

determines the differences in the effect of these factors with regard to employees' demographic characteristics: social status, age, job type, experience, and educational level. A questionnaire was used as a tool for data collection from all the members of the study population, which was 1025 members, whereas (1025) questionnaires were distributed among the study members, whereas (25) questionnaires were ignored for their invalidity.

The study concluded several results such as the existence of a statistical significant relationship between the independent variables (work environment, job communication, motivation, job training, and managerial leadership) and job performance. Also, it showed a positive relation between each variable and job performance. In addition, the results showed statistical significant differences in job performance related to demographical variables such as job type, experience, and educational level, while no significant differences were found in job performance in relation to social status and age.

3- Al-Mahasneh, M. (2007) study entitled: "The effect of empowerment in the development of administrative features of work teams: An Empirical Study of the city of Aqaba Special Economic Zone – Jordan"

This study aimed to analyze the impact of empowerment in the development of administrative features of work teams. To achieve the goals of the study; a questionnaire was developed to measure the variables of the study and then distributed to a simple random sample consisting of 423 people, the study found:

- The perception of the respondents to the dimensions of empowerment came moderate, while the perception of the delegation of authority was high.