

# **The Managerial Values, and Their Relationship with Some Factors That Concern The Managers and Their Performance : A Field Study on The Banks branches' Managers ( Benghazi).**

Dr. abdulrahman M. Al-Mula \*

Mr. Adel .R. younis \*\*

The present study tried to highlight the managerial values footwork and their relationship with some factors that concern the managers and their performance. It stems from the fact that values represent one of the most important cultural facts that direct the human behavior and, consequently, its results.

Data was collected through a questionnaire distributed to 26 managers who run the banks acting in Benghazi.

The study has resulted into the fact that the five value groups (according to buchholz classification ) are found characterizing the managers in various degrees of importance, Generally , they can be ranked as follows :

1. The human values ,
2. The organizational values,
3. The job ethical values,
4. The group cooperative values, and
5. Rest and leisure time values.

The framework of these values has varied according to some characteristics of managers. In addition , the nature of the relationship of these values with the managers performance has varied .

---

\* Assistant Prof ., Bus , Adm Dept, Garyonis University .

\*\* Assistant Lecturer , Bus , Adm Dept, Garyonis University