



The Level of Organizational Alienation among Administrators Working In Institutes of Technical Education in the Light of the Post-Corona Pandemic Stage According to the Variables of Interest in Workers and Incentives

Ibrahim Ali Al-Baher* and Ahlam Jum'a

The Royal Jordanian University of Jordan, School of Scientific Research

*Corresponding author: Ibrahim Ali Al-Baher, The Royal Jordanian University of Jordan, School of Scientific Research, Jordan; E-mail: ibrahemalbahar@yahoo.com

Received date: 16 November 2021; **Accepted date:** 20 November 2021; **Published date:** 26 November 2021

Citation: Ibrahim Ali Al-Baher, Ahlam Jum'a (2021). The Level of Organizational Alienation among Administrators Working In Institutes of Technical Education in the Light of the Post-Corona Pandemic Stage According to the Variables of Interest in Workers and Incentives. *SunText Rev Econ Bus* 2(5): 146.

DOI: <https://doi.org/10.51737/2766-4775.2021.046>

Copyright: © 2021 Ibrahim Ali Al-Baher, et al. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Abstract

The aim of this research is to identify the level of organizational alienation among administrators working in institutes of technical education in the light of the post-Corona pandemic stage, according to the variables of interest in workers and incentives. The research community consisted of (45) administrators, who were selected in a stratified random manner. The descriptive survey method was used in the current research. To achieve the research objectives, a questionnaire was developed, and its validity and reliability were confirmed. The results showed that the level of organizational alienation among administrators working in institutes of technical education in light of the post-Corona pandemic stage, according to the variables of interest in workers and incentives, came to a medium degree. The results of the research also showed that there were statistically significant differences at the significance level ($\alpha \leq 0.05$) according to the gender variable in favour of the male category, and the absence of statistically significant differences according to the educational qualification variable, and the absence of statistically significant differences according to the years of experience variable. In light of these results, the research recommended that the administrations of technical education centers attach great importance to organizational alienation and work to confront and mitigate it. It works to stimulate conducting studies and research from time to time, in order to study the work environment in which organizational alienation will grow in all its circumstances and variables.

Keywords: Organizational alienation; Institutes of technical education

Introduction

Organizational alienation is an expression that is actually translated into the reality of the organization, which takes an organic form interacting with the surrounding environment and reciprocally. so that this expression includes; Psychological problems, cognitive concepts, and personality that individuals carry with everything in them of tastes, tendencies, trends, and values about the administrative dimensions available in the organization, and the characteristics surrounding the internal environment That makes the individual inclined to respond to things in the way the organization wants. Organizational

alienation has been eliminated in the context of the development of contemporary administrative thought, especially in the field of organizational thinking, It has become the most influential factor in achieving administrative goals, Because of its great role in shaping and shaping the behaviour of individuals, as well as being a function of the level of interaction between the individual and his environment. Therefore, recognizing the nature of organizational alienation prevailing in any organization in its various dimensions is necessary and important. It seeks to adopt policies and procedures that enhance the positive aspects, it works to correct the negative aspects and improve the mental health of its employees. And their morale and moral values, which are



reflected positively on the efficiency and effectiveness of the process of achieving the goals of the organization, Satisfaction of individual and organizational needs and desires. Good human relations, which prevail among individuals in the same organization, help to create and create healthy organizational behaviour. It is based on the way managers treat their subordinates, the philosophy of senior management, working conditions, and the quality of goals and objectives. Which the organization seeks to achieve, as the level of organizational alienation is affected by the change in the general atmosphere that prevails in the internal environment, with all its conditions and variables, With its level of civilization and stability, and the extent of the rule of democratic dimensions in it, which is based on the fundamental idea that the multiplicity of healthy minds is more capable of presenting correct ideas than a single, sound mind. From here, the organizational alienation prevailing among individuals works to formulate and shape the characteristics of the organization in all its dimensions, And work to create difficulties and obstacles that may stand in the way of the organization's realization of its programmes, Which weakens the organization's ability to create the appropriate atmosphere that would encourage the provision of a calm work environment, It is characterized by the stability and stability of individuals and the organization, and in a way that achieves the organization's vision, mission and goals efficiently and effectively. As individuals working in an organizational environment that suffers from a high level of organizational alienation may not feel important at work, And the value of the tasks they perform, which contributes to their weak ability to achieve organizational goals successfully, and generates mutual mistrust between them and the organization's management. This reflects negatively on the nature of the work environment prevailing in the organization, and then the organized values of hatred, envy and jealousy are generated. Conspiracies and intrigues abound, and a state of melancholy organization prevails, affection and lack of sincerity in the performance of tasks and duties. Organizational diseases, feelings of injustice, widespread depression and unwillingness to continue working prevail in the workplace. Therefore, organizations work, It lives the modern administration with an accelerating pace on establishing a conscious understanding of the level of organizational alienation, And work on analysing its elements in order to identify the direct and indirect influences on the behaviour and motives of individuals in order to treat, improve and develop performance, Increasing productivity in light of satisfying the individual's functional, psychological, social and material needs (Al-Mutairi, 2016). Therefore, organizational alienation is an indication of the entry of administrative and educational organizations into the bottleneck of conflicts and organizational diseases in their shadows. To poison the structural existence of these institutions, and to enter them in a state of

frustration and weakness in the aspiration for a better tomorrow filled with love, appreciation and respect for others. And the rule of partnership in an atmosphere of positivity and organizational health, which leads to the absence of love of work among workers, and the weakness of instilling the goals of their institution in their obsessions, and the advancement and development of the institution becomes a concern in which they live. And they think about it most of their time, so that they look to their interests and put them ahead of the interests of the institution. They deal with their institution and its achievements on the grounds that it represents an occupation authority, and the institution prevails in this light. Persistent weakness based on unwillingness to innovate, the weakness of exploiting the available capabilities and capabilities and the inability to establish an effective social contract between workers in which individualism is negated and collectivism is prominent. And work under its management, so that everyone benefits from the interests achieved, they face skepticism, lack of honesty, and lack of justice with sincere work and self-denial. In light of this, organizational alienation grows as a true reflection of the interaction of many factors that appear on the individual in his behaviour towards his work, whether those factors are related to the individual himself; Such as the experience he acquires, or the educational qualification he obtains from a university, college or institute, or his gender, whether he is male or female, with all its physiological, psychological or sociological characteristics and characteristics [1].

Research Problem

Any administrative or educational organization seeks to achieve the highest levels of efficiency in work and effectiveness in the performance of its employees. So that it is keen on everything that would raise the standard of employees, and in a way that guarantees a high level of interaction and integration, Active participation in the fulfilment of the duties and tasks assigned to them, Looking at the Jordanian institutes of technical education, the researchers noticed a rise in the level of organizational alienation among the administrators working in them, after they returned to their work in the period after the relatively end of the Corona pandemic in Jordan. Where a large degree of disparity has been established in the level of moral principles and values that must be available to workers to ensure the proper completion of their work and in a manner that ensures the highest levels of interaction and integration in their jobs. Therefore, it was important to research the level of organizational alienation in light of the communication and incentives variables, which contributes to establishing a solid base for organizational behavior in those institutions. Perhaps what confirms the impact of organizational alienation that may occur in any organization is the results of the study [2-4].

Research Questions

The research seeks to identify the level of organizational alienation among administrators working in institutes of technical education in the light of the variables of interest in workers and incentives. In light of the post-Coronavirus pandemic, by answering the following questions:

- The first question: What is the level of organizational alienation among administrators working in institutes of technical education in light of the variables of interest in workers and incentives?
- The second question: Are there statistically significant differences at the significance level ($\alpha \leq 0.05$) between the arithmetic averages of the responses of the study sample members towards the level of organizational alienation in the institutes of technical education due to the variables (gender, years of experience, and educational qualification)?

Research Aims

This research aims to achieve the following:

- Adding new knowledge in the field of organizational alienation.
- Helping those in charge of decision-making and policies in the administrative and educational fields to create an environment for the social system within the institutes of technical education.
- Working to generate a state of harmony in the work of the employees, and their good management of the functional affairs that they carry out, ensuring that the objectives of the technical education centers are achieved efficiently and effectively.

Search Terms

The search included the following terms:

Organizational alienation: It is a state in which workers in the organization reach a feeling of suffering, loss of themselves and their inability to achieve their needs, desires and goals [5].

Technical Education Centers: They are centers concerned with vocational education based on providing learners with skills and experience in technical and vocational disciplines. In a manner that guarantees employment for them and at a level that meets their living needs.

Search Limits

The limitations of the research include the following:

Human limits: administrators working in institutes of technical education.

Time limits: the second half of 2021.

Spatial boundaries: Jordanian institutes of technical education.

Related Previous Studies

This part will include a presentation of the previous studies that were reviewed, both Arab and foreign, arranged historically from newest to oldest, as follows:

The study came to identify the relationship caused by job alienation between two important variables in the business sector. They are organizational injustice and organizational loyalty, and whether alienation affects health care workers. The descriptive analytical method and questionnaire were used as a tool for the current study. The researchers tested these relationships in a sample of 383 healthcare professionals (nurses and doctors) from public and private hospitals in Istanbul. The results of the study showed the existence of a statistically significant correlation between the dimensions of job alienation and organizational loyalty due to the benefit of the dimensions of occupational alienation. The results showed that there is a relationship between workers in the health sector for the variable of organizational injustice and organizational loyalty in favor of females in the two variables. Study aimed to identify the degree of influence of the ethical climate (the individual side and the organizational side), Feelings of job alienation, pessimism, helplessness, isolation, and dissatisfaction At the Ministry of Higher Education and Scientific Research in Jordan. The number of the ministry's employees reached (200), and the study relied on the descriptive analytical approach, with its theoretical and field methods [6]. The results of the study showed that the respondents' perceptions about the existence of an ethical work climate in the ministry came at a high level. While their perceptions about the level of feeling of job alienation among the respondents were at an average level. The study also showed that there are statistically significant differences in the ethical work climate in its individual ethical and organizational dimensions on the feeling of job alienation in the ministry. In favor of the ethical individual side on the feeling of job alienation, and the absence of statistical differences for the ethical organizational side on the feeling of job alienation, this is due to the employees' commitment to the legislation, procedures and ethical codes that compel them to integrate within them in order to prevent them from being punished. A study that aimed to determine the relationship between the levels of job alienation and the attitudes and attitudes of students nominated for physical education teachers towards the teaching profession [7]. In the faculties of physical education, sports faculties and the Department of Education, and determining the relationship between the levels of their alienation and their attitudes, and whether there are any statistically significant differences between the variables: type and grade. The study group consisted of 695 candidates from teachers who study in the departments of education, physical education and sports. The correlational approach and the correlational research model were used in this

study, in order to determine the relationship between two or more variables. The study revealed that the differences between the levels of job alienation and the attitudes of physical education teacher candidates towards the teaching profession were moderate the levels of alienation predicted significant levels of attitudes towards the teaching profession due to the grade variable. The study aimed to reveal the impact of the sources of work stress represented by (role ambiguity, role conflict, workloads, and opportunities for advancement and career growth) on the level of feelings of job alienation in Yarmouk Teaching Hospital, To achieve the objectives of the study, a questionnaire was developed and distributed to a sample of (126) respondents, from which (120) valid questionnaires were recovered [8]. The results of the study showed a statistically significant correlation between the sources of work stress and the level of feeling job alienation. The results also showed the presence of statistically significant differences for the sources of work stress at the total level and at the level of its dimensions, represented by role ambiguity, role conflict, workloads, opportunities for advancement and career growth. And in the level of feeling of occupational alienation due to gender and in favor of the nurses. The purpose of study was to ascertain the relationship between the levels of job alienation for students of the College of Education, and their attitudes towards the teaching profession [2]. The research sample consisted of 875 students, they were selected by simple random sampling of 2,600 students from the Faculty of Education at Adiyaman University. In this study, the questionnaire "Personal Information Model" was used, which consists of two scales, the first: the measure of students' alienation and the "scale of attitudes towards the teaching profession", in order to collect data and analyze it using the (T) test for independent groups. In order to determine whether the levels of alienation and attitudes towards the teaching profession differ according to the variables of gender and teaching method, while the one-way analysis of the difference was conducted to determine whether there was any discrimination according to the variables of program type and class in order to determine the source of the difference between groups. Regression analysis was also used in order to determine the level of relationship between levels of alienation and attitudes towards the teaching profession. The results obtained showed that the experienced students had a medium level of alienation, while their attitudes towards the teaching profession were at a high level in the two dimensions. According to the gender and class variables, statistically significant differences were seen only at the level of alienation in the light of the teaching method variable. As for the study, it aimed to study the elements of functional alienation in the Urmia white cement factory in Iran [9]. This study came to clarify the case of occupational alienation in order to analyze the elements that create occupational alienation in the Urmia white cement factory through the development of a questionnaire that

was completed Distributed to a sample of 90 employees The results of the study indicated that there are fundamental differences in job alienation according to marital status in favor of married couples. There were statistically significant differences in job alienation due to the nature of work in favor of non-administrative employees, in job alienation and employee satisfaction with salaries and wages in favor of high-paid employees, and in job alienation and the nature of relationships between managers and employees in favor of managers.

Summary of previous studies and the location of the current research

Previous studies were used to know the appropriate methodology and statistical processes, and to identify the theoretical framework of the study's subjects and variables, And in building the research tool, especially the study of the study of patience (2013), and the study [9]. The current research agrees with previous studies in reviewing the concept of organizational alienation. The current research is similar to previous studies, especially the study of; Patience. In some variables of the study, such as incentives, but it was distinguished from those studies in its focus on administrators working in technical education centers, in addition to its focus on variables that were not addressed by previous studies [10].

Research Methodology: The descriptive survey method was used to achieve the research objectives.

Research sample: The research sample consisted of a number of administrators working in technical education centers, and their number is (45) administrative, and table (1) shows the distribution of the research sample according to the research variables (Table 1).

Table 1: Distribution of the sample according to the research variables.

Variables	Variable	Number	Total
Sex	Male	28	45
	female	17	
Qualification	Postgraduate	9	45
	Bachelor's	25	
	diploma	11	
Years of Experience	Five years or less	25	45

Search tool

The research tool was developed, with reference to the theoretical literature, and some previous studies such as; the study of patience (2013), and the study of erbas (2014), in order to achieve the objectives of the research and answer its questions.

The final form of the research tool consisted of (10) paragraphs distributed over two areas: the area of concern for workers, which consisted of (5) paragraphs, and the field of incentives, which consisted of (5) paragraphs.

In order to verify the validity of the tool, the apparent validity was adopted in terms of the formulation of the paragraphs, and their relevance to the field in which they were placed, as the number of its paragraphs came to (10) paragraphs. To verify the stability of the tool, the internal consistency coefficient was used according to the Cronbach Alpha equation to extract the stability of the study tool by domains, and Table (2) shows the stability coefficients of the tool fields (Table 2).

Table 2 shows that the stability coefficients are acceptable, and to judge the level of organizational alienation in institutes of technical education, The following scale was adopted: low

availability (2.33 and less), medium availability (2.34-3.67), and high availability (3.68 and more).

Table 2: Cronbach Alpha invariance coefficients for search tool fields.

Number	Field	Cronbach Alpha
1	interest in workers	0.90
2	incentives	0.89

Search results and discussion

Results related to the answer to the first question, which states: The first question: What is the level of organizational alienation among administrators working in institutes of technical education in the light of the variables of interest in workers and incentives? To answer this question, the arithmetic averages and standard deviations of the responses of the study sample members in general and for each field of study were calculated (Table 3).

Table 3: Arithmetic averages, standard deviations, and order of the level of organizational alienation among administrators working in institutes of technical education in the light of the variables of interest in workers and incentives.

the number	the field	SMA	standard deviation	ranking	Availability
1	interest in workers	3.57	0.89	1	medium
2	incentives	3.32	1.03	2	medium
Total marks		3.43	0.92	medium	

Table 4: Arithmetic averages, standard deviations, order and degree in the field of interest in workers, arranged in descending order.

the number	Paragraph	SMA	standard deviation	ranking	Availability
2	I am satisfied with the privileges available to me to improve my standard of living	3.53	0.82	1	medium
4	My work environment in terms of (location and equipment) makes me feel reassured and safe	3.52	1.01	2	medium
3	I feel fair where I work	3.53	0.86	3	medium
1	I am satisfied with the possibilities available to me to carry out my administrative duties	3.54	0.92	4	medium
5	The management of the institute is keen on the sustainability of the work of the administrators	3.54	1.00	5	medium
Total marks		3.52	0.90	medium	

It is noted from Table (3) that the level of organizational alienation among administrators working in institutes of technical education was medium, the arithmetic mean was (3.43) and the standard deviation was (0.92). The fields were average, and the field of concern for workers came in the first rank. With an arithmetic mean (3.57) and a standard deviation (0.89), the incentives came in the last rank with an arithmetic mean (3.32) and a standard deviation (1.03). As for the paragraphs of each domain, the results were as follows:

The field of interest in workers: the arithmetic averages, standard deviations, and ranks were calculated for the paragraphs of this field (Table 4).

It is noted in Table (4) that the level of organizational alienation among administrators working in technical education centers in the light of the field of interest in workers was average, with the arithmetic mean (3.57) and a standard deviation (0.57), The arithmetic averages ranged between (3.57-3.59), and came in the first rank, paragraph (2), which states "I am satisfied with the privileges available to me to improve my standard of living."

Paragraph (5) came in the last rank, which states that “the management of the center is keen to maintain the continuity of the work of the administrators in the centre,” and this may be due to the weak ability of the administrators to unite as a result of the social distancing they experienced during the pandemic, Or they may go through different circumstances, which increased the lack of interest in each other, and this may be due to the weak ability of the Institute’s management to provide privileges that mimic the level of ambition of the working administrators in raising the

standard of living that they hope to reach. This may also be due to the high expectations of administrators, which may not be commensurate with the size of the capabilities available in the institutes of technical education, especially after its exit from the consequences of the Corona pandemic and its suffering, some of whose effects are still visible and ongoing. The field of incentives: the arithmetic averages and standard deviations were calculated for the paragraphs of this field (Table 5).

Table 5: Arithmetic averages, standard deviations, order, and degree of availability for the incentive domain.

the number	Paragraph	SMA	standard deviation	ranking	Availability
3	The moral motivation in the institute enhances my performance	3.63	1.10	1	medium
5	The financial motivation in the institute enhances my performance	3.60	1.06	2	medium
2	The management of the Institute considers workload responsibilities when awarding remuneration	3.60	1.06	2	medium
4	Outstanding achievement is rewarded at the institute where I work	3.57	1.10	4	medium
1	The incentives offered by the management of the institute enhance the loyalty of the administrators to the permanence of work at the institute	3.54	1.05	5	medium
Total marks		3.57	1.06	medium	

Table 6: Arithmetic means, standard deviations, and t-test according to the sex variable.

the field	SEX	THE NUMBER	SMA	standard deviation	T value	Indication level
interest in workers	female	17	3.79	0.74	2.441	**0.004
	MALE	28	3.64	0.82		
Total		45	3.74	0.79		
incentives	female	17	3.57	0.88	0.862	0.016
	MALE	28	3.49	0.90		
Total		45	3.52	0.89		
Total marks	female	17	3.62	0.80	1.639	0.009**
	MALE	28	3.39	0.81		
Total		45	3.51	1.67		

Table 7: Arithmetic averages, standard deviations, and t-test according to the variable years of experience.

the field	Years of Experience	THE NUMBER	SMA	standard deviation	T value	Indication level
interest in workers	Five years or less	25	3.69	0.74	-1.673	0.074
	more than five years	20	3.82	0.83		
Total		45	3.78	0.80		
incentives	Five years or less	25	3.41	0.93	-3.428	**0.013
	more than five	20	3.64	0.89		

	years					
Total		45	3.56	0.92		
Total marks	Five years or less	25	3.50	1.66	-1.272	0.202
	more than five years	20	3.61	1.68		
Total		45	3.56	1.65		

Table 8: Arithmetic averages and standard deviations according to the educational qualification variable.

the field	Qualification	THE NUMBER	SMA	standard deviation
interest in workers	Postgraduate	9	3.79	0.55
	Bachelor's	25	3.88	0.82
	diploma	11	3.76	0.79
Total		45	3.76	0.76
incentives	Postgraduate	9	3.54	0.85
	Bachelor's	25	3.68	0.86
	diploma	11	3.59	0.90
Total		45	3.73	0.87
Total marks	Postgraduate	9	3.58	1.61
	Bachelor's	25	3.67	1.70
	diploma	11	3.52	1.62
Total		45	3.58	1.48

Table 9: Scheffe test for dimensional differences due to educational qualification variable.

Qualification	SMA	Postgraduate	Bachelor's	diploma
		3.59	3.68	3.52
Postgraduate	3.59	-	0.952	0.934
Bachelor's	3.68	0.952	-	0.387
diploma	3.52	0.934	0.387	-
The difference is statistically significant at the significance level ($\alpha \leq 0.05$)				

Table 5 shows that the level of organizational alienation among administrators working in technical education centers in the field of incentives was average, as the arithmetic mean was (3.43) and the standard deviation was (1.03). All paragraphs of the field were average. Paragraph (3) came in the first rank, which states: "The moral motivation in the center enhances my performance." Paragraph (1) came in the last rank, which states: "The incentives offered by the administration of the center enhance the loyalty of the administrators to the permanence of work in the center." This may be due to the weak ability of the center's management, as well as the working administrators, in expressing their appreciation for the tasks and burdens placed on the administrators themselves. This may also be due to the department's management's belief in the available incentive

systems, and that they are sufficient and meet the human needs of the administrators. And that there is no justification for new systems related to the creation of other incentives, especially in the circumstances that administrative and educational organizations are going through and their exit from the Corona pandemic. And it suffers from a state of financial weakness, as an inevitable result of the material losses and weakness in the capabilities that were depleted during the pandemic. Results related to the answer to the second question, which states: Are there statistically significant differences at the level of significance ($\alpha \leq 0.05$) between the arithmetic averages of the responses of the study sample members Towards the level of organizational alienation among administrators working in

technical education centers due to the variables (gender, years of experience, and educational qualification)?

This question was answered as follows

Gender variable: The arithmetic means and standard deviations were calculated, and the t-test was calculated according to the gender variable (Table 6).

To determine whether the differences between the means are statistically significant at the significance level ($\alpha \leq 0.05$), the t-test was applied. The results in Table (6) indicate that there are statistically significant differences at the significance level ($\alpha \leq 0.05$) according to the gender variable based on the calculated (T) value. It reached (1.639) and at a level of significance (0.009), where the difference was in favor of males, as evidenced by the increase in their arithmetic averages. This may be attributed to the administrator's need to secure a safe standard of living capable of maintaining the family level within which he lives. Considering that males are responsible for spending and following up on the revenues that enter their homes, and on the other hand, we find that males may feel depressed And the inability to continue working, especially after they returned to their work after the Corona pandemic, as an inevitable result of their stay in their homes for a long time and their constant need to earn money Which contributed to the emergence of needs and desires among males, which contributed to the high level of organizational alienation among them at a noticeable rate. Years of experience variable: The arithmetic averages and standard deviations were calculated, and the (t-test) test was done according to the years of experience variable (Table 7).

To determine whether the differences between the means are statistically significant at the significance level ($\alpha \leq 0.05$), the t-test was applied. The results in Table 7 indicate that there are no statistically significant differences at the significance level ($\alpha \leq 0.05$) according to the years of experience variable based on the calculated (T) value. It reached (-1.272) and with a significance level of (0.202), as the difference was in favor of those whose years of experience reached more than five years Evidence of the increase in their arithmetic averages, and this may be attributed to the prevailing management style, which was characterized after the Corona pandemic in reducing the provision of incentives and financial aid and reducing the possibilities that flow into the framework of caring for workers. This was reflected in the high level of organizational alienation among workers whose years of experience reached more than five years. In addition to the weak interaction between this group of workers; Considering that their tasks intersect with each other, which led to more complexity in interacting and synergizing with each other on the one hand, and with the administration of the institute on the other hand, which led to the weakness of the institute's administration's ability to address the difficulties and obstacles faced by the workers, and

thus provide more attention to their affairs, Providing a large amount of potentials, and working on their development, development, motivating them, rewarding their efforts, and raising their standard of living. Educational qualification variable: Arithmetic averages and standard deviations were calculated according to the educational qualification variable (Table 8).

It is noticed from Table 8 that there are apparent differences between the arithmetic averages, according to the educational qualification variable, as those in the (Bachelor) category got the highest arithmetic average of (3.67), Those in the (graduate) category came in the second rank, with an arithmetic average of 3.58, and in the last rank came those in the (diploma) category. The arithmetic mean reached (3.52), and to determine whether the differences between the means are statistically significant at the level of significance ($\alpha \leq 0.05$). One Way ANOVA has been applied, and the results of the analysis of variance (Table 9).

It appears from Table 9 that the difference came: in favor of the auditors who are in the (Bachelor) category when comparing them with the auditors who are in the (diploma) category.

Conclusion

Organizational alienation is an important indicator of the organization's passing through a state of weakness, as it is the mirror that reflects the set of weaknesses and obstacles facing employees. Which may affect ensuring the achievement of the desired goals and objectives, hence it is imperative that the departments of organizations, especially those concerned with technical education affairs, attach great importance to organizational alienation. So that it attaches great importance to its employees, and makes reasonable professional care in order to achieve efficiency in work and effectiveness in performance. In addition to the importance of focusing on providing the opportunity for workers to participate in directing work and tasks effectively and giving them incentives, which constitute the fuel that ensures the achievement of individual and organizational goals alike.

References

1. Muhammad AQ. Organization and organization theory, Amman: Wael Publishing House. 2016.
2. Caglar C. The relationship between the levels of alienation of the education faculty students and their attitudes towards the teaching profession. Educational Sci Theory Practice. 2013; 13: 1507-1513.
3. Kayihan EM. The relationship between alienation levels of physical education teacher candidates and their attitudes towards the teaching profession. Australian J Teacher Education. 2014; 39: 8.



4. Ratib AS. Educational leadership theories, Amman: Dar Tariq. 2015.
5. Ibrahim AB. Encyclopedia of administrative terms, Amman: Wael Publishing House. 2021.
6. Seyfettin S, Adnan C, Ramazan K. Work alienation as a mediator of the relationship between organizational injustice and organizational commitment: implications for healthcare professionals. *Int J Bus Management*. 2014; 5: 8.
7. Saleh DS, Shukri QD. The impact of the ethical work climate on the feeling of job alienation, an applied study. *Jordanian J Bus Administration*. 2014; 10: 297-316.
8. Nasser PR. The effect of sources of work stress on the level of feelings of job alienation, an analytical study of the opinions of a sample of nurses at Yarmouk Teaching Hospital. *J Baghdad College Econ Sci*. 2013; 37: 243-263.
9. Valadbegi A, Ghobadi S. The study of the elements of work alienation: A case study of the orumiyeh white cement factory. Western Azarbayjan Province, Iran: Ontario International Development Agency. 2010.
10. Ghada AM. Job alienation and its relationship to self-efficacy among a sample of employees at King Abdulaziz University in Jeddah. *J College Education Al-Azhar University*. 2016; 3: 467-513.