Strategic Planning for the Re-engineering of Human Resources
An Applied Study on Private Companies in the Kingdom of Bahrain

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Abstract

This study aims to identifying the role of strategic planning in re-engineering human resources in private companies in the Kingdom of Bahrain according to the opinion of the administrators in these companies. It also aims to identifying any statistically significant differences (\( \alpha = 0.05 \)) in the opinions of the study sample about this role depending on a number of variables. The study sample consisted of (50) administrative employees from the private sector companies in the Kingdom of Bahrain. They were chosen randomly. The researcher has designed a questionnaire “The Role of Strategic Planning” that consisted of (61) items and verified validity and reliability.

The results showed that strategic planning contributes "significantly" in the process of re-engineering human resources in private companies in the Kingdom of Bahrain. The highest role of strategic planning in the re-engineering of human resources was "to identify obstacles to the re-engineering human resources", followed by "Formulation of the strategic objectives of re-engineering human resources", "providing the elements of re-engineering human resources", and "Analysis of internal and external environment of the institution as a requirement for process re-engineering human resources" respectively.

Results also showed that strategic planning contributes significantly to solving the following problems regarding the process of re-engineering of human resources:
- The Lack of experience in the process of re-engineering human resources.
- The lack of management skills for re-engineering human resources amongst the staff.
- The Lack of interest amongst the administrative staff and employees towards the courses and workshops about reengineering human resources.
- The scarcity of the number of experts and specialists in the re-engineering human resources.
- The absence of a dedicated budget for the purposes of reengineering human resources.

The results revealed that there are no statistically significant differences (\( \alpha = 0.05 \)) in the role of strategic planning in the provision of the elements of re-engineering human resources in private companies in the Kingdom of Bahrain due to the variables of sex, educational qualification, years of experience, the number of training courses attended and the type of plan applied by the company. Based on these results, the researcher presented a number of recommendations concerning the process of re-engineering human resources in private companies in the Kingdom of Bahrain.