

The implications of Modern Trends of Human Resources Management on the Creativity of Employees in Palestinian Ministries

A Case Study on the Ministry of Education and Higher Education and the Ministry of Scientific Research

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Abstract

This study aimed to identify the implications of modern trends of human resources management represented by (human capital management, Knowledge management of human resources, electronic management of human resources, human resources management in the light of total quality) on the creativity of employees in Palestinian ministries; a case study on the Ministry of Education & Higher Education and the Ministry of Scientific Research in Ramallah governorate. In her study the researcher used the descriptive method. The study population consisted of all human resources employees amounted 87 working in the Ministry of Education & Higher Education and the Ministry of Scientific Research, in the academic year 2019/2018. Due to the small size of the study population, a comprehensive survey method was used for the whole study population that was considered as the sample of the study itself. To achieve the objectives of the study, the researcher developed a study tool (questionnaire) to suit the Palestinian environment, consisting of (35) items. The validity and reliability of the questionnaire was verified by appropriate research methods that show that Cronbach alpha total coefficient of the questionnaire's paragraphs reached (60.9). To answer the study questions and examine the its hypotheses the statistical analysis was used.

The study reached the following results:

1. There is a statistically significant correlation at the level of significance ($\alpha \leq 0.05$) between the reflections of the modern trends of human resources management and the creativity of employees in the Ministry of Education & Higher Education and the Ministry of Scientific Research. That relationship is a positive and strong linear correlation, in the sense that the more reflections of the modern trends of human

resources management, the greater the creativity of employees in the Ministry of Education & Higher Education and the Ministry of Scientific Research.

2. There is a positive and complementarity correlation between the level of knowledge management and the level of job creativity; and this indicates that the availability of knowledge management in the Ministry of Education & Higher Education and the Ministry of Scientific Research as appropriate represents the proper climate and the cornerstone of the existence of strong and continuous organizational creativity for employees.

In light of these findings, the study recommended that human resources management should be involved in the strategic planning process of the two ministries as a whole, and that human resources issues should be included in the strategic plan of the two ministries. The administration in both the Ministry of Education & Higher Education and the Ministry of Scientific Research should provide information technology infrastructure such as the Internet, databases, programs and modern electronic devices in order to support the process of creating, sharing and using knowledge in both ministries.