

Proceedings of the 2nd Annual World Conference
of the Society for Industrial And Systems Engineering
Las Vegas, NV, USA
November 5-7, 2013

Relating Professionalism, Psychosocial Status and Gender to Job Satisfaction; an Empirical Study in Egyptian Enterprises

R Alkadeem

Associate Professor, Industrial Engineering,
Alexandria University, Egypt

Corresponding Author's Email: reemkadeem@gmail.com

Author Note: The author wishes to acknowledge the great effort of her students Hani Afifi, Adel metwally, Ayman Mohammed regarding data collection. The author also would like to acknowledge the support and generous access offered by managers, Human Resources managers and the employees of all companies that participated in this research.

Abstract: The present research is initiated starting from the uncertainties arising in the internal and external environment of the Egyptian organizations, the fact that there is lack of data concerning the whole employment environment in the developing countries in general, and especially Egypt, calls for an urgent exploration. In this study, the effect of the personnel aspects in terms of professionalism, psychosocial status, gender, and employees' occupational level on perceived job satisfaction is investigated. The ANOVA showed a significant relationship between the employees' psychosocial status and their perceived job satisfaction ($p < 0.05$). This research is an initiative endeavor digging into the black-boxed Egyptian enterprises' world, trying to reveal facts about the ruling factors in the organization and their impact on the Egyptian employees' perceived satisfaction and hence the organizations' performance.

Keywords: Professionalism, Psychosocial aspect, Job Satisfaction