Analysis of factors affecting managerial organizations effectiveness: analytic study for opinions of a sample of employees in government sector in State of Kuwait

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Abstract

This thesis discusses how far the managerial organizations in State of Kuwait are affected by some factors when some variables change, in addition to realizing the most important factors and their role in achieving the effectiveness of the organizational work.

Special interest is given to analyze these factors that affect the effectiveness of the managerial organizations in the government bodies in State of Kuwait through exploring opinions of a sample of employees in a number of ministries in State of Kuwait to conclude to suitable results and recommendations.

The researcher emphasized in his thesis on the relationship that connects values that the persons believes in and the values of the organization in which he works and applies its philosophy and values of the society in which he and the organization do exist. accordingly we can determine personal values and the society values as introduction to study the managerial organizations and trying to connect aspects of the relationship among these values along with how effective is the organizational work in the government managerial organizations.

According to the thesis problem, the researcher had assumed some supposals and using the scientific approach in studying and analyzing the study
variables and after gathering some opinions of the employees in some Kuwaiti ministries, the researcher reached some results as follows:

The thesis problem:

Despite the existence of a moral guidance that specifies and arranges the behavior of the public jobs (Kuwaiti Civil Service Code) in addition to ethical guidelines of companies and establishments in Kuwait, the real implementation of the standards specified in the code provisions require study of opinions of a sample of the employees in the public sector to realize the actual adherence of such provisions and the impact of the performance in the studied field.

Thesis objectives:

The thesis aims to realize the impact of values of the effectiveness of managerial organizations in Kuwaiti government sector through achieving the following goals:

1. Determining the values and ethics of the jobs and their role in achieving the required effectiveness in Kuwaiti managerial organizations.
2. The study of the impact of values on the effectiveness in Kuwaiti managerial organizations while changing of the variables.
3. Suggestions and recommendations that are likely to be followed in order to improve and develop the managerial organizations and to direct the behavior of the employees in the government sector in Kuwait.
   - Knowing to how extent government employee adhere to the ethical and behavioral values.
Study Approach:

The descriptive approach has been used in this study. This approach is suitable for such studies as it depends on gathering data in a way that allows to study the thesis proposals by controlling of the various factors that can affect the study, in order to be able to reach the relationship between reasons and results and the knowing of the affecting values in working in the Kuwaiti government managerial organizations.

The thesis community and sample:

The targeted community was all employees in the government bodies in Kuwait who represent a various job levels. The study sample composed of 330 employee (male and female) from employee working in ministries in Kuwait. (158) of them were female employee and (172) were male employees. The sample were chosen randomly from employee of these ministries. Ministries were chosen based on their location in the Kuwaiti ministries complex, the first tier ministries were excluded due to the difficulty of obtaining security approvals to collect data. The study sample were as follows:

- Ministry of Awka'f and Islamic Affairs (34) employee
- Ministry of Justice (54) employees
- Ministry of Social Affairs and Labor (56) employees
- Ministry of Commerce and Industry (67) employee
- Ministry of Finance (71) employee
- Ministry of Communication (48) employee representing various job levels, academic qualifications, specializations and ages.

Thesis findings:

After applying the research tools the most important findings as follows:

- No difference of statistical significance for level (a< 0.025) in values affecting the managerial system for employees working in government bodies in Kuwait regarding the employee gender.
- Difference of statistical significance for level (a< 0.05) between the average response of the sample towards the economic and financial values regarding the academic qualification in favor of Doctorate Degree holding employees.

- Difference of statistical significance for level (a< 0.05) between the average response of the sample towards the religious and ethical values regarding the years on experience in favor of the less experienced employees.

- No difference of statistical significance for level (a< 0.05) between the average of response of the sample regarding all dimensions of the values affecting the managerial system attributed to the job level.

Finally, the study concluded a set of recommendations as well as proposals on the basis of research findings and its data analysis toward promotional support and research enhancement.