

جامعة القدس

الاحتياجات التدريبية للمسؤولين عن إدارة التعليم
في جامعة القدس المفتوحة

القدس – فلسطين

1426هـ - 2005م

الاحتياجات التدريبية للمسؤولين عن إدارة التعليم
في جامعة القدس المفتوحة

مقدمة من

الطالب: عصام عبد العزيز أحمد خليل

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Abstract

“The Training Needs for the Educational Administrators at Al-Quds Open University”

Prepared by: Isam Abdul-Aziz Ahmad Khalil

Supervised by: Dr. Ghassan Sirhan

This study aimed to identify the training needs for the educational administrators at Al-Quds Open University.

The population of the study consisted of 91 educational administrators for the year 2004-2005, representing all the educational administrators at Al-Quds Open University. The study addressed two research questions:

1. What are the training needs for the educational administrators at Al-Quds Open University?
2. Do these needs differ according to academic qualifications, academic rank, years of experience at the university, and work location?

To identify these training needs, the researcher designed a questionnaire that consisted of two parts. The first part included general information and the second part consisted of 80 items covering ten areas to identify the training needs. The reliability coefficient of the instrument was (0.98), which is acceptable for the purpose of the study.

The researcher used the following statistical parameters: (Cronbach Alpha), means, and standard deviations for the responses of the population to the ten areas and overall dimension.

The study reached the following conclusions:

1. The educational administrators at Al-Quds Open University showed a medium degree of need in the two areas of “total quality management” and “professional development for the personnel”. The least interest in training need was shown in “time management” and “administrative leadership”.
2. The results of the study showed that The highest need for the educational administrators at Al-Quds Open University was in favor of the MA academic rank and in all the areas under study.
3. The results also showed that there is a training need for the educational administrators at Al-Quds Open University according to the following independent variables:
 - A. With regard to academic rank, the level of training need for the educational administrators at Al-Quds Open University was in descending order as follows: lecturers, instructors, assistant professors, and finally associate and full professors.
 - B. With regard to years of experience at the university, the training need was inversely proportionate with years of experience.
 - C. With regard to work location, the training need for the administrators in the educational regions was higher than for each of University Headquarters and study centers.

On the basis of the results of the study, the researcher put forth some recommendations and suggestions.

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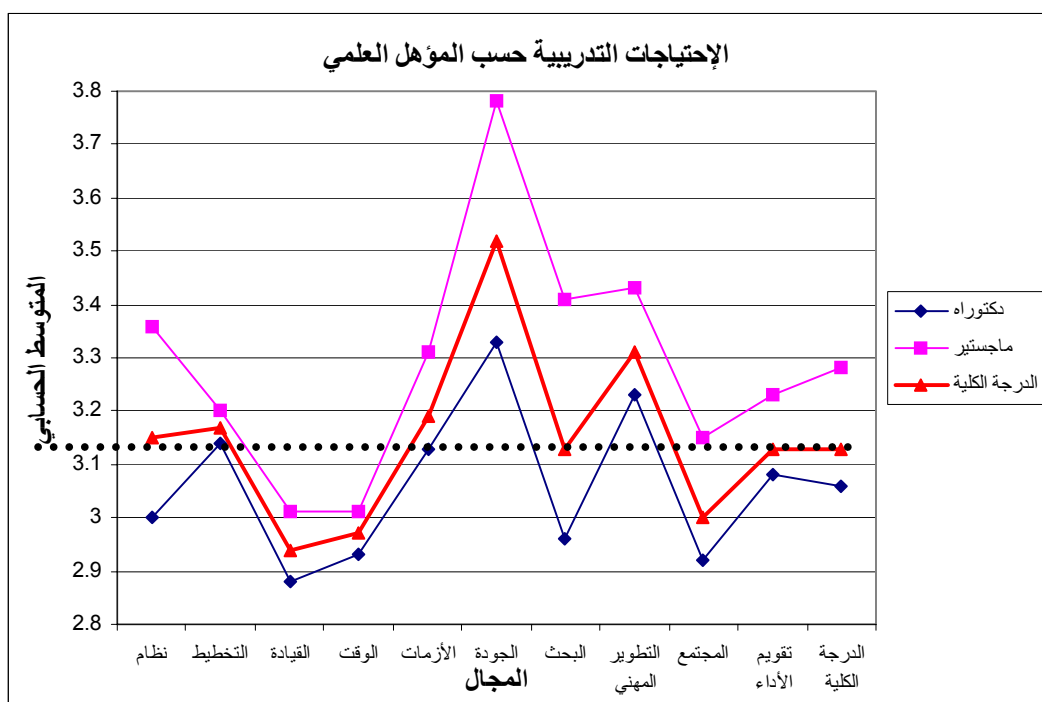
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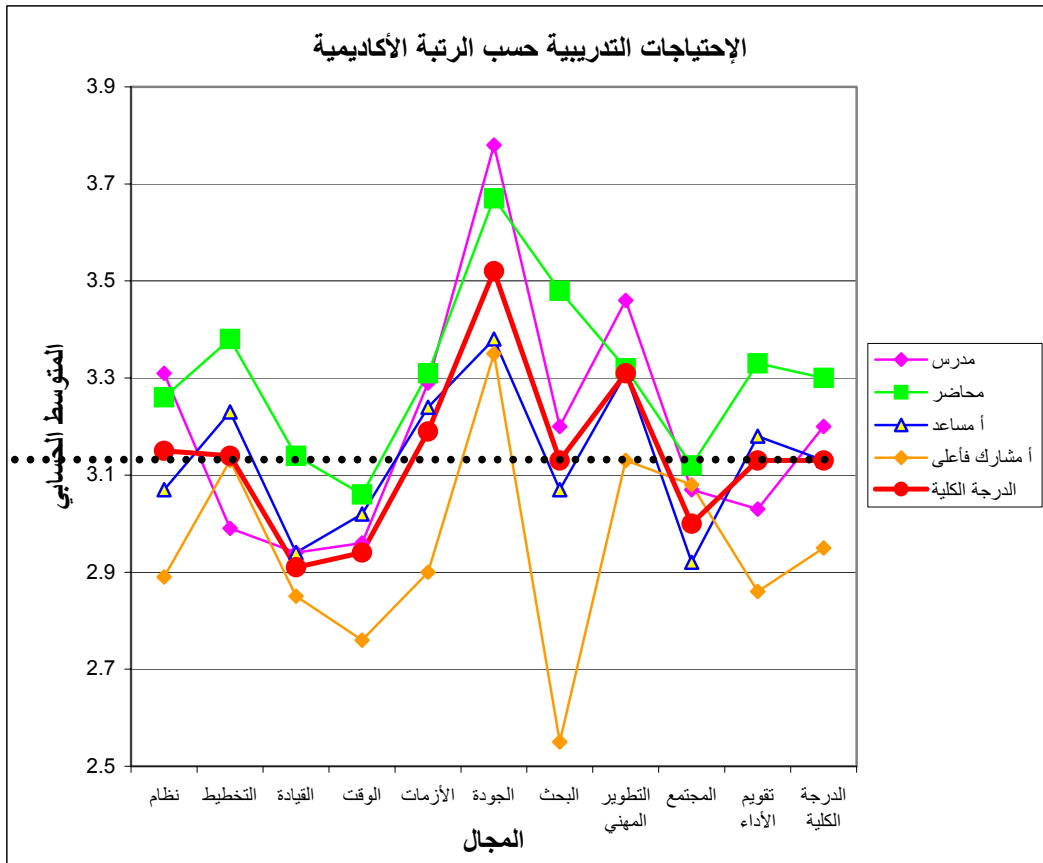
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| 3,15 | 3,31 | 3,26 | 3,07 | 2,89 | |
| 3,14 | 2,99 | 3,38 | 3,23 | 3,13 | |
| 2,91 | 2,94 | 3,14 | 2,94 | 2,85 | |
| 2,94 | 2,96 | 3,06 | 3,02 | 2,76 | |
| 3,19 | 3,29 | 3,31 | 3,24 | 2,90 | |
| 3,52 | 3,78 | 3,67 | 3,38 | 3,35 | |
| 3,13 | 3,20 | 3,48 | 3,07 | 2,55 | |
| 3,31 | 3,46 | 3,32 | 3,31 | 3,13 | |
| 3,00 | 3,07 | 3,12 | 2,92 | 3,08 | |
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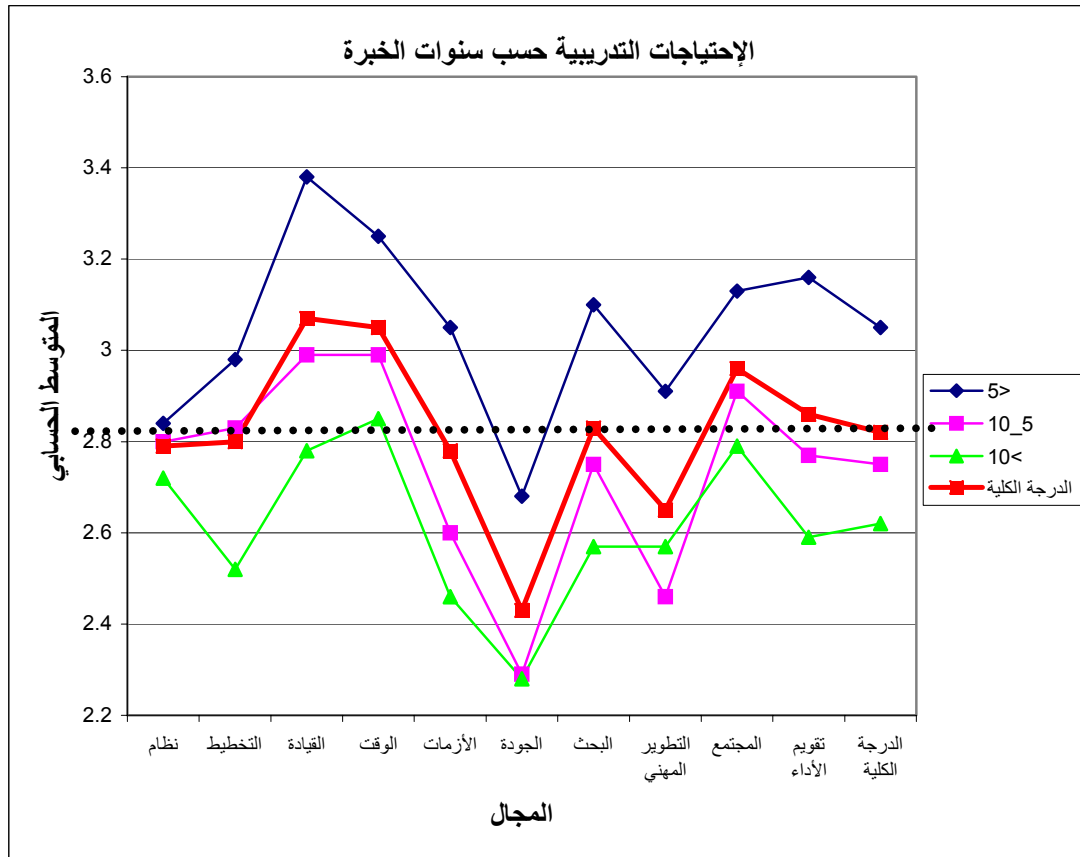
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| 2,79 | 2,72 | 2,80 | 2,84 | | .1 |
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| 2,78 | 2,46 | 2,60 | 3,05 | | .5 |
| 2,43 | 2,28 | 2,29 | 2,68 | | .6 |
| 2,83 | 2,57 | 2,75 | 3,10 | | .7 |
| 2,65 | 2,57 | 2,46 | 2,91 | | .8 |
| 2,96 | 2,79 | 2,91 | 3,13 | | .9 |
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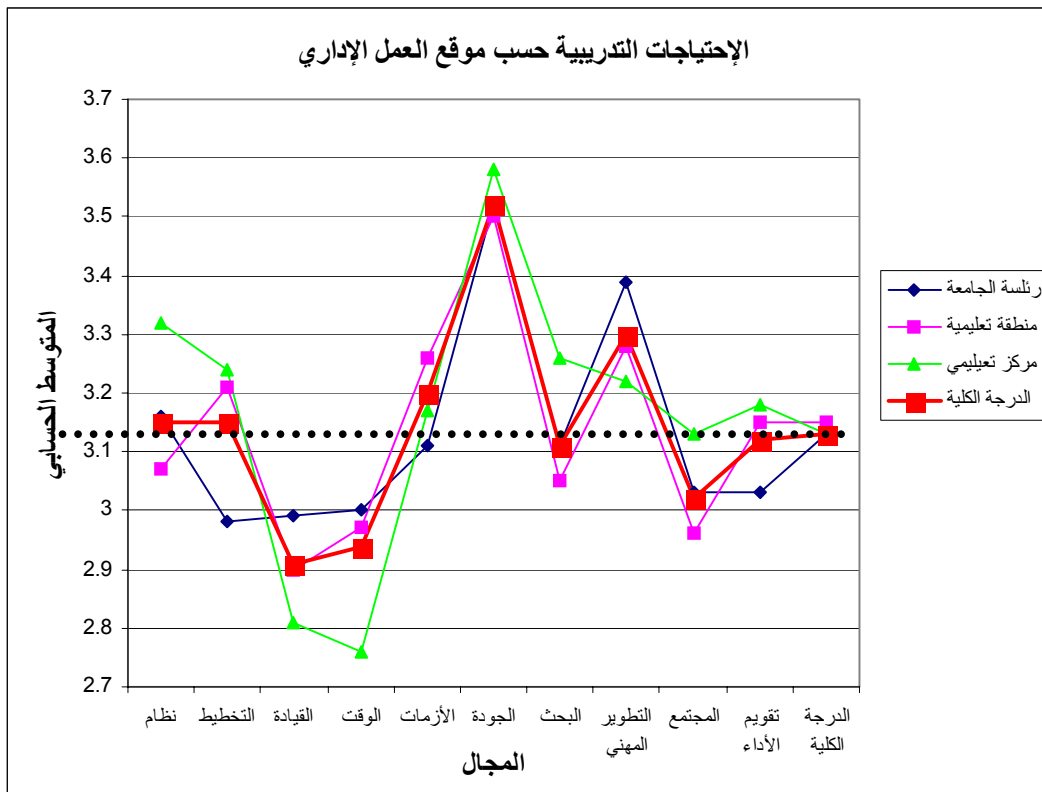
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| 2,94 | 2,76 | 2,97 | 3,00 | | .4 |
| 3,20 | 3,17 | 3,26 | 3,11 | | .5 |
| 3,52 | 3,58 | 3,50 | 3,52 | | .6 |
| 3,11 | 3,26 | 3,05 | 3,11 | | .7 |
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| 1.03 | 3.14 | 49 | | |
| 0.80 | 3.20 | 39 | | |
| 1.19 | 2.88 | 49 | | |
| 1.09 | 3.01 | 39 | | |
| 1.20 | 2.93 | 49 | | |
| 1.15 | 3.01 | 39 | | |
| 1.31 | 3.13 | 49 | | |
| 1.16 | 3.31 | 39 | | |
| 1.19 | 3.33 | 49 | | |
| 1.04 | 3.78 | 39 | | |
| 1.18 | 2.96 | 49 | | |
| 1.02 | 3.41 | 39 | | |
| 1.01 | 3.23 | 49 | | |
| 0.96 | 3.43 | 39 | | |
| 1.02 | 2.92 | 49 | | |
| 1.05 | 3.15 | 39 | | |
| 1.20 | 3.08 | 49 | | |
| 1.13 | 3.23 | 39 | | |
| 1.00 | 3.06 | 49 | | |
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| 1.36 | 3.13 | 6 | | |
| 0.94 | 3.23 | 41 | | |
| 0.80 | 3.38 | 17 | | |
| 0.84 | 2.99 | 19 | | |
| 1.58 | 2.85 | 6 | | |
| 1.13 | 2.94 | 41 | | |
| 1.10 | 3.14 | 17 | | |
| 1.13 | 2.94 | 19 | | |
| 1.42 | 2.76 | 6 | | |
| 1.17 | 3.02 | 41 | | |
| 1.27 | 3.06 | 17 | | |
| 1.08 | 2.96 | 19 | | |
| 1.55 | 2.90 | 6 | | |
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| 1.20 | 3.31 | 17 | | |
| 1.17 | 3.29 | 19 | | |
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| 1.22 | 2.55 | 6 | | |
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| 0.98 | 3.48 | 17 | | |
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| 0.91 | 3.32 | 17 | | |
| 0.99 | 3.46 | 19 | | |
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| 1.03 | 3.12 | 17 | | |
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| 1.55 | 2.86 | 6 | | |
| 1.15 | 3.18 | 41 | | |
| 1.05 | 3.33 | 17 | | |
| 1.25 | 3.03 | 19 | | |
| 1.37 | 2.95 | 6 | | |
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| 0.96 | 2.83 | 33 | 10 – 5 | |
| 1.00 | 2.52 | 24 | 10 | |
| 0.97 | 2.80 | 89 | | |
| 1.21 | 3.38 | 32 | 5 | |
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| 1.15 | 3.25 | 32 | 5 | |
| 1.12 | 2.99 | 33 | 10 – 5 | |
| 1.30 | 2.85 | 24 | 10 | |
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| 1.31 | 2.60 | 33 | 10 – 5 | |
| 1.31 | 2.46 | 24 | 10 | |
| 1.29 | 2.73 | 89 | | |
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| 1.35 | 3.10 | 32 | 5 | |
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| 1.03 | 2.46 | 33 | 10 – 5 | |
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| 1.13 | 3.13 | 32 | 5 | |
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| 1.19 | 3.16 | 32 | 5 | |
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| 0.97 | 3.21 | 43 | | |
| 0.97 | 3.24 | 17 | | |
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| 1.14 | 2.81 | 17 | | |
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| 1.18 | 2.94 | 87 | | |
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| 1.37 | 3.26 | 43 | | |
| 1.40 | 3.17 | 17 | | |
| 1.26 | 3.20 | 87 | | |
| 0.97 | 3.52 | 27 | | |
| 1.19 | 3.50 | 43 | | |
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| 1.01 | 3.39 | 27 | | |
| 0.94 | 3.28 | 43 | | |
| 1.15 | 3.22 | 17 | | |
| 0.99 | 3.30 | 87 | | |
| 0.86 | 3.03 | 27 | | |
| 1.16 | 2.96 | 43 | | |
| 1.06 | 3.13 | 17 | | |
| 1.05 | 3.02 | 87 | | |
| 1.20 | 3.03 | 27 | | |
| 1.13 | 3.15 | 43 | | |
| 1.34 | 3.18 | 17 | | |
| 1.18 | 3.12 | 87 | | |
| 0.91 | 3.13 | 27 | | |
| 0.95 | 3.15 | 43 | | |
| 1.09 | 3.13 | 17 | | |
| 0.95 | 3.13 | 87 | | |