

# CAREER EMPOWERMENT AND ITS RELATIONSHIP WITH ORGANIZATIONAL LOYALTY OF THE FACULTY OF EDUCATION AT THE UNIVERSITY OF TAIF MEMBERS FROM THEIR POINT OF VIEW

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**ABSTRACT\_** *The present study aimed to identify the level of job empowerment and organizational loyalty among the faculty members of the College of Education, in their view, also aimed to reveal the nature of the relationship between the level of job empowerment and organizational loyalty of faculty members from their point of view. To achieve the objectives of the study were used descriptive and analytical approach, and are designed questionnaire, the study included all faculty members of the College of Education at the University of Taif study showed that the Faculty of Education at the University of Taif members have a level enabling career average and a degree (3.94). As well as the trends of faculty members toward the areas of career empowerment was a high degree of meaning after work, and the degree to medium after the freedom of choice, and influence, and Efficiency "self-efficacy. The present study aimed to identify the level of job empowerment and organizational loyalty among the faculty members of the College of Education, in their view, also aimed to reveal the nature of the relationship between the level of job empowerment and organizational loyalty of faculty members from their point of view. To achieve the objectives of the study were used descriptive and analytical approach, and are designed questionnaire, the study included all faculty members of the College of Education at the University of Taif. Study showed that the Faculty of Education at the University of Taif members have a level enabling career average and a degree (3.94). As well as the trends of faculty members toward the areas of career empowerment was a high degree of meaning after work, and the degree to medium after the freedom of choice, and influence, and Efficiency "self-efficacy. Lack of statistically significant differences in the degree of organizational loyalty among faculty level is attributable to a variable:( academic rank, and experience), while no statistically significant differences in the degree of organizational loyalty level among faculty members attributed to a variable (sex) from the viewpoint of faculty members teaching. In light of the findings and recommended attention to the concept of functional requirements to enable the four dimensions of what to enable a clear impact on organizational loyalty. And the development of awareness of faculty members determinants and dimensions of empowerment by creating a regulatory environment that is characterized by clarity and candor, trust and exchange of information and simplification of procedures.*

**KEY WORDS:** *job empowerment, organizational loyalty. Saudi Arabia.*