

Table 1) Relative frequency of responses of participants regarding occupational satisfaction and motivation, organizational justice, religious beliefs, relative deprivation, and administrative and cultural damages and their dimensions

Indicator	Low	Medium	High
Occupational satisfaction	1.27	6.49	3.23
Occupational motivation	1.28	46	9.25
Comprehension of organizational justice	9.51	3.37	4.10
Religious beliefs	8.5	9.36	3.57
Relative sense of deprivation	0.538	2.42	3.19
Administrative and cultural damages	42.6	7.44	7.12
Role overload	5.23	3.54	2.22
Role ambiguity	7.18	6.54	7.26
Role conflict	9.38	5.57	0.63
Sense of confidence	5.27	2.43	3.29
Sense of anomy	8.8	4.67	0.723
Sense of alienation from work	43	4.38	5.18
Customer appreciation	4.17	9.35	7.46