

The Introduction:.

The employees empowerment is a cry that frequent recently in the evolution of management thought after that the emphasis has shifted completely from the model of organization and control commands to what is now called the organization possible, and this context, it becomes the entrance to the employees empowerment is relevant to a large trends development prevailing on the development of the human side within the organization, Empowering of employees is one of the themes that have emerged on the scene and met with great demand in theory and practical, and is characterized by the entrance of a new philosophy not be a strong focus on the Director organizations within the institution, but the of employees in the first place.

And empowerment in the sports field is intended to make employees in sports field able to put their work own aims and ability to make decisions and knowledge of scientific methods to solve problems in sports field and in the scope of their responsibility and authority.

The Job satisfaction is concepts extreme impact on the individual and the organization and the community , The individual feels satisfied when it will affect his performance which will be successfull and will reflect well on The aspects of family life and social life as well .He'll feel happy and successfull, and the organization of which the employees satisfied with their jobs enjoy stability and the ability to achieve high productivity levels and achieve the goals set , and the community in which its members will be dissatisfied with their jobs and other aspects of their lives have advanced society , therefore, a proper understanding of job satisfaction is essential for both individuals , organization and the community.

The Research Problem And Its Importance :

The empowerment of is considered one of the latest and most important entrances to the reform of the administrative bodies in a cry that finally frequent in the evolution of management thought after that attention has turned 180 degrees from the command and control model to what is now called the possible Organization.

Also the empowerment represents of employees that process that allows through which employees participate in the information, and training and development, and planning and control their functions in order to reach positive results in the work and the achievement of individual and organizational goals., And is the entrance to enable workers a entrances ruling to improve the quality of service, and to achieve customer satisfaction and increase productivity, and job satisfaction among workers, and organizational commitment, and organizational effectiveness

It is the scientific facts, that job satisfaction and the conviction by the individual drives to exert maximum, efforts to accomplish Valarza work is a motivation for achievement and vice versa largely so the tender of the individual and his professionalism testament to how satisfaction with his work and his sense of success and progress in it and getting this tender as much as provided by the work of his to satisfy his needs and motives, and the exploitation of its energies.

Out of conviction researcher need to disseminate the culture of empowerment and job satisfaction and work to strengthen the workers to make life more practical motivation and productivity and creativity, as well as the presence of many of the studies that recommended studying the empowerment and job satisfaction, and the belief of the researcher that the scientific research process continuity has no limits, this was

pushing him to study the empowerment and job satisfaction and its application in the field of education employees Education in Qalubia Governorate trying to provide a satisfactory answer been asked about the motive may be the answer to the educational process, which relationship between Empowerment and job satisfaction to employees Education in Qalubia Governorate?

The Research Purposes :

The research aims to identify the relationship between empowerment and job satisfaction to employees of Education in Qalubia Governorate through:

- 1- The availability of the dimensions of employees empowerment in Qalubia Governorate
- 2- The availability of the dimensions of employees job satisfaction in Qalubia Governorate.
- 3- The scope of the relationship between Empowerment and job satisfaction to employees of Education in Qalubia Governorate

The Research questions :

- 1- How far are The availability of the dimensions of employees empowerment in Qalubia Governorate ?
- 2- How far are The availability of the dimensions of employees and job satisfaction in Qalubia Governorate ?
- 3- Is there a relation between Empowerment and job satisfaction to employees of Education in Qalubia Governorate ?

Procedures of the research :

The research curriculum:

The researcher used the descriptive curriculum because it is suitable for the nature of this research.

The Research Society & Sample:

The sample of research had chosen of employees in the Directorate of Education and education departments Qalubia of (prompt and prompt in the first prompt and Physical Education - Physical Education teacher) random method as the study population included a sample search on (330) of the employees belonging to the Directorate of Education on Qalubia represented in the (prompt and prompt in the first prompt and Physical Education - Physical Education teacher) of them (300) sample employee basic research, was selected number (30) as a sample for an exploratory search

The Data- collection Methods And Tools

The research tools in the construction and preparation of two questionnaire prepared by the researcher for each variable of the research variables which the empowerment of employees and job satisfaction for the employees to education Qalyubia Governorate .

The Exploratory Study

The researcher applying questionnaire for the "empowerment of employees, and job satisfaction of a representative sample of the study population and the strength of 30 members of the employees Department of Education Qalyubia Governorate from outside the basic sample study from 26/10/2013 To 7/11 / 2013.

The Main Study

The researcher applying the basic study during 10/12/2013 to 15/01/2014 on the number (300) of (prompt in Physical Education, and the directors and teachers of Physical Education Qalyubia Governorate)

The Statistics Manipulative

- The Percent
- Coefficient of Correlation

- Cronbach's Alpha
- Arithmetic Mean .
- Standard Deviation

The Conclusions :

Through the problems, aims, samples and reopens the presenter concussed at:

- There is a positive correlation between the dimensions of empowerment and the dimensions of job satisfaction for employees in Qalyubia Governorate)

- Not available an appropriate degree of empowerment for employees of education in Qalyubia Governorate, and is yet meaning of work higher dimension of empowerment in terms of the degree of availability to education in Qalyubia Governorate and less after is influence decisions in terms of the degree of availability to education Qalyubia Governorate.

- Employment by education Qalyubia Governorate does not allow the selection of the appropriate mode of action, and the difficulty of choosing the working group does not help the authorities granted in dealing with errors.

- Do not issue decisions based on the majority opinion is not the participation of workers in the development of plans and business objectives, and preferably employees to work with the group for their ability to influence the decisions which indicates the existence of cooperation between employees and their willingness to contribute to effective decision making in favor of work.

- Not available an appropriate degree of job satisfaction for employees to education Qalyubia Governorate, and longer after satisfaction with coworkers higher dimension of job satisfaction in terms

of the degree of availability to education Qalyubia Governorate and less after is satisfaction with the salary in terms of the degree of availability to education Qalyubia Governorate.

- Not suitable salary and the amount of work and qualifications and personal abilities, and a much lower salary than colleagues in other functions in spite of the application of the special cadre for employees with education.

The Recommendations:

The presenter is recommending.

- The need for spreading the culture of empowerment and job satisfaction and work to Tedium among employees to make life more practical motivation and productivity and creativity.
- Providing material support and the allocation of a budget for staff training on the process of empowerment and improving cadre of teachers and the provision of a system of incentives and rewards for employees to encourage them to make the effort and continuous improvement of business and services .
- The need to hold training sessions to prepare and refine and increase the expertise of the employees by education in Qalyubia Governorate.
- Creating a feeling among personnel of the importance of their job, and the formation of work teams for effective planning and implementation of activities and respond to crises and to emphasize the collective work and team spirit and goals as a collective responsibility, Integration with the group the advantages of working groups and one of the reasons for the success of the institutions..
- The need to build a system of information and communication vital to ensure the flow of information between management levels that lead

to effective communication and choose the best decision and deal with problems in a scientific and realistic way .

- The need for attention and activating the role of the teachers' Syndicate .
- The need to develop a system of foundations clear upgrade known to all employees away from the courtesy and favoritism