((Human resources management and its relationship to the performance of workers in local government bodies in the province of Salfit from the point of view of workers in the supervisory bodies)

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Abstract

This study aims to identify human resources management and their relationship to the personnel performance based on a range of human resources management functions (work and job analysis, polarization, selection, training, evaluation and motivation) from the perspective of staff in local authorities in Salfit Province, and to identify the relationship between them in the light of each variable (gender, scientific qualification, functional degree, years of experience in capacity development, age and the number of training courses). The reasons for the study lie in the observation of the researcher during his work, where he noticed that there is a problem in the performance of the workers, that one of the most important branches of management will be studied which is the management of human resources and their relationship to the performance of the personnel.

This study was completed between 2019 and 2020m which aimed the local government bodies (village councils and municipalities) in Salfit province, which is represented by (18) local bodies, including (9) municipalities, (9) (village councils), and the school community is composed of all staff at supervisory levels in local bodies, while the study sample was (82) staff, including (male and female).

The study aimed to identify human resources management and its relationship to the performance of local staff by identifying the level of human resources management in local government bodies through several levels of job analysis and employment, which is the level of recruitment process, the level of staff selection mechanisms, the level of staff training, the level of personnel assessment, the level of motivation of workers, the level of performance of the staff. Also, the recognition of the relationship between human resources management and the performance of the staff. In addition to that, the recognition of the different estimation of human resources management

averages according to demographic control variables (gender, scientific qualification, occupational degree, years of experience in capacity development, age, number of training courses in capacity development).

The results showed that the level of work and jobs analysis in the local government bodies in Salfit Governorate from the viewpoint of the supervisory authorities came in big. This is in terms of the arithmetic mean of 3.73. We note from the data in table 3.4 that the level of human resource polarization was so large, which is averaged 3.50 to note that the level of human resource selection was high. Thus, the mean (3.89), the mean deviation of human resources training were significant, the mean of human resources assessment was (3.78) and a standard deviation (0.86) that the mean of human resources assessment was average, which reached (3.33) and the standard deviation (1.01) mean of the incentives granted to human resources was large, which reached (3.50) and the standard deviation (1.07). Also, the total score indicates that the arithmetic average of the performance of workers in local government bodies in Salfit governorate was large, which reached (3.84) and deviation Normative (0.73).

The recommendations were that emphasis should be placed on using the scientific approach to gather accurate and detailed information about the job and staff, the need to use more than one means to screen applicants for jobs, the inappropriateness of exercises for staff needs, the need to enhance performance improvement, and the updating of performance evaluation standards periodically to match the objectives of the annual plan, They should be informed and engaged by workers, and the need to continue to award rewards, with a positive impact on continuing improvement, excellence, motivation and the promotion of a culture of teamwork among local staff.