

**Banha University**  
**Faculty of Commerce**  
**Business Administration dept.**

THE EFFECT OF THE WORK STRESS ON THE JOB  
SATISFACTION FOR THE WOMEN LEADERS FROM  
BY APPLIANCE ON THE WORKERS EDUCATION  
ASSOCIATION IN CAIRO AREA

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## THE ABSTRACT

The woman now covered increasing in the numerous administrative levels and also the all organizational levels that is because the direct changes for the women work and the sight to her by considering her as active agent in the society, increasing the social acceptance for her leadership style, that is also helping to remove many of boundaries which faced the woman to reach to the leadership jobs which need to know the stress the woman can face to it , specially that the individual when face the work stress that may cause to produce many undesired results whether this results for the individual level or for the organization at all.

The psychological stress may cause the many of diseases and confusion as feeling worry, tension, disappoint, and also the increasing and continuous stress stopped the chance for innovation and creation and became the reason for tired and burn out that cause the disappoint, worry, depression, and nervous breakdown.

The administrators suffering the high stress which resulted from the increasing of responsibility loads, the responsibility struggle, responsibility conflict, and the nature of the job and responsibilities of the job from the materiality sides and the unfair balance between the power with the responsibility.

The research problem :

The survey showed that there was a series of problems faced by working women in leadership posts and if they reached the command post, it requires exposure to the work of many stresss affecting the degree of job satisfaction, and the search problem is in the presence of multiple variables affecting women in posts leadership Foundation cultural unions and thus affected the degree of consent in the current jobs, and thus can identify the dimensions of the problem in question follows:

"How can identify the causes of the stress of work and the diversity and its impact on the degree of job satisfaction among leaders women?".

Assumptions Research:

***The study tested the validity or error following assumptions:  
Hypothesis one:***

***The First Hypothesis :***

No significant relationship between core demographic variables for leaders women include:

- 1- Age.
- 2- Social situation.
- 3- Education level.
- 4- Length of service.
- 5- Income level.

And between every level of stress and degree of satisfaction with career of leaders women.

***The Second Hypothesis:***

"There is a significant moral direction between women to assume leadership positions and the degree of acceptance of the stress that are in these positions."

***The Third Hypothesis:***

"There is an inverse relationship between the moral significance of push factors and job satisfaction among women leaders.

***The Fourth Hypothesis:***

"There is a strong relationship between relational qualification for leadership posts for women and between the components of job satisfaction to them."

***The Fifth Hypothesis :***

"It is expected that a relationship between moral significant functionality and career dissatisfaction among leaders women."

The Research Aims :

**The study build on attainment some aims :**

- 1- The recognizing for the work stress causatives which can face the woman in the leadership jobs.
- 2- The recognizing for the effect of the stress on the job satisfaction for the leaders from women.
- 3- Introducing some suggestions and recommendations which useful for the work stress and the job satisfaction for the leaders from women.
- 4- Determine the impact of demographic variables on the level of stress and the level of satisfaction with leaders women in the Cultural Foundation unions.

The Research Boundaries:

**The Objectivity Research Boundaries :**

The research care here for the leadership jobs for the woman without marking to the workers from the men especially in the work stress subject and the job satisfaction for the leaders from the women.

The Geographical Research Boundaries :

This study proceeding for the women which work in the high leadership jobs in the communal worker institution in Cairo area because its assimilate as the biggest women leadership grouping in addition to it the central place for the all communal worker institutions on the republic areas.

The Carnal Research Boundaries :

The researcher will make the study under researching and collecting the data for ten years .

The Study Results and Recommendations :

**The field study introduced the following results :**

- 1- the leaders from women under research nature have a positive direction.
- 2- The direction to the work affect on the facing of the work stress which face the woman in the leadership jobs and the results clarify that there is opposite significant relation between the direction to the work and the stress component which the woman face it in these jobs.

3- There is a group of the stress which face the women leaders and these stress can be ordered according to its importance as the following:

1/1 Increasing the responsibility stress.

1/2 The numerousness role stress.

1/3 The conflict role stress.

1/4 The phase mistiness ambiguity role stress.

1/5 The work over load stress.

1/6 The nature of work stress.

4- There is a significant relation between the pressing factors and the job satisfaction generally by comparing it with the internal and external factors.

5- The woman training on the leadership ways and skills gives her feeling with job satisfaction because the most of answers comes after the using of the middle of the test.

6- There is a significant direct relation between the leadership training and the components of the general job satisfaction K job satisfaction by comparing it with the internal and external factors.

7- There is indirect significant relation between the general job satisfaction and the job satisfaction by comparing with the internal factors and the job performance according to the nature of the relation between the work groups.

The research recommendations :

According to the results of the study the researcher recommended the following:

1- The organization in the country must be gives large attentions to the factors which may cause the feeling by the stress in the work because its have many undesired and negative affects.

2- Its too important to give the work stress subject large attention which the woman facing it in the leadership jobs specially for the different types of these stress.

3- The organizations should make a plans and applying the program which care to lower the work stress which faced the individuals in general and specially the stress which faced the workers, to prevent reaching to the burn out stage.

- 4- We have gives attention to the women leadership in general because the increasing of the woman contributions in the leadership of the different organizations in the society now.
- 5- The woman must found support for her leadership jobs.
- 6- The work to rich the work positive environment which help the woman in her leadership jobs to face the factors which affect on her leadership turn.
- 7- Increasing and rich the training programs which useful for the developing the leaders women skills.
- 8- When we shall to design the leadership jobs we have gives large attention for the internal and external factors to keep the job satisfaction in high degrees and increasing this feeling for the workers from women.