

Path Analysis of Causal Relationships among Organizational Commitment, Career Alienation, Social Intelligence and Psychological Empowerment among sample of Teachers

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Summary

The current research aims at testing path analysis of causal relationships among organizational commitment, career alienation, social intelligence and psychological empowerment among a sample of teachers. The research sample consisted of (329) female teachers in Fayoum Governorate. The mean age is (25.6) years old and standard deviation (4.8). Four scales were used: Organizational Commitment (translated by the researcher), Career Alienation (prepared by the researcher), Social Intelligence (translated by the researcher), and Psychological Empowerment (translated by the researcher). The most important results indicate that there is a statistically significant positive direct effect of social intelligence on organizational commitment. There is also a statistically significant positive direct effect of psychological empowerment on organizational commitment. There is a statistically significant negative direct effect of career alienation on social intelligence. Moreover, there is a statistically significant negative direct effect of career alienation on psychological empowerment. There is a statistically significant negative indirect effect of career alienation on organizational commitment mediated by social intelligence & psychological empowerment. The educational implications are discussed in the research represented in the recommendations. A number of suggestions, related to future studies and researches in the research field, are presented.

Key Words:

Organizational Commitment- Career Alienation- Social Intelligence- Psychological Empowerment.