Contributions of Directorates of the Ministry of Education in the formulation of the content of the strategic direction for the development of human resources
an exploratory study within the framework of the Economic Vision for Bahrain 2030
In Partial Fulfillment of the requirements for the Master Degree of Human Resource Management
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Abstract

This research sought to identify the contribution of the Directorates in the formulation of the content of the strategic direction for the development of human resources at the Ministry of Education in the Kingdom of Bahrain in the context of the economic vision of the Kingdom of Bahrain 2030 through Answers managers and those who work managers on the contributions of these Directorates: the formulation of the content of the strategic vision for the development of human resources, the formulation a strategy for the development of human resources, strategic analysis for the development of human resources, determine the strategic objectives for the development of human resources, determine the overall strategy for the development of human resources. And to identify the implications of the differences in the contribution of these Directorates due to the variables job title, and sex and years of experience in the current job qualification and training courses in the strategies.

The study sample consisted of 23 individuals in the Directorates of the Ministry of Education in Bahrain them (21) occupy the post of Director of the Department, and (2) Acting Director of Administration, where the number of males (14) and the number of females (9), has been applied questionnaire respondents consists of six axes: Axis general information, and the axis of the contributions of Directorates in the formulation of the content of a strategic vision for the development of human resources, and the axis of the contributions of Directorates in strategic analysis for the development of human resources, and the axis of the contributions of Directorates in determine the strategic objectives for the development of human resources, and the axis of the contributions of Directorates in determining the overall strategy for the development of human resources.

The study, according to the views of the sample surveyed to the contribution of Directorates very much in the formulation of the content of the strategic direction for the development of human resources at the Ministry of Education and their active participation in the formulation of the vision, mission strategy for human resource development as well as in strategic analysis and determine the strategic objectives as well as to determine the overall strategic for the development of human resources in the context of Bahrain Economic Vision 2030.

It emerged from the results there is no statistically significant differences for the answers respondents surveyed on the contributions of Directorates in the formulation of the content of the strategic direction due to the variables: Job Title, sex and academic qualification and the number of training courses in the strategies,
while there are significant differences responses to the sample surveyed in the axis on the formulation of a strategy for the development of human resources due to the variable years of experience in the current job, and there is no statistically significant differences in the rest of the other axes of the same variable. The study involved increasing the number of specialized training courses in the field of strategic management, strategic planning and attend the Directorates surveyed. And that is taking into account the years of experience to the occupants of leadership function while involving them in the formulation of the strategic direction for the development of human resources in the future. And propose the development unit for the development of human resources in all Directorates surveyed consists of three employees or their mission monitoring the implementation of the strategic direction for the development of human resources and the application of implementation mechanisms with the competent authorities in the ministry. The researchers also recommended the possibility of adding department heads in the Directorates surveyed in the sample surveyed and expanded to covered and get to know their views and the extent of their contribution to the formulation of the content of the strategic direction for the development of human resources in the ministry.