The Impact of Empowerment on the Effectiveness of Decision-making in the social institutions - State of Qatar
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ABSTRACT

The research problem is based on the degree of empowerment impact and its effectiveness on decision-making in the Social Organizations in Qatar. Research hypothesis was formulated as follows:
• There is no significant statistical relationship between empowerment and effectiveness of administrative decision-making form the employee’s point of view.
• There are no significant statistical differences in decision-making due to demographic variables in the social Organizations institutions in Qatar form the employee’s point of view.

Research society consists of all workers in the social institutions in Qatar. The research sample is consisted from sixty employees of the administrative leadership and staff in only four social Organizations in Qatar.

Questionnaire designed to test hypotheses which consists initially from fifty-one questions which has been reduced to thirty-six Later, the truth of which was examined through its application on 10 employees statistical of the social Organizations.

Research results indicated that there is a significant statistical relationship between empowerment and decision-making, as the results showed that there is a relationship and impact of empowerment on decisions-making, also there are significant statistical differences for decision-making at the social organization in Qatar form the employees point of view as the majority indicated that the actual causes are due to gender and no differences related to the rest of the demographic variables. Also revealed the weakness of the managers to adopt the principles of transparency, justice and contrast to give employees a greater role in the activities of their organizations. Finally there were no adaptation to the principle of participation in the administration and promote a climate of trust of the principle of learning through the application of all workers. The managers and section heads need to clarify to there employees their organizations in dealing with the problems. Giving the
opportunity for employees to increase their individual and collective abilities, and expand the responsibility of the job. And finally embark on a program to building staff capacity in social organizations in Qatar.