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(1917-1856) Fredrick Taylor :

.(1925-1841) Henery Fayol

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- Elton mayo (100:1977

.(19-18: 1984)
(139: 1989)

Lippitt Ralph white Kurt Lewin

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Rebert Tannen boum (Hanson,1979;239-240)
(1958) and Warrenlt.Schmidt

(33:1977) (147:1982)

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1960-Douglas , Medrcgor

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.(119-115:1980) .

1967 – Rensis Likert

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1976 – Fiedler

- : Least- Preferred Co- Workers. LPC

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(Chism,1985;126)

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(100:1981)

.(Halpin, 1966) –

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.(56 :1984)

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(Mackenzie)

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(Edge,1980:5263)

(1980 Alaarafi) .2

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. (Alarafi, 1980, 470) .

.(1988 - John) .3

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(John,1988:689)

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(Edge, 1979)

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(John, 1988)

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(335)

(Edge, 1979)

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(John, 1988)

(1982)

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Edg.

(1988) (1979)
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241	143	28	70

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 (67) (335) (1988:303
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 (1979:225)

Eble, 1972,) (Eble)
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(%80)
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 (Democratic) -
 .(1,4,7,10,13,16,19,22,25,28)

(Autocratic) -
 .(3,6,9,12,15,18,21,24,27,30)
 (Laissez- faire) -
 .(2,5,8,11,14,17,20,23,26,29)

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organizational Climate Description - -1

(OCDQ) - Questionnaire
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.(1,9,17,25,33,41,49,55,59,63)	Disengagement	-1
.(2,10,18,26,34,42)	Hindrance	-2
.(3,11,19,27,35,43,50,56,60,64)	Affiliation	-3

.(4,12,20,28,36,44,51) Intimacy -4
 -: -:
 () -1
 .(5,13,21,29,37,45,52,57,61)
 .(6,14,22,30,38,46,53) : -2
 .(7,15,23,31,39,47,54,58,62) : -3
 .(8,16,24,32,40,48) : -4
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(40) Testre-test

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6.631	*42.859	
7.574	22.388	
6.470	18.701	

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(2.982 1.304)

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28.729	254.985		1
6.229	39.776		2

6.189	38.88		3
4.799	38.426		4
4.296	35.734		5
4.688	28.683		6
4.272	27.038		7
4.773	24.561		8
3.143	21.488		9

(1982) (31.873)

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(6.229)

(6.189) (38.88)

(4.799) (38.426)

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.			(4.656)	(2.358)					-1
.			(4.352)	(2.325)					-2
.()		(4.713)	(3.041)					-3
.			(4.623)	(3.307)					-4
.			(4.704)	(3.026)					-5
.			(4.620)	(3.202)					-6
.			(4.561)	(4.200)					-7
.			(4.477)	(3.402)					-8
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0.435-	0.530-	0.604			1
0.239-	0.203-	0.173			2

0.386-	0.301-	0.172		3
0.385-	0.322-	0.394		4
0.220-	0.320-	0.321		5
0.456-	0.563-	0.585		6
0.523-	0.517-	0.471		7
0.526-	0.536-	0.622		8
0.386-	0.425-	0.605		9

(0.01 = α)

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(Edg, 1979)

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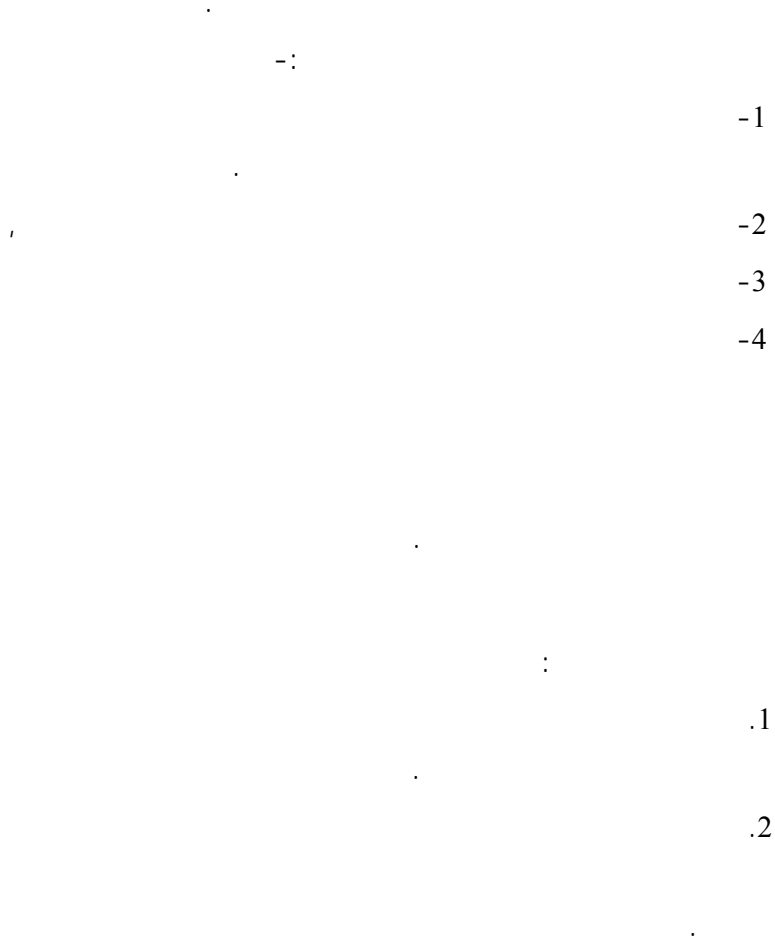
(Hilliard, 1981)

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- ((0.01 =) (0.173·0.172·0.394·0.321·0.585·0.417·0.622·0.605)

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.	(0.220-) (0.220-)	.4
.	(0.456-) (0.563-)	.5
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