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دعاء

قال رسول الله صلى الله عليه وسلم:

"اللهم إني أسألك

علما نافعا

ورزقا طيبا

وعملا متقبلا "

"حديث شريف"

إهداء خاص

إلى أرواح الشهداء الأطهار جميعا كلا باسمه ولقبه وتحت رايته فضيلته
ألف تحية وألف سلام.....

إلى روح الأعبت الشهداء الذين علموا معي اللحظت ولم يشاركوني الآن لكني
أشعر بوجودهم وما غابوا ، لكني في النهاية لا أقول إلا ما يرضي ربي فيهم
جميعا

الشهداء بإذن الله

الخال/ يحيى محمد صيام

شقيقي/ أحمد رشدي صيام

صديق العمر/ أحمد رجب عوض

و شهداء عائلة صيام الأبرار

"اللهم تقبلهم شهداء ولا تزكج عليك أحد ، وأسكنهم دارا خير من دارهم ،
وأهلا خيرا من أهلهم ، وأزواجا خيرا من أزواجهم ، واجعلهم من أهل
الفردوس الأعلى".

اللهم آمين

إهداء

إلى والديّ الغوا لي، جزاكم الله عني كل خير.

إلى إخواني وأخواتي، اللذين لم يتركوني لحظة.

إلى زوجتي وأبنائي، اللذين صبروا وتحملوا معي الكثير.

إلى عائلتي أكيبيت والكبيرة "آل صيام"

إلى أحبائي من أصدقائي وزملائي

شکر و تقدیره

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المخلص

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Abstract

This study aimed at introducing the management and human resource development at the Palestinian Police in Gaza Strip from the view point of Police officers. The study attempts to specify the differences in evaluating the effectiveness of the management and human resources development in the police administration according to different variables such as; sex, age, education, place of work, military rank, job title, and experience. The population of this study was composed of a group of police officers from Gaza Strip.

The study concluded the following: The function of Management and Human Resources Development is nearly unavailable at the police system and the level of satisfaction of this function is very low, in addition to nonexistence of executive laws and procedure that help in designing and implementing this function.

The top management is not concerned about developing those systems and the laws that facilitate the police work. The nonexistence of systems and laws that control employing police officers led to a large number of disqualified personnel.

The study recommended that a specialized administration for managing and developing human resources should be established at the police system. This administration will focus on all activities related to police officers from their employment until retirement, and it should focus on occupational rehabilitation for all police personnel. Also, this administration should prepare a plan for the man power which includes the developing programs, performance appraisal and incentives. This can be done by giving the concern and authorities and allocating special budgets for this purpose.

The study also recommended establishing a research center for the police administration which coordinates with the department of management and human resource development in preparing a plan for developing and rehabilitating the human resources at the police system, in addition to studying the cases of officers and individuals and determining the short comings in the administrative system and human resource management. This will lead to specifying the problems which the police suffers from and to cope with the latest updates about developing the police personnel in the region and in the world to get the benefit from their experiences in the way that fits the Palestinian situation and this will lead to the progress of

Palestinian Police system and developing it on scientific bases according to a detailed plan designed in which all sectors are involved in preparing it and not only old police offices. Thus, all sectors will be responsible for the success of this plan.

Finally, we need to focus on creating a special law for Palestinian Police like other countries in the world. Also, we need to develop this law and derive the systems and procedure that control the police work and their authority under the law.

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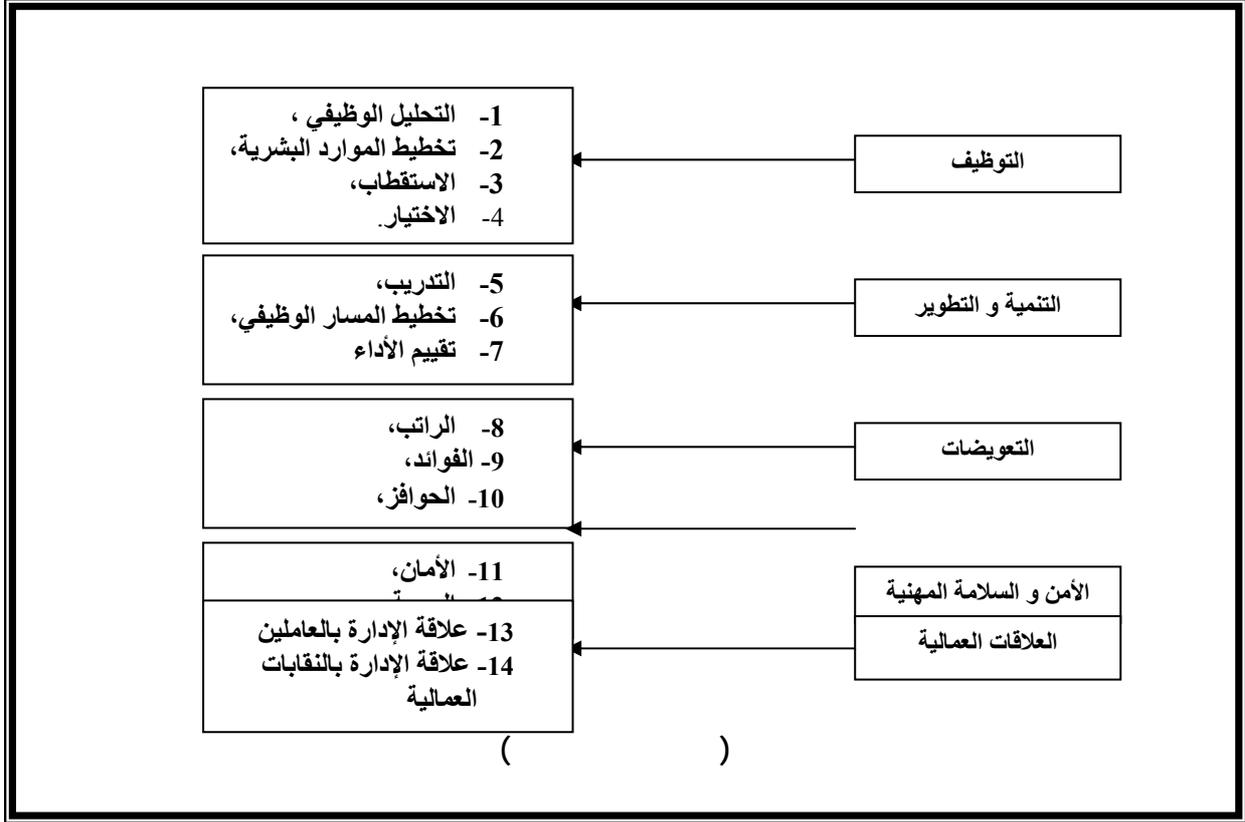
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(Mondy, Noe, 2005, p252) .

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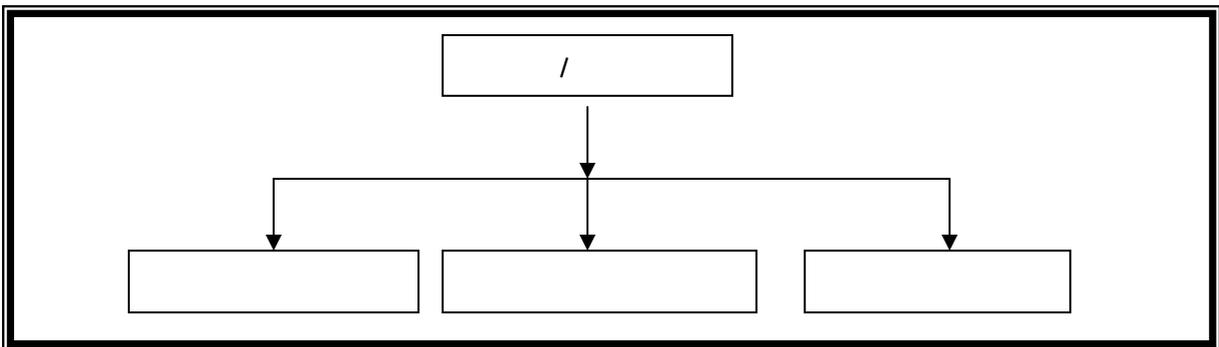
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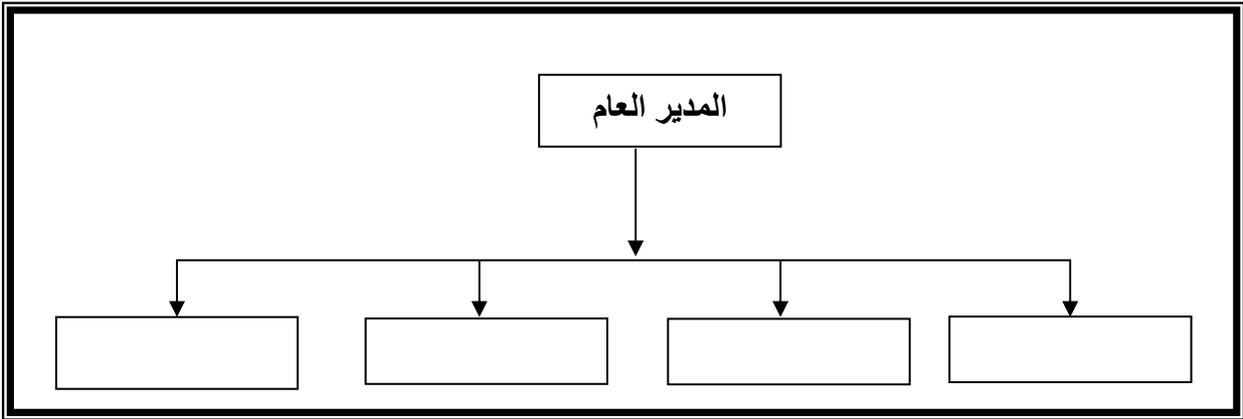
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Resource –(Mondy , R. Wayne , Noe , Robert M . , " Human Resources Management " ninth Edition , New Jersey , 2005 p16)

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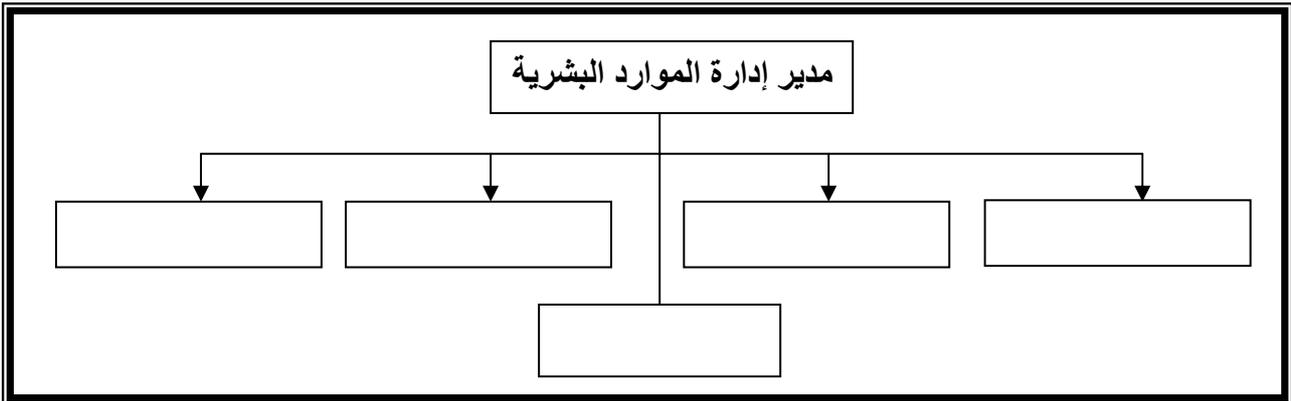


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خريطة تنظيمية تبين التنظيم الداخلي لإدارة الموارد البشرية في مؤسسة كبيرة



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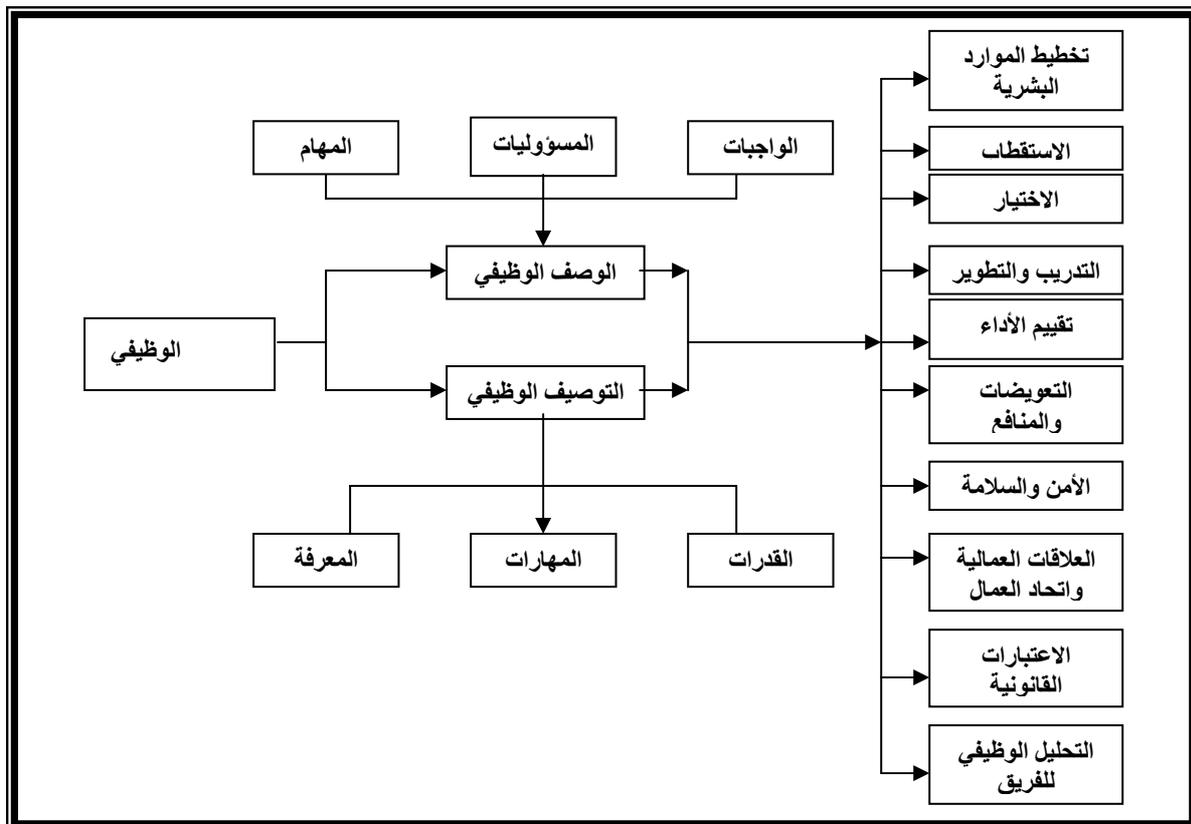
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Resource: (Mondy , R. Wayne , Noe , Robert M . , " Human Resources Management " ninth Edition , New Jersey , 2005 p87)

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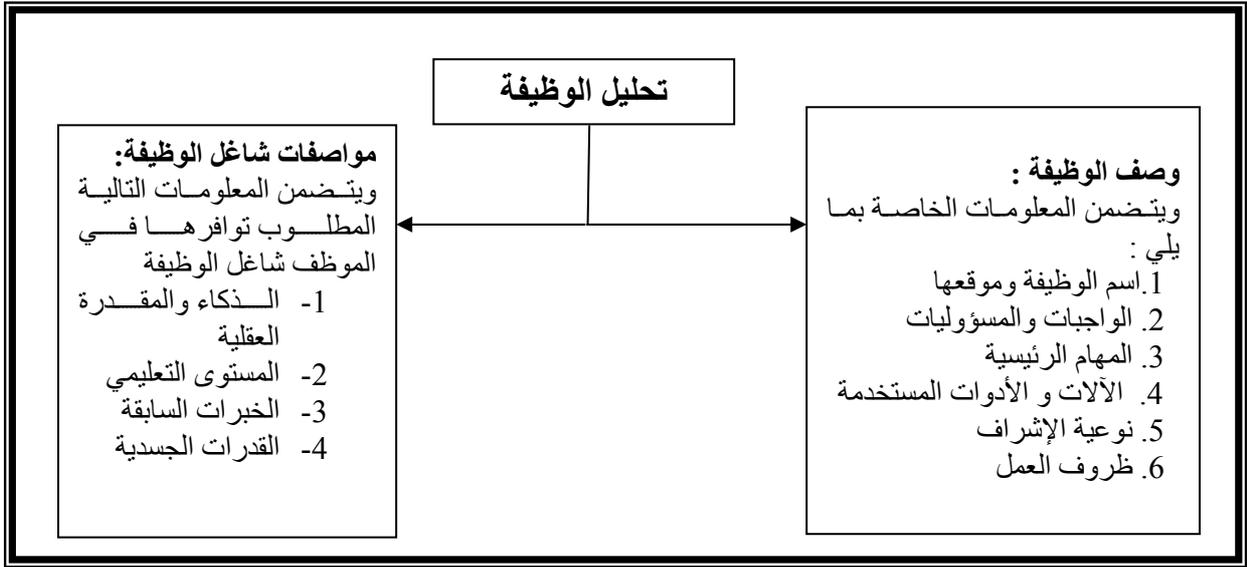
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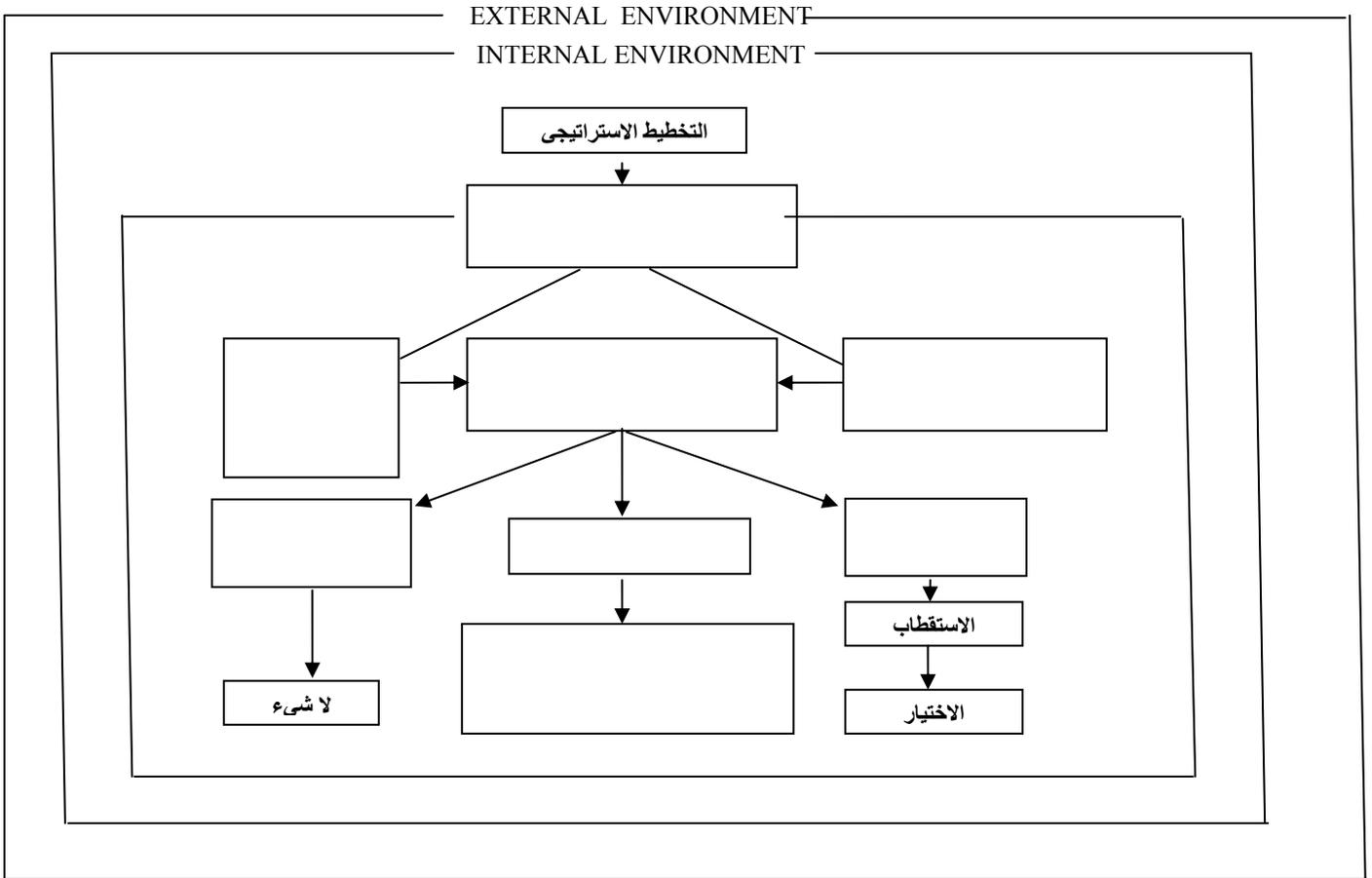
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The Human Resources Planning Process



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(Mondy , R. Wayne , Noe , Robert M . , " Human Resources Management " ninth Edition , New Jersey , 2005,p100) .

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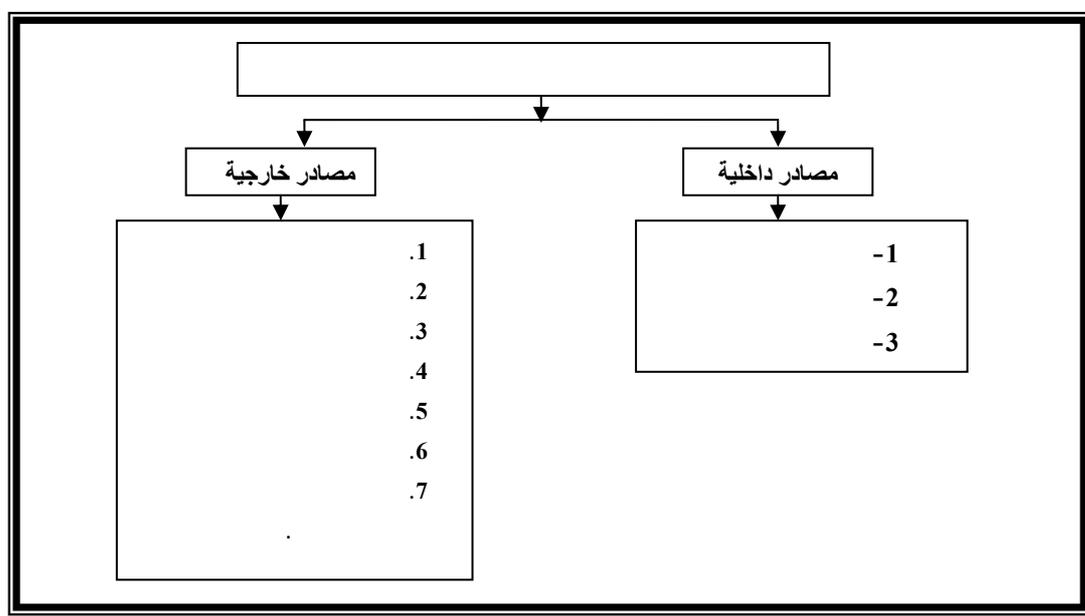
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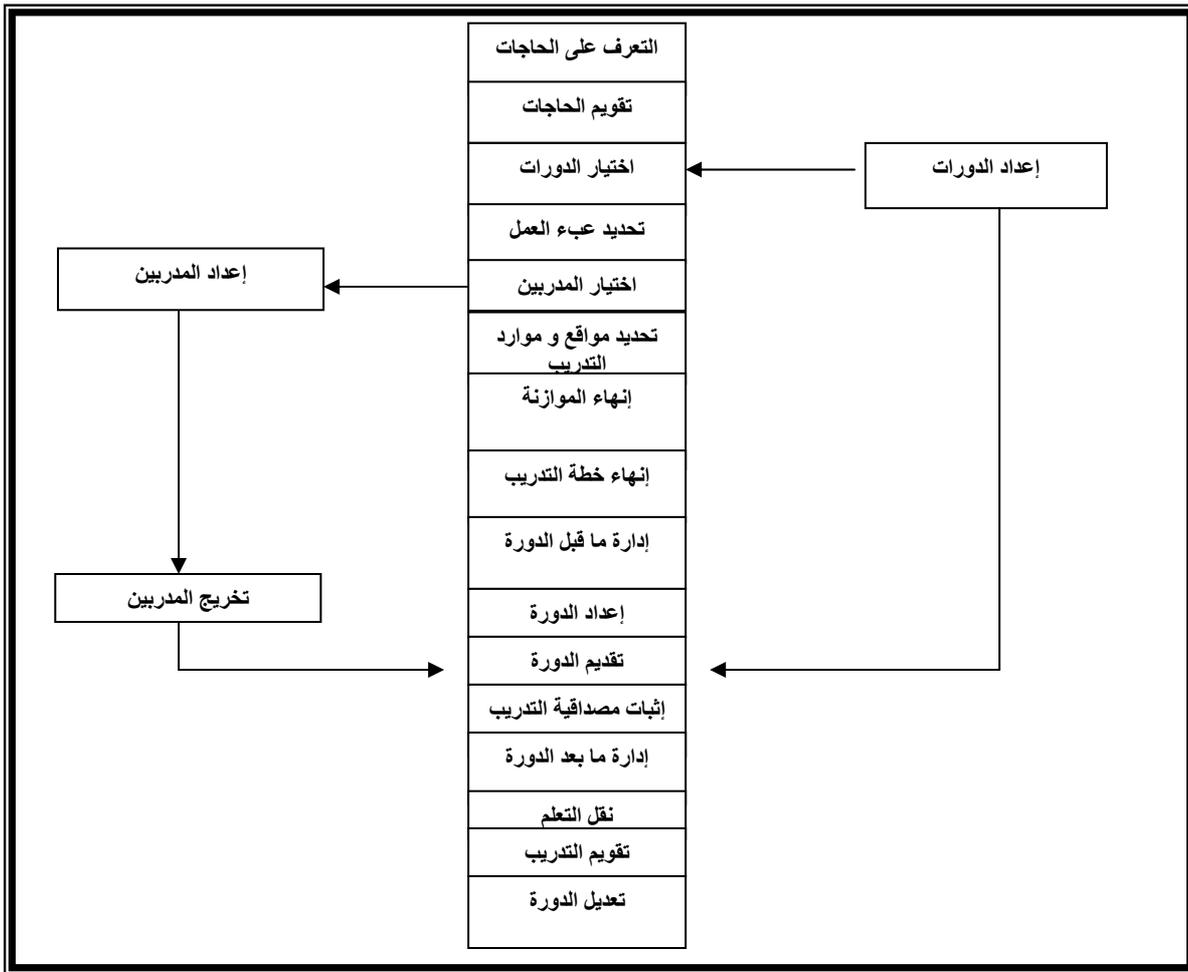
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0.000	0.857		21
0.000	0.793		22
0.000	0.781		23
0.000	0.816		24
0.000	0.722		25
0.002	0.602		26
0.000	0.880		27
0.015	0.491		28

(0.05)

(0.05)

0.491)

(0.880

2.3

:

.(13)

"

(13)

0.012	0.503		29
0.000	0.791		30
0.000	0.864		31
0.000	0.822		32
0.000	0.785		33
0.000	0.847		34
0.000	0.922		35
0.000	0.842		36
0.004	0.562		37

(0.05)

(0.05)

0.503)

(0.922

:

2.4

"

"

.(14)

(14)

0.025	0.456	/	38
0.000	0.694	/	39
0.003	0.585	/	40
0.000	0.716	/	41
0.000	0.779) / (42
0.000	0.708		43
0.000	0.783		44
0.000	0.789	45
0.000	0.796		46
0.000	0.725		47
0.000	0.691		48
0.000	0.824		49
0.000	0.738		50
0.000	0.775		51
0.000	0.687		52
0.000	0.722		53

(0.05)

(0.05)

(0.824 0.456)

(0.05)

:

:Split-Half Coefficient

.1

: (Spearman-Brown Coefficient)

(14)

$$\frac{r^2}{r+1} =$$

(15)

()

0.000	0.813479	.68560		
0.000	0.908893	0.8330		
0.000	0.963892	0.9303		
0.000	0.803112	0.6710		
0.000	0.9499	0.9045		

(0.05)

:Cronbach's Alpha

.2

(16)

(16)

()

0.9652	19		
0.9136	9		
0.9107	9		
0.8575	16		
0.9716	53		

(0.8575)

(0.9716)

:

:

:

:

(17)

98.8	160	
1.2	2	
100.0	162	

%1.2

%98.8 (17)

(20)

()

		()
12.3	20	
59.3	96	
8.0	13	
12.3	20	
8.0	13	رفع
100.0	162	

%59.3

%12.3 (20)

%8.0

%8.0

%12.3

(21)

0.6	1	
1.2	2	
4.9	8	
14.2	23	
30.2	49	
32.1	52	
16.7	27	
100.0	162	

%1.2

%0.6 (21)

%4.9

%30.2

%14.2

%16.7

%32.1

(22)

4.3	7	
8.6	14	/
20.4	33	/
66.7	108	
100.0	162	

%8.6

%4.3 (22)

%20.4

/

%66.7

/

(23)

3.7	6	3
14.2	23	6-4
17.9	29	9-7
27.2	44	12-10
37.0	60	12
100.0	162	

3

%3.7 (23)

%17.9

6

4

%14.2

10

%27.2

9

7

12

%37.0

12

12

12

12 - 10

(24)

15.4	25	
29.0	47	5-3
16.0	26	8-6
39.5	64	9
100.0	162	

%15.4 (24)

%29.0

%16.0 5 3

%39.5 8 6

9 9

:(1- Sample K-S) -) 3.2

-

(25)

(1-Sample K-S)

	Z			
0.906	0.566	9		
0.859	0.604	10		
0.356	0.927	9		
0.327	0.950	9		
0.535	0.805	16		
0.739	0.683	53		

)0.05

(25)

(sig. > 0.05

:

(One Sample T test)

T

t

"161"

1.97

t

t

(% 60

0.05

) "0.05"

t

"161"

(-1.97)

t

(% 60

0.05

) "0.05"

(0.05)

:

:

:

-

(26)

(

)

		t		(5)							
0.000	5	4.87-	50.12	2.51	27.2	31.5	11.7	22.8	6.8		10
0.000	6	4.79-	49.57	2.48	29.2	34.2	9.3	14.3	13.0) (11
0.000	9	7.08-	46.96	2.35	26.1	37.9	16.8	13.7	5.6		12
0.000	3	3.59-	52.30	2.61	24.8	31.7	13.0	18.0	12.4		13
0.768	2	- 0.300	59.38	2.97	17.9	22.8	16.7	29.6	13.0		14
0.000	8	5.87-	47.78	2.39	32.1	30.2	14.2	13.6	9.9		15

0.000	4	3.95-	52.10	2.60	23.5	29.0	19.8	19.1	8.6		16
0.911	1	0.110	60.25	3.01	21.0	19.1	12.3	32.7	14.8		17
0.000	7	5.60-	47.78	2.39	35.2	27.8	11.7	13.6	11.7		18
0.000		5.15-	51.89	2.59							

1.97 "0.05" "161" t

(26)

t "%60" 0.05
 %50 1.97- t
 %49.57
 %46.96
 %47.78 %52.30

%52.10

%47.78

(17 14)

%60.25

%59.38

.(0.05)

2.59

t
0.05

5.15-
0.000

t "%60"
1.96-

% **51.89**

(27)

()

		t		(s)							
0.000	7	-6.66	47.66	2.38	25.3	36.4	16.2	18.8	3.2		10
0.000	5	-6.12	48.59	2.43	20.5	44.2	13.5	15.4	6.4	()	11
0.000	6	-6.35	48.39	2.42	22.6	36.8	22.6	12.3	5.8		12
0.000	4	-5.27	49.49	2.47	26.3	30.8	19.9	15.4	7.7		13
0.040	1	-2.07	56.05	2.80	13.4	33.1	22.9	21.0	9.6		14
0.000	8	-7.75	44.77	2.24	32.3	37.4	11.6	11.6	7.1		15
0.000	3	-4.09	51.69	2.58	20.1	38.3	14.3	17.5	9.7		16
0.001	2	-3.41	52.82	2.64	23.7	28.8	17.3	19.9	10.3		17
0.000	9	-9.00	42.71	2.14	38.1	32.3	12.9	11.6	5.2		18
0.000		-7.46	49.24	2.46							

1.97

"0.05"

"161"

t

(27)

t

t

"%60 "

0.05

%47.66

(1.97-)

%48.59

%49.49

%48.39

%56.05

%44.77

%51.69

%42.71

%52.82

"

" " %56.05 "

%51.69 " " %52.82

%49.49 " "

"() "

" " %48.59

%47.66 " " %48.39

%44.77 " "

.%42.71 " "

2.46

t **7.46-** t **"%60"** **% 49.24**

(0.05) **0.00** **1.96-**

(28)

()

	t		(5)	
0.000	-5.149	51.89	2.59	
0.000	-7.462	49.24	2.46	
0.000	-6.583	50.76	2.54	

1.97 **"0.05"** **"161"** t

2.54 (28)

(6.583)- t **"%60"** % 50.76

0.00 1.96- t

0.05

:

(29)

)

(

		↑		(S)								
0.003	1	-3.06	54.32	2.72	17.9	29.0	21.6	26.5	4.9		19	
0.000	2	-3.73	53.33	2.67	14.8	35.2	25.3	17.9	6.8		20	
0.000	4	-4.55	51.88	2.59	16.3	36.9	24.4	16.3	6.3		21	
0.000	7	-5.73	50.00	2.50	18.1	39.4	21.3	16.9	4.4		22	
0.000	8	-6.05	49.43	2.47	19.5	37.7	23.3	15.1	4.4		23	
0.000	9	-6.20	48.75	2.44	23.8	34.4	20.0	18.1	3.8		24	
0.000	3	-3.90	52.88	2.64	20.0	27.5	23.8	25.6	3.1		25	
0.000	10	-7.37	46.92	2.35	23.9	40.3	17.6	13.8	4.4		26	
0.000	5	-4.53	51.19	2.56	22.0	32.7	20.1	17.6	7.5		27	
0.000	6	-4.91	50.81	2.54	24.8	26.1	22.4	23.6	3.1		28	
0.000		-7.11	50.92	2.55								

1.97 "0.05" "161" t

)

(29)

(

"%60"

0.05

(1.97-)

t

t

				%54.32
			%53.33	
%51.88				
%50				
	%49.43			
		%48.75		
		%52.88		
%46.92				
%51.19				
				%50.81
	2.55			
(7.11-)		t		% 50.92
(0.000)			(1.96-)	t
				(0.05)

:

(30)

()

		t		⑤							
0.022	1	-2.30	56.02	2.80	13.0	28.6	27.3	27.3	3.7		29
0.000	6	-6.70	49.63	2.48	16.0	38.3	28.4	16.0	1.2		30
0.000	5	-5.73	50.00	2.50	20.6	33.1	25.0	18.1	3.1		31
0.000	4	-4.67	51.30	2.57	19.3	36.0	20.5	17.4	6.8		32
0.000	9	-9.23	44.84	2.24	26.1	40.4	18.6	13.0	1.9		33
0.000	7	-6.5	48.89	2.44	19.8	38.9	21.0	17.9	2.5		34
0.000	8	-7.35	47.08	2.35	24.8	37.3	18.6	16.1	3.1		35
0.06	2	-1.89	55.93	2.80	24.1	22.2	14.8	27.8	11.1		36
0.000	3	-4.39	51.73	2.59	23.5	26.5	21.6	24.7	3.7		37
0.000		-7.68	50.59	2.53							

1.97

"0.05"

"161"

t

() (30)

0.05

(1.97-)

t

t

"%60"

%56.02

%49.63

%50

%51.30

%44.84

%48.89

%47.08

%55.93

%51.73

2.53

(7.68-)

t

"%60"

% 50.59

0.000

(1.96-)

t

0.05

:

(31)

()

		ـ		⊙							
0.517	1	0.056-	58.77	2.94	9.9	35.2	17.3	26.5	11.1	/	38
0.037	2	-2.10	56.79	2.84	9.3	25.3	40.7	21.6	3.1	/	39
0.001	4	-3.33	54.81	2.74	12.0	25.9	39.9	20.3	1.9	/	40
0.000	10	-8.01	46.83	2.34	23.6	36.6	23.0	15.5	1.2	/	41
0.000	9	-7.15	48.02	2.40	21.6	36.4	25.3	13.6	3.1	() /	42
0.000	13	-10.88	43.38	2.17	26.3	42.5	20.6	9.4	1.3		43
0.000	12	-10.25	43.90	2.19	23.9	47.2	17.0	9.4	2.5		44
0.000	14	-10.58	42.22	2.11	34.0	35.2	20.4	6.8	3.7	...	45
0.000	6	-4.33	52.25	2.61	18.1	31.3	26.9	18.8	5.0		46
0.006	3	-2.79	54.94	2.75	17.9	24.1	27.8	25.9	4.3		47
0.000	5	-3.69	53.54	2.68	14.3	34.8	24.8	21.1	5.0		48
0.000	8	-6.17	49.07	2.45	22.4	32.9	26.7	13.0	5.0		49
0.000	11	-8.69	45.47	2.27	26.7	36.0	23.0	11.8	2.5		50
0.000	16	-12.73	39.88	1.99	35.8	40.7	14.8	5.6	3.1		51
0.000	15	-10.84	40.74	2.04	40.1	34.6	9.9	12.3	3.1		52
0.000	7	-4.62	50.25	2.51	31.5	23.5	15.4	21.6	8.0		53
0.000		-10.45	48.78	2.44	جميع فقرات المجال						

1.97

"0.05"

"161"

t

) (31)

(

t t "%60 " 0.05

%58.77 1.97-

/

/ %56.79

/ %54.81

/ %46.83

%48.02

/ ()

%43.38

%43.90

%42.22

%52.25 ...

%54.94

%53.54

%49.07

%45.47

%39.88

%50.25 %40.74

2.44

-) t "%60" %48.78

(1.96-) t (10.45

0.05 0.000

.

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-1

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-2

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-3

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-4

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-5

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-6

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(32)

0.859	0.812	0.861	0.824	0.867		
0.000	0.000	0.000	0.000	0.000		
162	162	162	162	162		

قيمة r الجدولية عند درجة حرية "160" ومستوى معنوية 0.05 تساوي 0.145

":

" $\alpha = 0.05$

(32)

0.000

0.145

r

0.867

0.05

. $\alpha = 0.05$

":

" $\alpha = 0.05$

(32)

r

0.824

0.05

0.000

0.145

$\alpha = 0.05$

" :

" $\alpha = 0.05$

(32)

0.000

0.145

r

0.861

0.05

$\alpha = 0.05$

" :

" $\alpha = 0.05$

(32)

0.000

0.145

r

0.812

0.05

$\alpha = 0.05$

" :

" $\alpha = 0.05$

(32)

0.000

0.145

r

0.859

0.05

. $\alpha = 0.05$

" :

:

/ / / / / / /)
" (

:

-1

. $\alpha = 0.05$

(33)

t

:

(33)

t

0.020	2.344-	2.5743	160	ذكر		
		4.2222	2	أنثي		
0.004	2.929-	2.4385	155	ذكر		
		4.2778	2	أنثي		
0.006	2.783-	2.5164	160	ذكر)	
		4.2500	2	أنثي	(
0.068	1.840-	2.5332	160	ذكر		
		3.5889	2	أنثي		
0.009	2.630-	2.5119	160	ذكر		
		3.9444	2	أنثي		
0.032	2.168-	2.4263	160	ذكر		
		3.4688	2	أنثي		
0.005	2.818-	2.4890	160	ذكر		
		3.8427	2	أنثي		

1.97

0.05

(160)

t

$\alpha = 0.05$

.05 0.020

$\alpha = 0.05$

.05 0.004

$\alpha = 0.05$

.05 0.006

$\alpha = 0.05$

.05 0.004

$\alpha = 0.05$

.05 0.032

$\alpha = 0.05$

0.05 0.005

$\alpha = 0.05$

∴ (34)
(34)

	F	46	-36 46	-26 36	26		
0.488	0.815	2.7222	2.6444	2.5189	3.0417		
0.463	0.861	2.8148	2.5090	2.3898	2.5278		
0.550	0.705	2.7507	2.5951	2.4646	2.7847)	(
0.016	3.522	2.9685	2.4435	2.4857	3.2250		
0.198	1.572	2.8981	2.4043	2.5216	2.7778		
0.007	4.216	2.8586	2.3129	2.3989	3.0078		
0.073	2.366	2.8491	2.4411	2.4578	2.9340		

2.66 0.05 " 158 3" F

(35)

-36 46	-26 36	26		
		0.7393-	36	-26
	0.0422-	*0.7815-	46	-36
0.5251	0.4828	0.2565-	46	
		0.6089-	36	-26
	0.0860-	*0.6949-	46	-36
0.5457	0.4597	0.1492-	46	

0.05 *

0.05

0.016

$\alpha = 0.05$

36 " " 26 " (35)
" 46 36" " 46

$\alpha = 0.05$

" 46 0.05 0.007
36 " " 26 " (26)
" 46 36"

.0.05

0.05

0.073

$\alpha = 0.05$

36

46

$\alpha = 0.05$

(36)

	F						
0.824	0.302	2.6410	2.6059	2.3333	2.6222		
0.976	0.070	2.5173	2.4439	2.4259	2.5111		
0.902	0.192	2.6014	2.5310	2.3796	2.5667)	(
0.392	1.005	2.7402	2.4841	2.5250	2.4000		
0.099	2.125	2.6581	2.5367	2.0197	2.6000		
0.069	2.408	2.5669	2.4423	1.9708	2.5000		
0.354	1.092	2.6268	2.4925	2.2223	2.5208		

2.66

0.05

" 158 3"

F

(36)

$F_{0.05}$

($F_{0.05}$)

0.05

2.66

0.354

$F_{0.05}$

1.092

$F_{0.05}$

0.05

2.66

$\alpha = 0.05$

. $\alpha = 0.05$

: (37)
(37)

()

0.006	3.719	2.1368	2.3611	2.1453	2.8333	2.2722		
0.367	1.083	2.2650	2.3278	2.1560	2.5806	2.3728		
0.039	2.584	2.2009	2.3444	2.1341	2.7145	2.3645)	(
0.082	2.114	2.1077	2.6878	2.2684	2.6478	2.3828		
0.227	1.428	2.1368	2.5167	2.4081	2.6277	2.4056		
0.073	2.182	2.0962	2.4110	2.6250	2.5201	2.1806		
0.067	2.243	2.1406	2.4594	2.3552	2.6245	2.3167		

2.43 0.05
(38)

" 159 4"

F

()

			0.5611		
		*0.6880-	0.1269-		
	0.2158	0.4722-	0.0889		
0.2244-	0.0085-	0.6966-	0.1355-		
			0.3500		
		*0.5804-	0.2304-		
	0.2103	0.3701-	0.0201-		()
0.1436-	0.0667	0.5137-	0.1637-		

0.05

*

$\alpha = 0.05$

: (39)
(39)

	F									
0.831	0.469	2.6008	2.6111	2.5374	2.5362	2.6389	3.6111	3.3333		
0.759	0.563	2.3560	2.4369	2.5461	2.3702	2.5079	3.4444	2.4444		
0.821	0.482	2.4782	2.5437	2.5551	2.4550	2.5417	3.5278	2.8889)	(
0.160	1.569	2.8354	2.4447	2.4470	2.5438	2.6000	3.7000	2.2000		
0.663	0.684	2.6132	2.5449	2.4464	2.5085	2.4306	3.4444	3.0000		
0.318	1.184	2.4607	2.4764	2.4308	2.3096	2.2121	3.3750	3.2500		
0.543	0.837	2.5642	2.4964	2.4787	2.4384	2.4309	3.5000	2.8868		

2.16 0.05 "155 6" F
 $F_{0.05}$ 0.05
 2.16 $F_{0.05}$

0.543

$F_{0.05}$ **0.837** $F_{0.05}$ **0.05**
2.16

$\alpha = 0.05$

$\alpha = 0.05$

: (40)
(40)

	F		-				
0.493	0.805	2.5700	2.5152	2.7063	3.1270		
0.368	1.060	2.4232	2.4310	2.8889	2.3909		
0.660	0.534	2.5131	2.4739	2.7654	2.7656) (
0.754	0.398	2.5016	2.5945	2.7143	2.6714		
0.507	0.780	2.5013	2.4912	2.8333	2.5397		
0.586	0.647	2.4226	2.4100	2.6786	2.3530		
0.590	0.640	2.4776	2.4812	2.7402	2.5855		

2.66 0.05 " 158 3" F

$F_{0.05}$ 0.05

2.16 $F_{0.05}$

0.590

2.66

$F_{0.05}$

0.640

$F_{0.05}$

0.05

$\alpha = 0.05$

$\alpha = 0.05$

: (41)
(41)

	F	12	12-10	9-7	6-4	3		
0.898	0.268	2.6370	2.4747	2.6015	2.6473	2.8148		
0.886	0.288	2.5199	2.4822	2.3041	2.4610	2.5231		
0.928	0.218	2.5887	2.4783	2.4506	2.5949	2.6688)	(
0.173	1.615	2.6191	2.5444	2.2341	2.6609	2.9000		
0.778	0.443	2.6116	2.4069	2.5436	2.5453	2.4815		
0.913	0.245	2.4578	2.4122	2.3761	2.4647	2.6563		
0.804	0.406	2.5533	2.4572	2.4031	2.5591	2.6756		

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0.024	3.217	2.5278	3.1282	2.4113	2.5556		
0.326	1.163	2.3887	2.7415	2.3712	2.5260		
0.090	2.204	2.4823	2.9289	2.3928	2.5460)	(
0.173	1.681	2.5969	2.8013	2.3856	2.4533		
0.268	1.326	2.6211	2.6763	2.3874	2.4100		
0.285	1.273	2.4679	2.6216	2.3043	2.4290		
0.119	1.984	2.5173	2.7683	2.3639	2.4692		

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"شكر لكم حسن تعاونكم"