Human Resources Development Requirements for The Application of E-Management
"Survey Study on Some Directorates of Ministry of Education in the Kingdom of Bahrain"

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Abstract

The study aims to identify the requirements of the development of human resources which includes (policies, planning for Human Resources Development, programs and budgets for the development of human resources, identifying training needs, procedures for the design of training programs for the rehabilitation of employees, and methods to follow up and evaluate the training efforts) in order to implement e-management in the Ministry of Education in the Kingdom of Bahrain according to the views of the study sample, and to find out whether there are statistically significant differences ($\alpha = 0.05$) between the views of vocabulary study sample to these requirements depending on a number of variables.

The researcher depended on descriptive analytical approach, and he built a study tool which is a questionnaire divided into two major parts: Part (1) includes the independent variables of the study on general information about the study sample of workers in the Ministry surveyed, namely (Gender - Age - functional level - scientific level - number of years of practical experience - number of training courses in the field of e-management), While Part (2) of the questionnaire contains basic variables of the study consists of 60 phrases divided into five main themes: the first theme is human resources development policies which are needed to implement e-management. The second theme is planning for the development of human resources needed to facilitate work at e-management. The third theme is identifying training needs for the rehabilitation of workers to apply e-management. The fourth theme is the procedures for the design of training programs required for the rehabilitation of workers on business applications management. The fifth theme is methods to follow-up and evaluate training efforts in order to shift to e-management.
Validity and reliability of the questionnaire were verified. Moreover, The study sample consisted of 211 employees of the surveyed Ministry were randomly selected from eight departments and sections of the ministry surveyed. According to the results of the study, the Ministry of Education provides the requirements of the development of human resources for the application of e-management with "very good" degree. There are varying degrees of approval of the study sample on the themes of the study. The second theme: feasibility planning for the development of human resources needed to create e-management application administering came first rank in terms of the degree of approval of the study sample. However, the third theme identifying training needs for the rehabilitation of workers for the application of e-management came in the last rank to the approval of the members of the study sample.

As shown by the results, there were no statistically significant differences (α = 0.05) of the members of the study sample about the availability of requirements of the development of human resources for the application of e-management in the surveyed ministry due to the variables (age - the scientific level - years of experience – the number of training courses taken). While there are significant differences statistically (α = 0.05) related to the opinion of members of the study sample due to the variables (sex - functional level - participation in training courses).

Based on these results, the researcher presented a number of recommendations that will help the surveyed ministry in providing better level and better application of human resource development, through effective implementation of policies, plans and programs aimed at training and successful implementation of e-management.