THE MEDIATING EFFECTS OF JOB SATISFACTION ON FACTORS AND JOB LOYALTY IN PUBLIC SECTOR IN LIBYA

AYAD MANSOUR S. ELLAFI

Faculty of Leadership and Management, University sciences Islam Malaysia
E-mail: Eml132@yahoo.com

Abstract - The study aimed at exploring those effects of job satisfaction as mediating on factors (supervisor, co- workers, job security) on one hand, and job loyalty, on the other. There are several challenges and issues to uphold employee's satisfaction in the current situation of Libya. This study is conducted to address the gap of influencing factors of job satisfaction and job loyalty among employees of ministry of economy in Libya. Quantitative study has been conducted to address the issue and collect the data from the employees of ministry of economy in Libya through a questionnaire survey, 221 samples that employees of ministry of economy in Libya were randomly selected and surveyed to examine the mediating effects of job satisfaction. Results revealed that (supervisor, coworkers, job security) significant and positively influence job satisfaction. It was also found that supervisor, job security significant and positively influence job loyalty. The causal steps method along with correlation tests revealed that job satisfaction partially mediated the effects of (supervisor, co- workers, job security) on job loyalty.

Keywords - Supervisor, Co- Workers, Job Security, Job Loyalty, Mediation(Job Satisfaction), Libya