

## **Exploring Job-related Attitudes at Northern Border University in Saudi Arabia**

**Omeir Yetaim Alenezi**

*College of Education, Northern Border University, Saudi Arabia, Arar*  
*Telephone: 00966552100054, E-mail: Omer\_210@hotmail.com*

**KEYWORDS** Saudi Universities. Northern Border University. Academic Staff. Job-related Attitudes. Job Satisfaction. Human Resources. Motivation

**ABSTRACT** The purpose of this paper is to investigate academic members of staff job-related attitudes in Saudi Arabia. Reflecting on theories of job-related attitudes in the literature, the study explores the factors relating to and reflecting on the issues of moral, satisfaction, and motivation in the particular context of higher education in Saudi Arabia. The study employs a case study for one Saudi university from the northern part of the country. Semi-structured style of interviews was conducted with twelve members of academic staff in the studied university. Reflecting on the literature and job-related attitudes theories, six main areas emerge to reflect on job related attitudes. These are achievement, power, affiliation, feedback, better facilities, and payment. Detailed explanation in each of these areas is presented. This study provides a basis for further studies in Saudi Arabia and possibly other Muslim countries to provide more bases for statistical generalisation. The findings, for this study could be of particular use for the study of investigation; they could suggest useful ideas to improve faculty members' job-related attitudes. They could also provide some useful insights for other universities as lessons could be learnt from this case. The originality and value of this paper comes from the fact of paucity of this particular research in this particular context, being in Saudi Arabia and more particularly a rural university.