

PERCEIVED ORGANIZATIONAL SUPPORT (POS) MOTIVATED WORK FOR THE ADMINISTRATIVE STAFF, FACULTY OF ARTS, PRINCESS NORA BINT ABDULRAHMAN UNIVERSITY – FIELD STUDY

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Abstract_ Organizations such as Universities seek a continuous development and success through human power; which is the main base in the breakthrough and success of any workplace, the idea of the study rose to identify the organizational support for work incitement by the Faculty of Arts at the University of Princess Noura Bint Abdul Rahman for female administrators in their faculty, delete to illustrate the importance of understanding the motivations and expectations of female administrators and ways to support them. Therefore, this research aims to know the perceived organizational support(POS) for female administrators represented in (confidence and appreciation, motivation of human relations, motives of material incentives, motives of self-actualization), it also aims to find out whether there are significant differences of the perceived organizational support for former employees, due to the following variables (age, occupation, qualification, job rank, years of experience).

The most important results of the study include:

1- Most employees of the Faculty of Arts are of a fairly young age; approximately in their twenties. This specific age is characterized by having variant motives which are important from their perspectives, recognized in these four areas (organizational support for recognition, organizational support for human relatins, organizational support for incentives, organizational support for self-appreciation)

2- The axis "organizational support for recognition and achievement motivation" achieved first degree for the need for organizational support, the term (recognition of employees achievements from the Administration) occupied the highest average total account (2.9)

3- The following axes are "organizational support for human relations motives" and " organizational support of motives" where both items (informal positive relations) and (working overtime in order to increase the employee's income) the arithmetic average was (2.8)

4- The item (the employees sense of achievement through her work) achieved the highest average for the axis of "organizational support for self-esteem incitement" the average was (2.7)

5- The study results demonstrate that there are no significant differences for the perceived organizational support for what stimulates employees depending on the following variables: (age, qualification, job rank, years of experience). However, the current study showed that there are significant differences among the available axes where the need for organizational support for employees i motives for those who were engaged in supervisory positions rather than non-supervisory ones.

Keywords: *Perceived organizational support (POS), Motivated.*