

الملحق رقم (5) يمثل تحليل التباين في اتجاه واحد - الاختبارات البعدية (Sheffe)  
(Post Hoc)

ONEWAY d2 d3 BY age /MISSING ANALYSIS /POSTHOC=SCHEFFE ALPHA(0.05) .

## Oneway

## Post Hoc Tests

### Multiple Comparisons

Scheffe

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
	(I) age	(J) age				Lower Bound	Upper Bound
البعد 2 عبء العمل	1.00	2.00	-1.42696 <sup>*</sup>	.48966	.015	-2.6311-	-.2229-
		3.00	-1.42025 <sup>*</sup>	.48677	.015	-2.6172-	-.2233-
	2.00	1.00	1.42696 <sup>*</sup>	.48966	.015	.2229	2.6311
		3.00	.00672	.30331	1.000	-.7391-	.7526
	3.00	1.00	1.42025 <sup>*</sup>	.48677	.015	.2233	2.6172
		2.00	-.00672-	.30331	1.000	-.7526-	.7391
البعد 3 صراع الدور	1.00	2.00	-1.21348 <sup>*</sup>	.45932	.032	-2.3430-	-.0840-
		3.00	-.96840-	.45661	.107	-2.0912-	.1544
	2.00	1.00	1.21348 <sup>*</sup>	.45932	.032	.0840	2.3430
		3.00	.24508	.28452	.690	-.4546-	.9447
	3.00	1.00	.96840	.45661	.107	-.1544-	2.0912
		2.00	-.24508-	.28452	.690	-.9447-	.4546

\*. The mean difference is significant at the 0.05 level.

ONEWAY d2 d3 d8 s.global BY encienté /MISSING ANALYSIS  
/POSTHOC=SCHEFFE ALPHA(0.05) .

## Oneway

### Post Hoc Tests

#### Multiple Comparisons

Scheffe

Dependent Variable	(I)	(J)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
البعد 2 عبء العمل	1.00	2.00	-1.11040	.50607	.188	-2.5326	.3118
		3.00	-1.77961	.47640	.003	-3.1184	-.4408
		4.00	-1.34211	.50807	.075	-2.7699	.0857
	2.00	1.00	1.11040	.50607	.188	-.3118	2.5326
		3.00	-.66921	.36477	.340	-1.6943	.3559
		4.00	-.23171	.40525	.955	-1.3706	.9071
	3.00	1.00	1.77961	.47640	.003	.4408	3.1184
		2.00	.66921	.36477	.340	-.3559	1.6943
		4.00	.43750	.36753	.702	-.5954	1.4704
	4.00	1.00	1.34211	.50807	.075	-.0857	2.7699
		2.00	.23171	.40525	.955	-.9071	1.3706
		3.00	-.43750	.36753	.702	-1.4704	.5954
البعد 3 صراع الدور	1.00	2.00	-1.17715	.47117	.103	-2.5013	.1470
		3.00	-1.77262	.44355	.001	-3.0191	-.5261
		4.00	-1.02105	.47303	.201	-2.3504	.3083
	2.00	1.00	1.17715	.47117	.103	-.1470	2.5013
		3.00	-.59546	.33961	.382	-1.5499	.3589
		4.00	.15610	.37731	.982	-.9042	1.2164
	3.00	1.00	1.77262	.44355	.001	.5261	3.0191
		2.00	.59546	.33961	.382	-.3589	1.5499
		4.00	.75156	.34219	.187	-.2101	1.7132
	4.00	1.00	1.02105	.47303	.201	-.3083	2.3504
		2.00	-.15610	.37731	.982	-1.2164	.9042
		3.00	-.75156	.34219	.187	-1.7132	.2101

الإشراف التربوي	1.00	2.00	-1.00578-	.44794	.171	-2.2646-	.2530
		3.00	-1.45395-	.42168	.009	-2.6390-	-.2689-
		4.00	-.70395-	.44970	.485	-1.9677-	.5598
	2.00	1.00	1.00578	.44794	.171	-.2530-	2.2646
		3.00	-.44817-	.32287	.588	-1.3555-	.4592
		4.00	.30183	.35870	.871	-.7062-	1.3099
	3.00	1.00	1.45395	.42168	.009	.2689	2.6390
		2.00	.44817	.32287	.588	-.4592-	1.3555
		4.00	.75000	.32532	.152	-.1642-	1.6642
	4.00	1.00	.70395	.44970	.485	-.5598-	1.9677
		2.00	-.30183-	.35870	.871	-1.3099-	.7062
		3.00	-.75000-	.32532	.152	-1.6642-	.1642
s.global	1.00	2.00	-5.68549-	2.99569	.310	-14.1041-	2.7331
		3.00	-8.17311-	2.82008	.040	-16.0982-	-.2480-
		4.00	-4.60592-	3.00752	.505	-13.0578-	3.8459
	2.00	1.00	5.68549	2.99569	.310	-2.7331-	14.1041
		3.00	-2.48761-	2.15925	.723	-8.5556-	3.5804
		4.00	1.07957	2.39889	.977	-5.6619-	7.8210
	3.00	1.00	8.17311	2.82008	.040	.2480	16.0982
		2.00	2.48761	2.15925	.723	-3.5804-	8.5556
		4.00	3.56719	2.17564	.443	-2.5469-	9.6812
	4.00	1.00	4.60592	3.00752	.505	-3.8459-	13.0578
		2.00	-1.07957-	2.39889	.977	-7.8210-	5.6619
		3.00	-3.56719-	2.17564	.443	-9.6812-	2.5469

\*. The mean difference is significant at the 0.05 level.