

Management Time and Effort of the Domestic Workers in the Light of Saudi Labor Regulation

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Abstract: A large proportion of domestic workers, especially in developing countries, the administration of ILO agreed in the session 301 (March 2008) to place an item on decent work for domestic workers on the agenda of the International Labor Conference, 99 (2010) with the aim of developing labor standards. Domestic work is one of the oldest and most important occupations for millions of women around the world. The list of the domestic workers and the like issued on 7-9-1434 A. H by the decision of the Council of Ministers No. (310). Research aims to study how to manage the family's time and effort of the housekeeper in the light of the employment regulations, and learn about the social and economic factors in relation to family-style management of domestic worker to help families the investing in their human resources. Also, to educate families about their rights and duties in the light of the employment regulations. Distribution (30) an electronic questionnaire on household Saudi in Jeddah following an official contract identified with the domestic worker, based on the descriptive analytical. The most important result was that the Saudi families have a high level management time and effort working in light of its commitment to the application of the regulation on labor. As well as. The household in the sample of women with a university degree and with age from 35 to 45 years and unemployed "homemakers" who were the best in the management of working time and effort home. One of the most important recommendations to continue making specialized scientific studies on the effects of the use of household labor on family and children and disseminating the results to decision-makers (Executive-Legislative). So that the results of such studies and research reference to decisions and amend legislation that meet the interests of the younger family.

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Introduction:

A large proportion of domestic workers, especially in developing countries, the ILO administration agreed in its 301 session (March 2008) to place an item on decent work for domestic workers on the agenda of the International Labour Conference, 99 (2010) with the aim of developing labour standards. Domestic work is one of the oldest and most important occupations for millions of women around the world. (**International Labour Conference, 99th Session, 2010**). Saudi Arabia issued a list of home workers and their equivalents on 15-7-2013 by decision of the Council of Ministers No. (310).

<http://www.musaned.gov.sa/RightsRegulations>

Home employment means everyone is in normal household service, directly or indirectly, to the employer or any of his relatives do his service under the supervision and guidance of the employer or his representative as domestic worker. Domestic worker i.e. your driver, gardener home guard and the like. The Saudi family adopted a domestic employment and become a priority which cannot be abandoned, the number of domestic workers in Saudi Arabia nearly a million, while expenditure is estimated at about 20 billion SR annually. (**Middle East, 2013**) study by Alzakari (**1996**) illustrated that the reasons

for bringing maids to help some of the chores and the need for domestic help, work and large household size and the need for assistance in child care .The domestic worker may not be closely defined and can vary widely over time and become limitless, including cooking, cleaning, and caring for children, the elderly and the disabled, or even interest in pet in the home, child care may range from between his company and his many tasks that actually look it's vague. (**International Labour Conference, 99th Session, 2010**).

It is necessary to educate the Saudi family used to home employment for domestic employment of the rights and obligations provided for in the employment regulations as to know the steps and stages of management, objectives and planning, followed by the management, implementation and evaluation, and finally each of these steps help the family in its investment in human resources. Also, make family aware of every movement of domestic workers and assess and evaluate its mistake and correcting problems in the future. Management means it is the individual's ability to influence, motivate and inspire followers. This emphasizes the contemporary book by focusing on leadership, being built to form positive relationships with others.

(Kouzes and Posner, 2002; Bethel, 2009; Maxwell, 2005 and Braye, 2002).

The good management of the time and effort involved home has many benefits, both tangible and intangible. So they need to improve their efficiency and prosperity for working, and make them happy at the same time. Regardless of their background, they are just like any other person deserves respect and must be treated in the same way that the maid wanted individual that treats her head as it would save time and effort for all family members to their familiarity with either children or the elderly and even tools and appliances and family resources. That domestic workers are not as robot give them works and tasks that often exceed their capacity and beyond also their primary without mercy, ignore their rights and not focus only on their duties only. We must organize the work and responsibilities and organize their time to avoid danger expected the Saudi family and society in

General.
<http://www.alsharq.net.sa/2012/07/23/406747>

Here the following question posed by:

How is the time and the effort of home employment in the light of the regulation of the Ministry of labour rights and duties employment home?

Research relevance gaining awareness of the importance of family time and effort organizing domestic workers, emphasize the importance of cooperation between the national stakeholders to apply the rules of work home employment.

Research aims to study how to manage the family's time and effort working in the light of the employment regulations, and learn about the social and economic factors in relation to family-style management of domestic worker.

Review:

Saudi labor regulation means that based on this research, regulation of domestic labour and the like issued by Council of Ministers resolution No. (310) on

15-7-2013.
<http://www.musaned.gov.sa/RightsRegulations>

The employment contract by Saudi labor regulation governing the employment relationship between the worker and the employer with a written contract and proof of the Arabic text of the contract. Editing and translation of contract if any of the three copies. Retains all of the Terminal with the third shall be deposited with the copy to the Office of recruitment. The contract must include the following essential elements: the type of work to which the service operator, the employer is obliged to pay to the worker, the rights and obligations of the parties, the duration of the experiment, the duration of the contract and how to extend it.
<http://www.musaned.gov.sa/RightsRegulations>

The administrative process:

It boils down to the concept of a simplified administrative process on how to exploit and utilize resources available for individual or group use to ensure and achieve goals. (Lutfi and Noor, 2002).

Taylor maintained that there is a strict distinction between workers and managers and focused on workers outputs. Taylor's scientific approach to the study of leadership in the organizational conthggrfext is still seen as a method today to increase productivity and enhance efficiency. (Krekeler and Lisa, 2010).

It is noted that the administrative process within the family overlaps this is because most of the housework chores is implementing these phases without thinking or discrimination for each stage. Also, that some of the objectives are a means to achieve other objectives that have been neglected by the stage as evaluation phase, as well as some housework merged its implementation phase with any organization that during the implementation process and coordination among individuals who work. In addition, determine the characteristics of successful leaders have captured the attention of management science and researchers. (Tawfik, 1994)

Aspects of the management process:

1. Set goals, 2. Planning, 3 organizations, 4. Implementation and 5. Evaluation.

1. Identify objectives:

Target is a specific goal to be achieved, the goal is often a means to achieve other goals. It has specific characteristics can be accessed. (Kothr, 2005).

Identifying goals are very important, it shows the direction of the family towards the management of its affairs, and to unite the efforts of the family members. It also helps to identify the type, nature and number of activities and actions that must be completed by each individual during a certain period, it is considered a motive for each Member of the family to do its part to achieve helps determine the levels and performance standards that are the basis of the oversight process during execution of works. As well as, that the light can predict the success or failure of individual or family in achieving these goals, it also makes it easier to predict after work.

2. Planning:

Intellectual pre-implementation phase and includes a series of decisions relating to the future and therefore require expertise and experience and foresight of future conditions, (Hakki, 2000). The planning time and effort involved is that specifies the chart clearly what level of objectives so that no difference or misunderstanding. Identifies the chart based on the study of conscious and rational decisions and resources necessary to use both human

and material, methods of use. Thus preparing for the future and provide the necessary resources and economy and help planning sequence and sequence implementation phases and the responsibility of each individual and thus facilitate oversight and supervision. Also, contribute to the knowledge of the expected problems and ways to confront or avoid these problems, so that work proceeds without provinces (kothr, 2005).

3. Implementation:

Implementation is the stage at which decisions turn out to work, and accompanied by a process of continuous monitoring and reviewing to ensure that the plan is on track and ensure balance in the use of resources available to the family to achieve its goals. (Lutfi and Noor, 2002).

4. Evaluation:

At the end of any action, an evaluation process should be done to identify the success or failure of this action and to identify the reasons for success or failure to know the strengths and weaknesses of the work. The evaluation is done according to the type and nature of work and depending on the number of participants. (Mazharah et al., 2002)

The evaluation process is similar during the execution of the work is that the oversight process and be associated with the implementation process to compare what was done by the set plan, evaluation is a separate step performed after implementation to see just how much of an individual seeking to achieve, i.e. that the evaluation is concerned with comparing results with objectives and even extends to identify reasons for failure to prevent or success to follow in future plans. As well as, evaluation is important in that it helps to identify the reasons for success or failure in business, and if so, discuss them with other family members and exchanged views, it helps to strengthen family ties and the spirit of cooperation and partnership between them on the one hand and administrative experiences, on the other hand. It follows from the assessment when developing new plans and help to gain experience in planning. The evaluation also assists in the conversion of some chores to recurring, routine is executed using the balance plans ready that proved its efficiency and effectiveness and thus spared the time and effort required for a new layout which helps the individual and family chores and Family Affairs successfully. Also, avoid any surprises that might hinder the implementation and achievement of objectives. (Shelby and Gilan, 1994; Zeinab, 2000 and Nofal, 2006).

Time management: equal share of each individual regardless of sex or economic or social level and cannot control the amount of this resource which cannot be reduced or increased or saved, but

can the individual through proper management to exploit stocks hours in the performance of duties and responsibilities (Shalaby and Gilan, 1994), and associated resource time closely with human power (effort) and each is affected by and affects the other and when the resource manager resource The other into account (Morsi, 1998).

Time management has many advantages including: finding a balance between the demands of life, not the dispersion of effort, focus on objectives, pursued, increased self-confidence, thinking positively, constructively, focusing on goals that can be achieved, attention to opportunities, business performance.

Management time (human power):

Assist individuals to perform their work in a certain period without being bored or tired, i.e. using the least amount of time and energy to poor mental (mind), muscular (physical) to achieve greater goals, (Lutfi, and Noor 2002).

Factors affecting the amount of energy expended while performing household chores and are:

Body weight, muscle strength, the time used in the performance of the work, date to (Al-dwaik, 1999) performance, availability and quality of tools and equipment, the workplace and the organizing, arranging, sequencing of height and breadth, experience and fitting.

Research procedures:-

Distribution (30) an electronic questionnaire for the purpose of data collection on women heads of household are identified to the contract of employment with domestic worker in Jeddah.

Research methodology:

The study-based on descriptive analytical.

Preparation and building research tools:-

The questionnaire contains two parts: the first part: demographic characteristics, form the second part questionnaire: Department of domestic labour

First: demographic variables:

(Age, marital status, educational level, economic status).

Second: time and effort management style home employment:

This section contains (30):

Setting goals: included the following questions:

Setting goals to be accomplished accurately and clearly explained to the working level of performance required to work, assigned to work that is commensurate with their ability and capacity, agreed with her priorities required tasks, determine how best to accomplish the tasks required of them, ensure the capacity of domestic workers for tasks to be performed,

Planning and organizing: included the following questions:

Elaboration and implementation steps (the plan) for domestic workers, develop a plan for achieving specific work from home employment more tools and materials to invest their skills to achieve the best results in the performance of some work, help her split time between acts in a balanced manner, requiring the immediate household employment and deferral of work required of them, allow them to take breaks between actions required to achieve them, encourage them to invent new ways of doing business and effective manner.

Implementation and evaluation: included the following questions:

Help them simplify household chores (e.g. more devices that help to function easily such dresses almrouave), cutting out unnecessary work to relieve domestic employment, I help them and my family members in some tasks, employment home work before moving on to other business, requiring the home employment dates, completion of domestic workers for the difficult tasks and easy to maintain their energy and time, uninterrupted and busy home employment for anything, explained her work to remedy mistakes in the future, give Incentives when they work well, the calendar functions to home employment home employment, mastering the tasks required of them, working with business routine (such as washing and ironing) itself without my supervision, get angry when he oversaw their work and make sure it works.

Discussion of the cause of failure of domestic workers doing the work required, do not work under the pretext of the lack of raw materials and tools, though, know the nature and type of work attributed to it, have to understand the mental state of involved before assigning work to them, the working tools and devices that help them to accomplish their work, spaces and heights appropriate work area for her height, she has multiple skills but not using, place your salary and help them to work easily, and the answer is determined in accordance with (likert) threesome (Yes, sometimes not).

On a scale gives a positive answer, 3 and 2 to answer (sometimes), and 1 for negative answer.

Legalization of Gizmo:-

A certified survey have been using internal consistency among the total class of each and the total questionnaire class:

Honesty was calculated using internal consistency in calculation of the correlation coefficient (Pearson correlation coefficient) among college class of each axis (goal-setting, planning, implementation) and the College class of the questionnaire (time and effort), the following table (1) demonstrates this:

The table shows that the correlation coefficients are all function at a level (0.01) to approaching 1 demonstrating sincerity and coherence of axes of the questionnaire.

Stability:

Reliability was calculated by:

1. Cronbach Alpha coefficient
2. Split-half
3. Guttman

Table 1. Values of correlation coefficients between the degree of each axis and time and effort management questionnaire

Phase	Significance	Correlation
Track I: setting goal	0.01	0.853
Theme II: planning	0.01	0.912
Theme III: implementation	0.01	0.761

Table (2) reliability coefficient values for the axes of questionnaire administration time and effort

Axes	Alpha coefficient	Split-half	Guttman
Theme I: setting goals	0.819	0.856 – 0.785	0.802
Theme II: planning	0.734	0.771 – 0.702	0.719
Theme III: implementation	0.922	0.961 – 0.897	0.903
Stability of questionnaire administration time and effort as a whole	0.841	0.888 – 0.811	0.827

AS shown in table (2) that all values of the reliability coefficients: Alpha coefficient, Split-half, and Guttman, hash function at 0.01 indicating a firming of the questionnaire.

Statistical analysis:**I. Description of sample:**

Table (3) Distribution of sample members depending on the variables of study

	Number	%
Social situation		
Married	26	86.7
Un married	4	13.3
Total	30	100
Educational level		
Secondary school	11	36.7
Higher education	19	63.3
Total	30	100
Work		
Working	22	73.3
Non working	8	26.7
Total	30	100
Age		
<35 years	6	20
35-45 years	14	46.7
>45 years	10	33.3
Total	30	100
Family month income		
<5000 SR	7	23.3
5000-8000 SR	11	36.7
>8000 SR	12	40
Total	30	100

Table (3) shows a description of the study sample; age, marital status, education level, income, work.

As shown in table (3), most of the respondents are married by 86.7%, the educated with higher degree representing 63.3%, while, 73.3% of workers, aged from 35 to 45 years by 46.7%, Finally, the largest monthly income to the families of the research sample was in the category of more than or equal 8000 SR. Miller study indicated that, increased the working production affected by social variables (Miller, 2006).

Characterizing the successful leaders hold scientists and researchers, many of whom assumed that once you identify the qualities that would be the ideal tool for the recruitment of future leaders. However, empirical evidence suggests that the qualities and behaviors of successful leaders, often different. (Maureen, et al., 2006)

II: statistical analyses in light of validating hypothesis:**The first assumption:**

There are significant differences between the average respondents in management time and the effort of working household depending on variables. To verify this hypothesis (t) test was applied, and calculated the variance analysis for respondents in management time and working home effort as seen in the following tables:

Table (4) differences in average global respondents in management time and working home effort depending on the variables "educational level, work"

Item	Mean	Standard deviation	Sample	Df	(T) value	Significance
Education level						
Secondary	41.636	6.989	11	28	11.769	Significance at 0.01 for higher education
Higher education	69.052	10.384	19			
Work						
Working	51.772	11.956	22	28	9.995	Significance at 0.01 for higher
Non working	78.875	7.120	8			

As indicated in the table (4) that, the (T) value (11 769) is a statistical function value at the level indication (0.01) for respondents with a university degree, with an average degree of respondents with a university degree (69.052). While, the average degree respondents with a high school diploma (41.636), indicating that respondents with a university degree were the best in the management of working time and effort from respondents with higher secondary certificate.

As indicated also in the same table, the T value, (9.995) is a statistical function value at the level indication (0.01) for respondents not employed "homemakers", with the average degree of respondents non-working "homemakers" (78.875). While, the average degree of respondents (51.772), indicating that the sample is not working "homemakers" who were the best in the management of working time and effort from the sample workers, because they are full-time and have longer time makes it easier for them to manage their working time and effort, as well as to assist them in some business.

As shown in table (5) that all (F) values is a statistical function at a level (0.01), demonstrating the differences between degrees of respondents in management time and effort working household depending on variables age, monthly income. To find out the direction of indication Shaivism test was applied for multiple comparisons and the following table illustrates this:

Table (5) Analysis of variance for the sample in the management of working time and effort home depending on variables age, monthly income "

	Sum squares	Mean squares	Df	F value	Significance
Age					
Between groups	41311.419	20655.710	2	39.892	0.01
Within groups	13980.448	517.794	27		
Total	55291.867		29		
Monthly income					
Between groups	4676.277	2338.138	2	17.106	0.01
Within groups	3690.523	136.686	27		
Total	8366.800		29		

As shown in table (6) differences in the management of working time and effort among respondents with a household age 35 years to less than 45 years old and both respondents animate age of 45 years and over, less than 35 years "for the respondents animate age 35 years to less than 45 years at the level indication (0.01). Also, there are differences between respondents with age of 45 years and over, respondents with age less than 35 years for the benefit of members The sample with the age of 45 years and over at the level indication (0.01), with an average score of specimens with age from 35 to 45 years (71.785), followed by the respondents with the age of 45 years and over average (52.600). Finally, the sample with age less than 35 years average (39.833), came first in the sample at age 35 years to less than 45 years who were the best in the management of working time and effort, then the sample with the age of 45 years and over in second place, then respondents animate as shown below the age of 35 years in the last. There is no doubt that age contributes to increasing women's experience and her ability to add forward how to deal with her.

Table (6) Test for multiple comparisons Shaivism

Age	< 35 years Mean=39.833	35-45 years Mean=71.785	> 45 years Mean= 52.600
< 35 years	-		
35-45 years	**31.952	-	
> 45 years	**12.766	**19.185	-
Monthly income	< 5000 SR Mean=< 5000 SR	5000-8000 SR Mean= 48.800	>8000 SR Mean =74.07
< 5000 SR	-		
5000-8000 SR	*3.228	-	
> 8000 SR	**28.505	**25.276	-

As can be seen from the table (6) differences in the management of working time and effort home among families with incomes of SR 8,000, and both families with income of SR 5,000 to less than 8,000, less than 5,000 rials "for families with income of SR 8,000 more than when the level indication (0.01), while there are differences

among families with incomes of SR 5,000 to less than 8,000 real families with income less than SR 5,000 for families with income of 5000 SR less than 8000 real significance level (0.05), with an average family income of degree SR (74.076), followed by families with incomes of SR 5,000 to less than 8,000 real average (48.800). Finally the families with income less than SR 5,000 on average (45.571), the first families came with 8,000 rials or more, where they were best in the management of working time and effort, then families with income of SR 5,000 to less than 8,000 riyals in the second, and finally the families with income less than SR 5,000. This result was in match with the results of **Alobidan (1985)** which found that increasing per capita income on the one hand and Saudi women going out to work and study, on the other hand, contributed to the increased demand for labor and a Services contributes to the learning of family members, especially children, dependency.

This is consistent with a study of **Miller (2006)** هل توجد مشكلة بهذا المرجع as among one of the first major changes in leadership theory came from the classic theory of Frederick Taylor. By focusing on the level of the exact relationship between Manager and employee.

The second assumption:

There is a correlation between axes of questionnaire administration time and effort working home and study variables.

To validate this hypothesis was the matrix of correlation between axes of questionnaire administration time and effort working home and study variables, the following table shows the values of correlation coefficients:

Table (7) the matrix of correlation between axes of questionnaire administration time and effort working home and study variables.

Table (7) the correlation matrix between management time, effort working home and study variables

	Setting goals	Planning	Implementation	Management time and effort as a whole
Social state	0.105	0.203	0.159	0.111
Educational level	**0.827	*0.603	**0.883	**0.738
Working	0.178	0.128	0.192	0.144
Age	**0.901	**0.752	*0.623	**0.851
Family monthly income	*0.634	**0.702	**0.924	**0.791

** significance at 0.01, * significance at 0.05, without* non- significance

As indicated in the table (7) the existence of a relationship between the axes of the questionnaire sent out management time and effort working appliances and some variables when the level of significance of 0.01, and 0.05, the higher the education level, the higher the ability of Saudi women to manage household labour time and effort. As well as, the greater the age, the higher the ability of Saudi women to manage household labour time and effort. Also, the greater the family's monthly income, the higher the ability of Saudi women to manage household labour time and effort, and there is no connection Correlation between axes of questionnaire administration time and effort working home and "social status".

The third assumption:

Different from the "standard" family management of treated household:

Table (8) illustrated the "level" of the Saudi family management time for her home working.

Table 8. The distribution of respondents according to the grades received in managing the family's time and effort working home

	Higher degree		Mediam degree		Low degree		Total	
	Number	%	Number	%	Number	%	Number	%
Setting goals	18	%30	18	60%	3	10%	30	100%
Planning	15	%26.7	15	50%	7	23.3%	30	100%
Implementaion and evaluation	12	%43.3	12	40%	5	16.7%	30	100%
Management time and effort as a whole	15	%33.3	15	50%	5	16.7%	30	100%

Statistical analysis of the scores (table 8) shows that the sample average management time and effort working home reached to 75 degree, which meant that Saudi families of high level management time and effort working in light of its commitment to the application of the employment regulations. The command server inherently requires leaders to subject themselves to the needs of those they supervise. (Maureen, et al., 2006) want custom on both enablement (empowerment) that give individuals permission to use their talents, skills and resources and expertise to make decisions to complete the work in time. In many cases this means that staff take decisions about their work that were previously the preserve of the management. Managers must abandon the traditional means of power and delegate some decision-making responsibilities to employees. (Pollard, 1996).

Results:

The research married sample representing 86.7%, higher degree by 63.3%, 73.3% of workers, aged from 35 to 45 years by 46.7%, sample search within categories of families, households with an average monthly income of 8,000 SR. That characterize the successful leaders hold scientists and researchers, many of whom assumed that once you identify the qualities that would be the ideal tool for the recruitment of future leaders. However, empirical evidence suggests that the qualities and behaviors of successful leaders, often. (Maureen, et al., 2006).

The sample of women with a university degree and with age from 35 to 45 and unemployed "homemakers" who were the best in the management of working time and effort. Because they are full-time and have longer time makes it easier for them to manage their working time and effort as well as to assist them in some business.

Families with incomes of 8,000 SR or more were the best in the management of working time and effort. That match the search results of **Alobidan (1985)** which found that increasing per capita income on the one hand and Saudi women going out to work and study, on the other hand, contributed to the demand for labor and a maid to learn family members, especially children, dependency. This contradicts findings **Alzakari (1996)**, where the author found that the relationship between family income and bringing in maids limited and weak relationship to the spread of this phenomenon among all circles and levels.

There is no correlation between axes of questionnaire administration time and effort working household and marital status. The Miller study has shown that the increased production of factor influenced by social variables (Miller, 2006).

The average sample in the management of working time and effort home at 75 degrees which means the Saudi families of high level management time and effort working in light of its commitment to the application of the employment regulations. The command server inherently requires leaders to subject themselves to the needs of those they supervise. (Maureen, et al., 2006).

Enablement (empowerment) that give individuals permission to use their talents, skills and resources and expertise to make decisions to complete the work in time.

In many cases this means that staff take decisions about their work that were previously the preserve of the management. Managers must abandon the traditional means of power and delegate some decision-making responsibilities to employees. (Pollard, 1996).

Recommendations:

-Further studies on the effects of the use of specialized scientific home employment on family and children and disseminating the results to decision-makers (Executive-Legislative). So that the results of such studies and research reference to decisions and amend legislation that meet the interests of the younger family.

-Do not bring to work and stay at home, only for urgent and compensable time between spouses or run specific times and under the supervision of one of the spouses, without the opportunity to see the specifics of family or influence in the culture of family members and their behavior.

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7/27/2014