



ملخص البحث الثاني- بحث مشترك

تأثير نمط القيادة الروحية على الرضا الوظيفي للعاملين بشركات السياحة المصرية فئة (أ)	عنوان البحث
The effect of spiritual leadership style on job satisfaction for employees in Egyptian travel agents, category (A).	
أ.م.د. مروة صلاح قاعود سلام (قسم الدراسات السياحية) د. مروة سيد وهبه محمود (قسم الدراسات السياحية)	المشاركون
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Abstract

Spiritual leadership is based on the basic needs of both leaders and employees in organizations, which is reflected in achieving the goals of the organization and achieving staff satisfaction with them. Where spiritual leadership includes a set of values, attitudes and behaviors necessary to motivate others so that they have a sense of spiritual survival by creating a shared vision between employees and the organization they seek to achieve as well as building a social, organizational culture based on the love of altruism that leaders and employees enjoy and thus having a sense of belonging, understanding and cooperation as well. Spiritual leadership develops the faith of these employees towards achieving the organization's policies. Therefore, the current research aims to shed light on knowing the extent of the influence of the spiritual leadership on the job satisfaction of employees in Egyptian tourism companies category (A). By studying the relationship between the dimensions of spiritual leadership and job satisfaction for employees in these companies in order to achieve the goals of the research, the researchers used the quantitative method and selected a sample of employees from these companies. The sample size reached 250 company, 200 forms were completely returned, then the data was analyzed using the SPSS statistical program (version 20) and using WarpPLS (6) as a structural equation modeling program to

عميد الكلية

أ.د. أشرف السيد عبدالمعبود

رئيس قسم الدراسات السياحية

أ.د. نانسي محمد فوزي

المتقدم

د. مروة سيد وهبه محمود



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test the study hypotheses.

The most important results of the study were the presence of a statistically significant relationship between driving habits (vision - love altruism - hope) and job satisfaction for employees in Egyptian tourism companies, category (A). The study recommended the tourism companies category (A) adopt a clear vision to be a guide for workers in achieving the goals of the company and the leaders within the tourism companies should adopt the highest ideals for workers and spread those qualities among employees as well as the necessity of spreading principles of spiritual leadership by conducting training courses for employees on its importance and role in achieving employee satisfaction.

Key words: spiritual leadership - vision - love altruism - hope - job satisfaction.

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أ.د. أشرف السيد عبدالمعبود

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