

Abstract

The title of the study: Organizational commitment and its relationship to managerial creativity among middle school leaders from the teachers point of view.

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The aim of the study: The study aimed to identify the degree of all organizational commitment and administrative creativity, and the relationship between them among middle school leaders from the teachers point of view, and to identify the extent of differences between the averages of responses according to the variables of specialization and the number of years of teaching experience.

Study method: The study followed the descriptive survey method.

Study Sample: The study was applied to a stratified random sample consisting of (360) teachers who constitute (15.1%) of the study population.

Study tool: The tool consisted of a two-axis questionnaire (organizational commitment, administrative creativity).

Statistical analysis methods: Arithmetic averages and standard deviations were used to determine the degree of organizational commitment and managerial creativity, and a T-test and Kruskal-Wallis test were used to detect differences due to study variables (specialization, number of years of experience (In teaching)).

Results of the study, the study reached the following results:

1. The organizational commitment and its sub-dimensions (emotional, ethical, and continuous) have emerged with a high degree among middle school leaders in the holy city of Makkah from the teachers point of view.
2. It was found that the practice of middle school leaders in Makkah Al-Mukarramah city for administrative creativity and its sub-dimensions (originality, fluency, flexibility, and sensitivity to problems) was moderate to the teachers 'point of view.
3. There is a strong positive and statistically significant correlation relationship at the level of significance (≤ 0.01) between the level of organizational commitment and administrative creativity among middle school leaders in Makkah Al-Mukarramah.
4. There are statistically significant differences at the level of significance (≤ 0.05) between the averages of the responses of the study sample individuals about administrative creativity among middle school leaders due to the difference in specialization in favor of teachers of scientific disciplines; while there were no differences due to the different specialization.
5. There are statistically significant differences at the level of significance (≤ 0.05) between the responses of the individuals of the study sample responses about organizational commitment and administrative creativity among middle school leaders due to the difference in the number of years of experience in favor of teachers with less than five years of experience.

Study Recommendations: The study recommended designing training courses to develop aspects of organizational commitment that appeared at a moderate degree among school leaders, and to create an innovative environment to activate administrative creativity in middle schools by increasing the powers of school leaders, and providing the necessary capabilities for that in schools.

Key words: emotional commitment - moral commitment - ongoing commitment - originality - fluency - flexibility - sensitivity to problems - school leaders - middle school.