



**The College of Graduate Studies and the College of Education Cordially Invite You to a
PhD Dissertation Defense**

Entitled

*THE RELATIONSHIP BETWEEN SCHOOL PRINCIPALS' RESILIENCE, JOB SATISFACTION, SELF-EFFICACY,
PERCEIVED ORGANIZATIONAL SUPPORT, AND THRIVING IN SCHOOL LEADERSHIP POSITIONS IN THE
UAE GOVERNMENT SCHOOLS*

by

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<https://eu.bbcollab.com/guest/2bd7cc69144a45eb9a246a1120750a89>

Abstract

This dissertation is concerned with school principals who often come across adversities and hardships that challenge their strength and flexibility and impose immense pressure on them. Some of them break; others cope or overcome the adversities. The main objective of this dissertation is to explain why school leaders thrive in the face of their pressing mediating roles whereas others may not even survive within the UAE context. The socially embedded model of thriving at work is adapted to explain the relationship between the thriving level and five variables that could influence and mediate the relationship: the internal factors of resilience, external factors of resilience, job satisfaction, self-efficacy, and perceived organizational support. At first, the relationship between the level of thriving and each one of these five variables is investigated. The study also investigated the significant differences in the principals' thriving level based on the variables of gender, nationality, educational qualification, total years of experience in education, total years of administrative experience, school level, and school type variables. Finally, the variables of internal factors of resilience, external factors of resilience, job satisfaction, self-efficacy, and perceived organizational support were tested to predict the UAE principals' thriving levels. To achieve the objectives of this study, a quantitative research approach has been utilized. The participants in this study are 84 out of 104 school principals in Al Ain region. The principals responded to a questionnaire of five parts with Likert scale rating. The first research question of the study was addressed by conducting a correlation analysis. The second research question was achieved by using the t-test, ANOVA and multiple comparisons. Finally, a stepwise regression analysis was used to address the third research question. The results of the study showed that there is a correlation between the thriving levels of school principals and all the five variables especially the internal factors of resilience, job satisfaction, and perceived organizational support which showed strong correlation coefficients. In addition, the study found that the UAE principals' thriving level differ based on gender only. Finally, the perceived organizational support variable was found to be the most important variable that can predict the thriving level of the school principals followed by both internal factors and job satisfaction. The study provides significant results about the factors that influence the principal's ability to thrive which, in turn, might increase school effectiveness and decrease the turnover rate resulting in a more flourishing and dynamic environment. The study provides recommendations for the future and concludes with the need to conduct more research to identify other factors that may affect the principal's thriving level.

Keywords: School Principals' Resilience, Internal Factors of Resilience, External Factors of Resilience, School Principals' Thriving, Role Adversity, Perceived Organizational Support, United Arab Emirates, K-12 Schools.