The Role of Strategic Planning in Crises Management
Applied Research on the Ministry of Works in the Kingdom
of Bahrain
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Abstract

Objectives of the Research: identify the importance of Strategic Planning and its objectives, find out the actual application of Strategic Planning in the Ministry of Works, give suggestions for improvement, pinpoint difficulties and obstacles facing the Strategic Planning process in the Ministry of Works and find solutions, Identify causes of crises in the Ministry of Works, Review types of crises and strategies of addressing them. Finally scrutinize the impact of crises on employees and the organization.

The Research Tool: In my research I used a questionnaire consisting of (35) statements. These statements were structured around (3) areas of actions: They are as follows: Realizing the existence of strategic planning process in the Ministry of Works, causes behind crises and the role of strategic planning in managing them. Validity and reliability Indicators have been verified and classified between (0.403-0.430) for reliability and (0.813-0.847) for validity.

The population and Sample: The research population consisted of (200) employees from the Ministry of Works staff in the Kingdom of Bahrain from different directorates. The sample consisted of (91) employees that included (63) males and (28) females. The researcher delivered (200) questionnaires and retrieved (130) and (39) copies were not valid for analysis.

Findings of the Research:
No statistically significant differences were noticed in the role of strategic planning in crises management at the Ministry of Works in the Kingdom of Bahrain ascribed to the variables of gender, age, years of experience educational level and job status. There is a high awareness of strategic planning process in the Ministry of Works. The percentage stood at (3.872). There is a medium awareness at the leaders, level in the Ministry of Works about the causes of crises. The percentage stood at
The top three causes of crises concluded were: Not selecting the right person for the right job, the organization structure subdivision leads to lack of interaction between the directorates decisions were made hastily by some leaders. There is a medium awareness at the leaders, level in the Ministry of Works about the role of strategic planning in managing crises and the percentage stood at (3.334).

Based on the findings of the research, the researcher proposed a set of recommendations and suggestions, some of them are as follows:
- Forming a new organizational structure with a few subdivisions to overcome the lack of interaction between the directorates.
- Selecting the right person for the right job.
- Establishing a new directorate for crises management, in order to follow up on the risk indicators and attracting the departments, attention to care for them.
- Forming a permanent crises team.
- Setting up joint committees between the Ministry of Works and its stakeholders in order to get over crises in the operational phase.
- Forming an independent committee responsible for strategic planning in both public and private sector in Bahrain.