The Reality of Electronic Human Resources Management in Palestinian Universities-Gaza Strip

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Abstract: The purpose of this research is to identify the reality of electronic human resources management in the Palestinian universities in the Gaza Strip. The study population consisted of the different administrative levels in the universities. The number of employees was (239). The study sample consisted of (148) individuals from the different administrative levels. The response rate was (87.16%). The researchers used the questionnaire as a study tool and used both the analytical and descriptive approaches to achieve the objectives of the study. The SPSS program was used to analyze the study data. The study reached several results, the most important of which is the presence of clarity among the sample of the study of the importance of electronic human resources management, the full awareness of the its benefits, which greatly helps to adopt and develop (e-HRM) as the members of the study sample from the higher administrative levels and those who influence decision-making. The university system in human resources management varies in varying degrees from one university to another and has a significant impact on the direction of electronic human resources management. The researchers explain this difference because of the different priorities of universities, development plans, their potential material, and human capabilities. There are no significant differences in the response of the sample members due to the demographic variables (age group, academic qualification, number of years of service, job category, job title), because there is a convergence between the specifications of the sample members in the universities concerned. There are also significant differences in the response of the sample members attributed to the university variable in favor of the Islamic University. The study reached several recommendations, the most important of which is the need to develop the administrative structure of the universities to commensurate with the process of change to electronic management. It is important to develop (e-HRM) in universities as it has a key role in the success of the process of transition to electronic management. There is a need to expand the use of electronic models to manage personnel to take advantage of its multiple benefits such as reducing expenses and time of completion of transactions.

Keywords: Palestinian Universities, Higher Education Institutions, Electronic management, Gaza Strip, Electronic Human Resources Management

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The Reality of Electronic Human Resources Management in Palestinian Universities-Gaza Strip. Article. Full-text available. The overall findings of the current study suggest that no statistically significant impact on top management support to promote the use of decision support systems in the Re-engineering of Operations and Business at the universities in the Gaza Strip, the results highlighted that there is a statistically significant effect on the impact of decision support user systems type to promote the use. 1. INTRODUCTION Palestine which is represented by Gaza Strip is considered as one of the most densely populated areas. The escalation in population growth as well as the in the world (PCBS,2013). EL-Ramlawi received his first degree from Islamic University Gaza in 2001 awarded with Bachelor of environment and earth sciences. He obtained a Master Degree in Geo-information in Environmental Management from the Mediterranean Agronomic Institute of Chania (MAICh), Crete, Greece, 2013. He works as environmental health inspector (EHI) in the Palestinian Ministry of Health (MoH) and has wide experience in the water resources management field. Also, he is trainer in the field of seawater, drinking water, desalinated water and swimming pools water quality monitoring.