

المناخ التنظيمي في المؤسسات السعودية

(Organizational Climate)

(Behavior) (Attitudes) (Organizations)

(Measurements) (Determinants)

(Attributes) (Characteristics)

(Forehand & Gilmer, 1964; Glick, 1985)

Campbell, Dunnette, Lawler, & Weick, 1970; Hellriegel & Slocum, 1977; James & Jones, 1974; Joyce & Slocum, 1979; Schneider, 1975; Schneider & Reichers, 1983; Ashforth, 1985; Joyce & Slocum, 1982; Patterson, Payne, & West, 1996; Sparrow & Gaston, 1996; Denison, 1996; Lindell & Bandt, 2000).

(Personalities)

(Organizational Structure)

(Mechanistic)

(Organic)

(Structuralist)

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(Subjectivist)

(Interactionist)

(Perceptual)

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(Collective Climate)

(Work

(Work Team Climate)

Group Climate)

(Organizational

Culture)

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(Moderating

(Mediating Variable)

.Variable)

(Perceive)

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.(Schneider & Hall, 1972, p.447) .

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(Attributes)

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.(Hellriegel & Slocum, 1974, p.256) "

() :

() (Evaluative) (Descriptive)
(levels of Analysis)

() (Micro) (Macro)

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.(Hellriegle & Slocum, 1974, p.256)

(James &

() : Jones, 1974)

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" :

() () :

(Forehand & Gilmer, 1964, p.

()

(Attributes) " : .362)

(Attitudes)

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.(Campbell et al., 1970, p.390)

(Schneider & Hall, 1972, p.447)]

" [

(Global Impression)

.(Schneider & Snyder, 1975, p. 318) "

(James & Jones, 1974)

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.(James & Jones, 1974, p. 1099) "

(Global Concept)

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.(Jackofsky & Slocum, 1988, p. 319)

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.(Moran & Volkwein, 1992, p. 19)

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(Etiology)

(Schneider &

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" :

Reichers, 1983)

.(Schneider & Reickers, 1983, p.25) "

(Schneider & (Meanings)
() .Reichers, 1983)

(Payne & Pugh, 1976)

.(Organizational Events)

(Structural " " :
.Approach to the Etiology of Climates)

: (Schneider & Reichers, 1983)
(Selection-Attraction-Attrition Approach to the " - - "
" " .Etiology of climate)

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(Symbolic Interactionist " " :
.Approach to the Etiology of Climate)

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(Schneider & Reichers, 1983)

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.(Schneider & Reichers, 1983)

(Schneider & Reichers, 1983)

(Ashforth, 1985) ()

() .(Symbolic Management)
(Multilevel Analysis)

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.(Glick, 1985)

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.() (

) : (

.(Schneider & Hall, 1972)

(Single Global Concept)

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((Schneider & Reichers, 1983. "

.p. 21)

Guion, 1973; :)

(Johannesson, 1973

:) .(Job Satisfaction)

(Joyce & Slocum, 1975; Lafollette & Sims, 1975; Schneider & Snyder, 1975

(Evaluations) (Description)

(Schneider & Snyder, 1975)

(JDI)

(Johannesson, 1973)

(Generic)

:)

.(Guion, 1973; James & Jones, 1974

(James & (Overlap)

(Lawler, (Jones & James, 1979) Jones, 1974)

(Jones & James, 1979) Hall, & Oldham, 1974)

(Multidimensional)

(Unidimensional)

.(Glick, 1985, p. 606) " -

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(Business Organization Climate Index, BOCI) "

(Payne & Pheysey, 1971)

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.(Patterson, Payne, & West, 1996) ($\alpha = .89$) ($\alpha = .65$) (BOCI)

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.(Sparrow & Gaston, 1996)

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(Agency

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Climate Questionnaire, ACQ)

(Jackofsky & Slocum, 1988)

.(Schneider, 1972 :)

(Newman, 1977)

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(Jackofsky & . ()
.($\alpha = .87$) ($\alpha = .71$) Slocum, 1988)

(Facet-Specific)

() (Anderson & West, 1998) (Innovation)
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(Team Climate Inventory, TCI)

() () :
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(Hershberger, Lichtenstein, & Knox, 1994)

() (Work Environment Scale, WES)

) () :

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.() ()
.($\alpha = .76$) ($\alpha = .51$)

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(Lin, Madu, & Kuei, 1999)

() () () :
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(Shadur, Kienzle, & Rodwell, 1999)

(OCI, Organizational Climate Index)

() () () :
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(.89 .92 .89)

(Perceptual

Measures)

Evans, 1963; Lirtzman, House, & Rizzo, 1973; Pugh, :

(Hickson, Hennings, & Turner, 1969

.(Hellriegel & Slocum, 1974, p. 256) "

(Average Means)

.(Guion, 1973, p. 121) "

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Ashforth, 1985; :) (Cognitive)
(James & Sells, 1981; Schneider & Reichers, 1983
(Shared Perception)

Guion, 1973; Jackofsky & :)
(Slocum, 1988; Patterson, West, & Payne, 1992; and Payne, 1990

.(Anderson & West, 1998) (Not Mutually Exclusive)

(Johanneson, 1973 :)

)

.(Patterson et al, 1996 :

(Level of (Unit of Theory)

Analysis)

(Glick, 1980)

Zohar, 2000; Dansereau & Alutto, :

" (Schnider & Reichers, 1983, p. 20) .(1990

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Florin, Giamartino, Kenny, & Wandersman, :)

.(1990; Zohar, 2000

(Dansereau et (Al-kelabi, 2000)

(Al-kelabi, 1991)

(Florin et al., 1990)

.al., 1995, 1998)

...." (Zohar, 2000, p. 587)

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(Drexler, 1977, p. 38)

.(James & Jones, 1974; Drexler, 1977 :)

(Drexler, 1977)

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Jame & Jones, 1974; Joyce & Slocum, 1982; :) (Individual Level)

(Schneider, 1975

(Aggregate Climate)

(Drexler, 1977; Jones & James, 1979:)

(Schneider & Snyder, 1975 :)

(Membership) (Schneider, 1975 :)

.(Joyce & Slocum, 1984)

(Joyce & Slocum, 1984)

(Collective Climate)

(Aggregate Climate)

(Cluster Analysis)

(Clusters)

(Joyce & Slocum, 1984)

(Payne, 1990)

(Payne, 1990)

(Joyce, & Slocum, 1984)

(Jackofsky & Slocum, 1988) (Longitudinal Study)

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.(Time 1)

(Time 2)

(Collective Climate)

.(Cluster Analysis)

(Patterson et al., 1996)

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(Psychological

(James & Jones, 1974; Joyce & (Organizational Climate) Climate)

.Slocum, 1979, 1982)

.(Joyce & Slocum, 1982, p. 951-952)

(Climate Discrepancy)

(Joyce & Slocum, 1982, p. 953)

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(Individuals Climate

(Joyce & Slocum, 1982)

Discrepancy)

(Error)

(Joyce & Slocum, 1982)

() (Average :)

() :

() ()

(James & Jones, 1974)

(Drexler,1977)

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(Drexler, 1977, p. 41)

.(Variance)

" "

(Glick, 1985)

(Multilevel)

(Ostroff,

.1993; Pfeffer & Salancik, 1978)

(Person-Environment Congruence)

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.(Schneider, 1987 :) -

(Organizational Structure)

(Ostroff, 1993)

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() () :

(Aggregate) .

(Ostroff, 1993)

(Agreement)

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(Ostroff & Rothausen, 1997) .(

(Tenure)

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.(Ostroff & Rothausen, 1997, p. 179)

(Schneider, 1987)

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(Ostroff & Rothausen, 1997) .

" : (Ryan & Schmit, 1996, p.75-76)

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(Organizational Climate)

(Organizational Culture)

() (Review Study)

.(Denison, 1996)

(Schwartz & Davis, 1981, p. 32)

.(Denison, 1996)

(Anthropology)

.(James, James, & Ashe, 1990; Joyce & Slocum, 1984)

(Sparrow & Gaston, 1996)

.(Ott, 1989)

(Frames of Organizational Reference)

.(Units of Analysis)

(Units of Theory)

(Sparrow &

.Gaston, 1996, p. 681)

(Sparrow & Gaston,

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.1996, p. 681)

(Qualitative

Analysis)

.(Quantitative Analysis)

(Myths)

(Symbols)

(Rituals)

(Sparrow & Gaston, 1996)

(Hofstede, Neuijen, Ohayr, &

Sanders, 1990)

(Heroes)

(Moran & Volkwein, 1992)

(Moran &

.Volkwein, 1992)

() (Review Study)

(Hoy, 1997, p. ()

.(Denison, 1996)

() " :13)

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(Evolution)

(Denison, 1996)

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() .(Denison, 1996, p.645) ()

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(Cummings, 1965) (Creative Climate)

(Ethical (Anderson & West, 1998) (Innovation Climate)

(Cummings, 1965) .(Victor & Cullen 1988; Vardi, 2000) Climate)

(Cummings, 1965)

(Creative Organization)

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(Anderson & West, 1998)

.(Team Climate Inventory, TCI)

(Specific Climate)

(Anderson & West, 1998)

(Schneider & Reichers, 1983)

(Rousseau, 1988)

(Vision)

(Participative Safety)

(Task

(Anderson & West, 1998)

Orientation)

(Anderson & West,

(Support for Innovationa)

1998)

(Norms)

.(Cohen, 1995; Naumann & Bennett, 2000; Victor & Cullen, 1988)

(N = 872)

(Victor & Cullen, 1988)

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(Vardi, 2001)

(Victor & Cullen, 1988)

.(Organizational Misbehavior)

(Antecedent Variables)

(James &

(Structural)

James, 1989)

(Lindell & Whitney, 1995)

(James & Jones, (James & Jones, 1980)
(Schneider & Bowen, 1985) 1976)

(Zohar, 1980) (Kozlowski & Hults, 1987)
(Lindell & Whitney, 1995)
(Lindell & Brandt, 2000)

(Hershberger, Lichtenstein, &
(Genetics) Knox, 1994)
(Supportive Climate)

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(Shadur, Kienzle, & Rodwell, 1999)
(Job Involvement)
(Lin, Madu, & Kuei, 1999)
(Quality Management
(Griffin & Mathieu, 1997) Practices)

(Barling & Wade, 1990)

: (Company Commitment)
(Tesluk, Vance & Mathieu, 1999)

() () ()
() : (Borucki & Burke, 1999)
(Service Climate Variables)
()
(Path Analysis)

() (Feldt, Kinnunen, & Mauno, 2000)

(Sense of Coherence)
(Waters, Roach, & Batlis, 1974)
(Job Involvement)

(Prichard & (N = 76) Karasick, 1973)

(LaFollett & Sims, 1975)

(Lawler, Hall, & Oldham, 1974)

(DeCotiis & (Path Analysis)

(Organizational

Summers, 1987)

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. Commitment)

(Putti & Kheun, 1986)

(Gunter & Furnham, 1996)

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.(Pride in Organization)

(N

(Ostroff, 1993)

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= 533)

(Spreitzer, (Fortun 50 Organizations)
(Feeling of Empowerment) 1996)

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(N = 76)

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(Witt, 1993)

.(Alienation)

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(Smeltzer & Fann, 1989)

(Locus of " " " " " " " " Control)

(Butcher, 1994)

(Organizational Mission)

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(Schneider, 1987)

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