

-
:
/ / :
/ / :

- -
- -

/ ± / , / ± / **M ± (SD)**
/ ± /



.()

()

.()

()

.()

.()

-
- 1- Organizational Commitment
 - 2- Affective Commitment
 - 3- Continous Commitment
 - 4- Normative Commitment
 - 5- Sheldon
 - 6- Brian Turner



()

.()

.()



, ()

:

()

()

()

. ()

)

. ()

(

. ($\alpha = /$)

:

(/)

(/)

-
- 1- Morgan
 - 2- Allen and Meyer
 - 3- Achieve Model
 - 4- Ability
 - 5- Clarity
 - 6- Help
 - 7- Incentive
 - 8- Evaluation
 - 9- Validity
 - 10- Environment
 - 11- Chronbach

(/)

(/)

, SPSS11

:

.()

ANOVA

/ , /

/ ,

/ ,

/

,

.

/

/ .

/

/

/

/ ,

/

, .

.

	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	
	/	/	

.()

Sig	df	F	SD	M	
/		/	/	/	
/		/	/	/	
/		/	/	/	

.()(Sig = / F = /)

Sig	df	F	SD	M	
/		/	/	/	
/		/	/	/	
/		/	/	/	
/		/	/	/	
/		/	/	/	
/		/	/	/	
/		/	/	/	
/		/	/	/	
/		/	/	/	

.(Sig = / r = /)

.(Sig = / r = /)

(Sig = / r = /)

(Sig = / r = /)

.(Sig = / r = /)

(Sig = / F = /)

.(Sig = / r = /)

(Sig = / r = /)

(Sig = / r = /)



.()

.()« »

()

.()

.()

.()

.()

()



.()

« »

.()

()

()

(

)

()

.()



.()

.

.

.

.

.

.

()

()

)

()

.

.

.()

.

.

.

.

.

.

.

.

.

.

.

.

.

.

.



"()

"()

"()

"()

"()

"()

"()

"()

"()

"()

"()

"()

13. Brian Turner. (2005). "Organizational and occupational commitment, intention to live, and perceived performance of intercollegiate coaches". *JSM*. 19(2).

14. Chin Kuen Keong and Brian Sheehan.(2003). "An assessment of the multidimensionality of organizational commitment in malayisa". <http://www.aamo.Net> 14/6/1384.

15. Everwijn et al. (1990). "Commitment and competence in solving work performance problems *European management Journal* Volume 8. Issue 4.

16. Jennifer Bright Preston, William A. Brown . (2004). "Nonprofit management and leadership". Vol 15, No 2.

17. Packianathan Chelladurai.(1999). "Human resource management in sport and recreation". First edition. US. *Human Kinetics*.

18. Sarah K. Soulen. (2003). "Organization commitment, perceived supervisor, and performance". <http://etd>. Utk. Edu. 26/5/1384.

19. Steer R.M. Porter L.W. (1983). "Motivation and work Behavior". *Mc Graw Hill Book*.