296**		
0.119	0.010	0.072	0.157	0.136		
0.066	0.024	0.074	-0.004	0.025		
0.027	-0.062	0.136	-0.027	0.123		
0.119	0.024	0.084	0.175	0.146		

Correlation is Significant at the 0.01 Level (2-tailed) \*\*

Correlation is Significant at the 0.05 Level (2-tailed) \*

## ج . علاقة الارتباط بين الذكاء الشعوري والحالة الاجتماعية

## د . علاقة الارتباط بين الذكاء الشعوري والنحصيل الدراسي

## هـ . علاقة الارتباط بين الذكاء الشعوري وسنوات الخدمة

## ثالثاً: اخبصار فرضيات البحث

(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )	(X <sup>2</sup> )
18.13	9.177	25.0	12.675	11.07	3.771	25.0	22.224	11.07	15.429
15.51	14.835	21.03	4.482	9.49	2.580	21.03	20.890	9.49	16.798
15.51	18.629	25.0	18.868	11.07	9.344	25.0	18.286	11.07	10.365
15.51	15.988	25.0	12.440	11.07	9.362	25.0	28.857	11.07	16.501
15.51	22.394	25.0	10.595	11.07	8.972	25.0	23.738	11.07	17.457

الفرضية الرئيسية

(11.07).

(25.0).

المحور الثالث: الاستنتاجات والنوصيات

أولاً: الاستنتاجات

ثانياً: النوصيات



المصادر

أولاً: الكتب

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