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(http://en.wikipedia.org/wiki/foreign_volunteers)

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The role of the foreign volunteers in developing the institutional work at the youth institutions in Bethlehem Governorate

Abstract:

This study was conducted during the years 2009-2010. It aims to know the role of the foreign volunteers in developing the institutional work at the youth institutions in Bethlehem Governorate, and to know their role in fundraising, drawing strategic plans, making administrative and leading decisions and developing the structure of those institutions, in addition to know their role in training their staff and developing and implementing their program. The researcher used the descriptive research methodology through using a questionnaire as a tool of the study. This questionnaire included six fields: funding, setting strategic plans, building structures, programs, training and decision making. The community of the study consisted of all the institutions involved in youth affairs in Bethlehem Governorate. Bethlehem Governorate was selected due to the fact that there are a notable increasing number of foreign volunteers in it and there are also about 62 youth institutions in it. The study was conducted on a sample consisting of 110 participants.

The study reached the following results, that the role of the foreign volunteers in developing the institutional work at the youth institutions in Bethlehem Governorate regarding funding is considered an active role, but not in all aspects. Those volunteers assist in fundraising through giving instructions and leading the youth institutions to the donors, and they also prepare proposals for funding, nevertheless their existence is not a condition for attaining funding.

Also the foreign volunteers contribute to develop the institutional work at the youth institutions in Bethlehem Governorate regarding setting strategic plans through their experience in developing the plans set by the institution's administration; but those volunteers do not know the requirements of the youth nor the nature of the local communities. Adding to this, their knowledge and experience in funding and drafting budgets provide them with the ability to know the potential resources of the institution. And the foreign volunteers also play an active role in strengthening the relationships between the administration and the employees and in developing communication lines among them, and in clarifying the administrative levels. But in this respect, their role is not effective enough as they often remain far away from the administration.

The foreign volunteers have a great role in developing the institutional work at youth institutions in Bethlehem Governorate regarding programs, as the work is essentially focused in this aspect, through their contribution to develop the institution's programs, diversify programs and increasing the ability on program management and achieve their objectives. Such volunteers are capable on building concrete relations with local community members and youth, and this allows them to play an active role in the field of the youth institutions' programs. And the foreign volunteers also play an active role in training. They provide new training programs and advanced training methods, and they contribute to diversify the training skills.

The foreign volunteers also have a role in decision-making, but it is not great, as they often remain far away from the administration except in some aspects such as suggesting

alternative of some decisions like suggestion to the administration, and connecting between the potential recourses and the decision-making process.

In general, the foreign volunteers have a great role in developing the institutional work at the youth institutions in Bethlehem Governorate in all fields but with disparate grades. Today, they form an important group at the institutions when they work, but this role remains active in the Palestinian community and in the youth institutions in Bethlehem Governorate, this does not mean that there is no negative part for the foreigners Volunteers on the youth Organizations, such as the social parts, the researcher focus on the positive part.

The researcher concluded this study with the following recommendations such as exploiting the experience of the foreign volunteers in training local staff as those volunteers have large experiences in this field. And the researcher also recommended with involving the foreign volunteers in public events, and showing them the privacies of the local community, and involving them in identifying the participation, indentifying the most effective priorities. He also recommended conducting other studies on the foreign volunteers and their role in local community services, and conduct studies on how to effectively involve them in all aspects of the youth institutions work

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Study Back Ground

Introduction 1.1

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Study Importance and Justification

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Study Objective 3.1

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Study Problem 4.1

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Study Questions 5.1

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Study Hypotheses

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Study Limitations

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Theoretical Frame & Previous

Studies

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Theoretical Frame 2.2

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1984

(http://www.jemima.nl/images/pdf/jemima_info_arabic.pdf)

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(<http://www.masader.ps/p/ar/pview/ngo/1677>)

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(<http://www.ensancenter.org/english/about.html>)

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(http://www.holylandtrust.org/index.php?option=com_content&task=view&id=191&Itemid=144)

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(/ <http://www.eecp.org>).

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(<http://www.bethlehem.edu/about/history.shtml>).

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1997

(<http://www.annadwa.org/music/music.htm>)

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2002

(<http://www.karama.org/eng/cprojects.html>)

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2001

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(<http://www.jadalcenter.org>) .

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(<http://alrowwad.virtualactivism.net/arabic/about.htm>)

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(<http://en.wikipedia.org/wiki/>) 1988

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(<http://www.pcr.ps>) .

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1989

(<http://www.shepherdsfieldymca.org>) .

: **.16.16.2.2**

1851

(<http://www.elcjhl.org/ed/schools/talitha/talitha.asp>)

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1994

(1.2) (http://www.lifegate-reha.de/english/index/e_index.html)

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(Sinokrot, 2005")Assessment of the Palestinian NGOs Efficiency and Decision Making Aspects-Ramallah Area".

%47

(Ghosheh,2005) ,” Program Evaluation Conditions at the Palestinian Non-Governmental Organizations”

2004 2003

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.3.3.2

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Methodology & Procedures

Introduction 1.3

Methodology 2.3

Population

3.3

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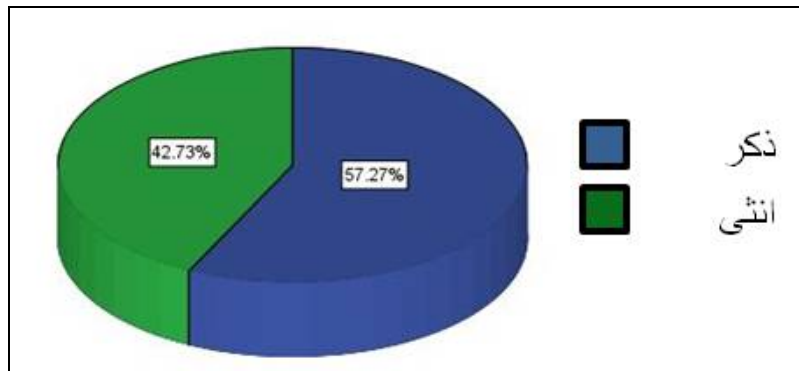
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(%)	
57.3	
42.7	
100.0	



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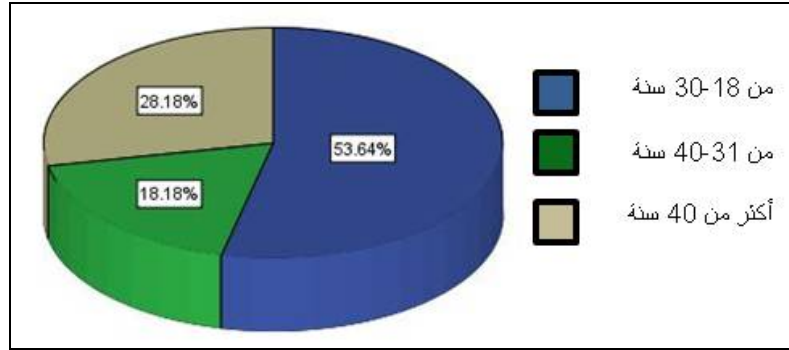
%42.7

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(%)	
53.6	30-18
18.2	40-31
28.2	40
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30-18

%53.6

(2.3)

40-31

%18.2

40

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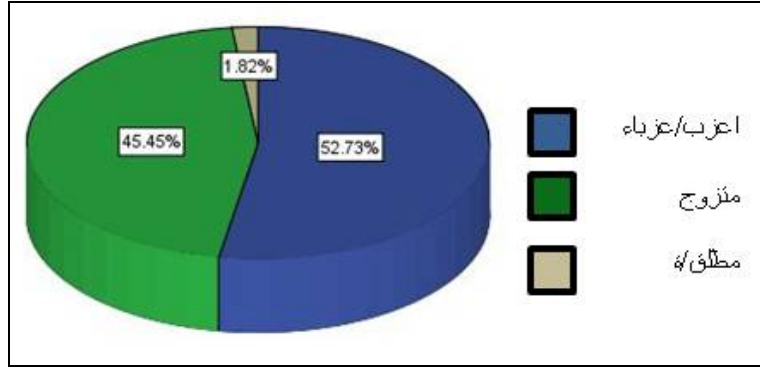
(%)	
52.7	/
45.5	/
1.8	/
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(3.3)

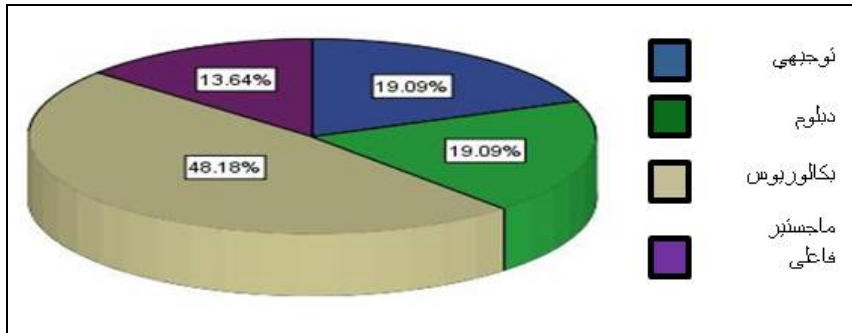
%1.8



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(%)	()
19.1	()
19.1	
48.2	
13.6	
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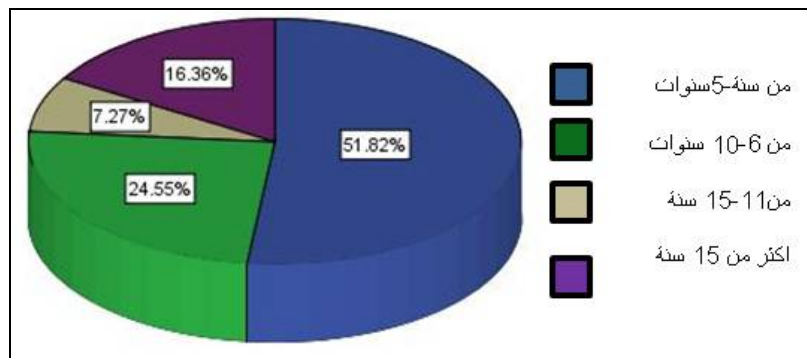
%48.2 (4.3)

%19.1 %19.1

%61.8 %13.6

:5.3

(%)	
51.8	5-1
24.5	10-6
7.3	15-11
16.4	15
100.0	



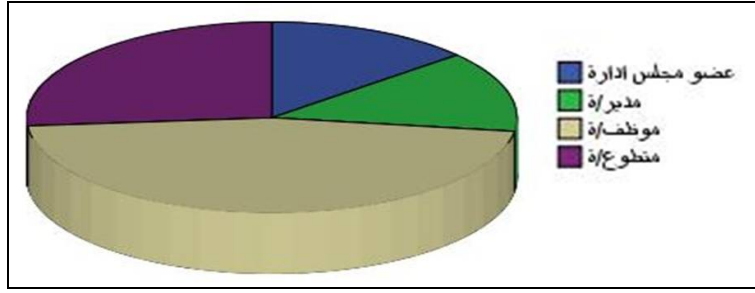
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10-6 %24.5 5- 1 %51.8 (5.3)
 . 15-11 %7.3 15 %16.3

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13.6	
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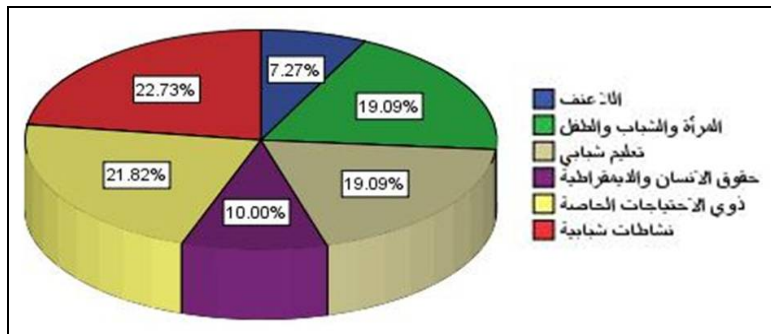
%26.4 %46.4 (6.3)
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7.3	
19.1	
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%22.7 (7.3)

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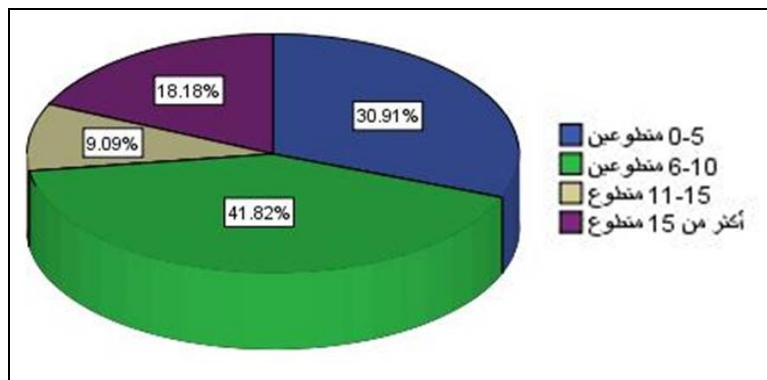
%7.3

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:8.3

(%)	
30.9	5-0
41.8	10-6
9.1	15-11
18.2	15
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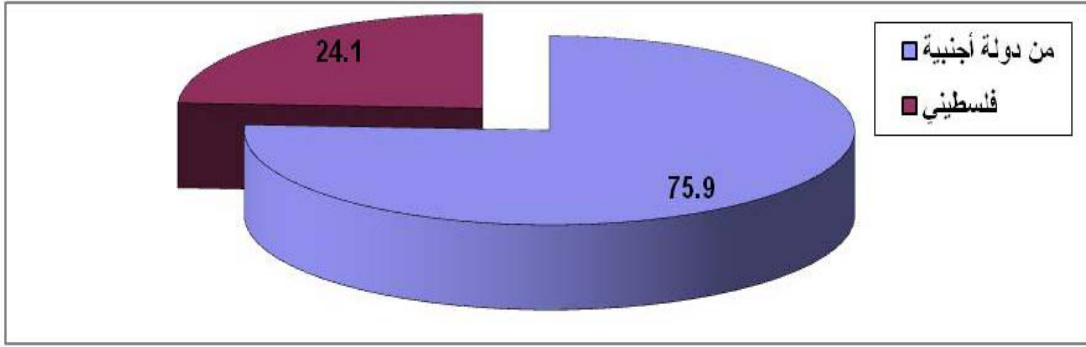
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30.9% 10-6 41.8% (8.3)
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24.1	
75.9	
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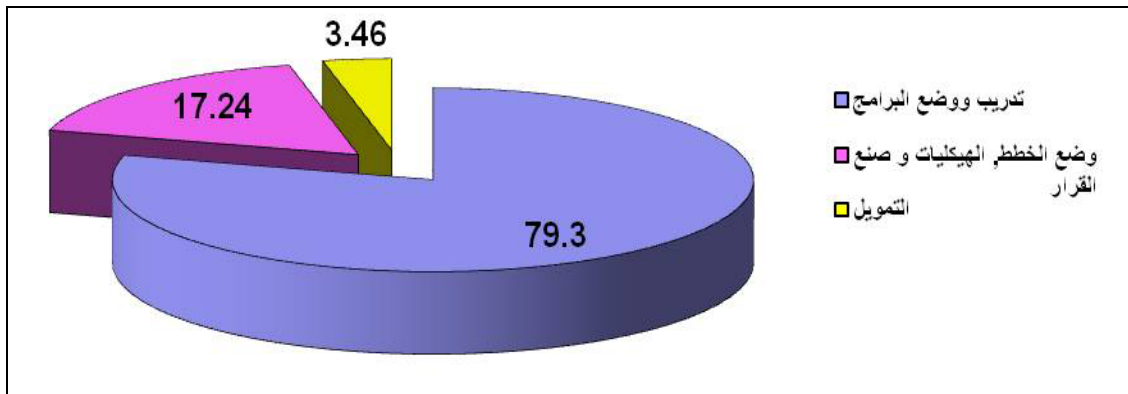


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(%)		
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88.3	6	
84.9	5	
88.2	10	
84.9	5	
89.1	8	
86.4	41	

-83)

(11.3)

(%86.4)

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procedures

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(93)

(SPSS)

Variables 7.3

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Statistical Treatment 8.3

(SPSS)

(One Way Anova)

($0.05 \geq \alpha$)

(0.05)

(0.05)

Results & Discussion

Introduction 1.4

: .1.1.4

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- 4.20-3.41
- 3.40-2.61
- 2.60-1.81
- 1.80-1.01

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:1.4

	1.05	3.04		1
	0.98	3.3		2
	1.08	3.1		3
	0.946	3.45		4
	0.997	3.45		5
	1.03	3.15		6
	1.01	3.24		

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(1.4)

(3.04)

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(3.15)

(%64.8)

(4.01)

.1.1.1.4

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	.889	3.88		1
	1.04	2.54		2
	1.07	3.17		3
	1.10	2.73		4
	1.03	3.21		5
	1.08	2.9		6
	1.15	2.9		7
	1.05	3.05		

(2.4)

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(3.21)

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.2.1.1.4

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	1.1	3.22		1
	3.9	3.2		2
	.94	3.06		3

: -3.4

	.928	3.64		4
	1.0	3.41		5
	.98	3.27		6
	0.98	3.3		

(3.4)

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%66 (3.3)

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	1.1	3.12		1
	.998	2.95		2
	1.06	3.18		3
	1.07	3.3		4
	1.19	3.04		5
	1.08	3.1		

(4.4)

(18-14)

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%62

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	.941	3.63		2
	.877	3.49		3
	.894	3.85		4
	.914	3.59		5
	.933	3.37		6
	.923	3.37		7
	.898	3.34		8
	1.16	2.67		9
	1.1	3.35		10
	0.946	3.45		

(5.4)

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	1.09	3.51		1
	1.0	3.3		2
	.967	3.09		3
	.995	3.69		4
	.935	3.7		5
	0.997	3.45		

(6.4)

(33-29)

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(3.69)

(3.51)

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%69

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	1.10	2.95		1
	1.09	3.04		2
	1.0	3.15		3
	1.03	3.04		4
	1.01	3.3		5
	1.04	2.97		6

: -7.4

	1.0	3.38		7
	1.01	3.4		8
	1.03	3.15		

(7.4)

(51-34)

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(7.4)

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(3.4)

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%60

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$$0.05 \geq \alpha$$

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 $0.05 \geq \alpha$

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(One way Anova)

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:8.4

3.188	2.937	
3.501	3.151	
3.306	2.952	
3.624	3.321	
3.596	3.352	
3.37	2.98	
3.43	3.12	

(One way Anova)

:9.4

	F					
.129	2.337	.551	59.000	1.288	1.288	
.024	5.222	.603	65.136	3.150	3.150	
.035	4.565	.755	80.837	3.449	3.449	
.009	7.012	.430	45.980	3.013	3.013	
.114	2.540	.616	65.931	1.565	1.565	
.013	6.427	.573	61.338	3.684	3.684	
0.324	4.68	0.588	63.037	2.6915	2.6915	

(9.4)

($0.05 \geq \alpha$)

(0.114 0.129)

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(0.013 0.009. 0.024 0.024)

(One way Anova)

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(One way Anova)

:10.4

	F					
.010	4.787	.522	55.294	2.497	4.995	
.015	4.404	.590	63.091	2.597	5.194	
.074	2.662	.757	80.255	2.015	4.031	
.100	2.350	.443	46.913	1.040	2.080	
.702	.355	.633	67.047	.224	.449	
.308	1.191	.600	63.594	.714	1.429	
0.2015	2.624	0.5908	62.6	1.5145	3.029	

$\geq \alpha$)

(10.4)

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(One way Anova)

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$\geq \alpha$)

(0.05

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(0.794 0.589 0.863 0.276 0.29)

(One way Anova)

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	F					
.290	1.265	.554	58.186	.701	2.103	
.276	1.307	.621	65.849	.812	2.436	
.015	3.658	.727	76.310	2.658	7.975	
.863	.247	.463	48.650	.114	.343	
.589	.644	.631	66.277	.406	1.219	
.794	.343	.613	64.391	.210	.631	
0.4711	1.244	0.6015	63.27	0.816	2.4511	

(0.015)

(One way Anova)

$\geq \alpha$)

(0.05

(0.407 0.098)

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15	15-11	10-6	5-1	
2.56	3.07	3.14	3.14	
2.87	3.22	3.3	3.47	
2.66	2.69	3.13	3.32	
3.17	3.28	3.46	3.56	
3.46	3.39	3.25	3.57	
2.74	2.81	3.13	3.35	
2.91	3.076	3.235	3.40	

(One way Anova)

:13.4

	F					
.044	2.797	.540	55.091	1.511	4.532	
.032	3.047	.605	62.268	1.842	5.527	
.036	2.964	.748	76.321	2.218	6.653	
.098	2.152	.445	45.827	.957	2.872	
.407	.976	.636	65.559	.621	1.864	
.012	3.807	.567	58.451	2.160	6.481	
0.104	2.623	0.590	60.586	1.5515	4.654	

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0.032 0.044)

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.3.1.4

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Findings & Recommendations

Introduction 1.5

Findings 2.5

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Recommendations

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Suggestions

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**Al-Quds University/ Faculty of Graduate Studies
Institute of Sustainable Development
Institutional building and Human development**

Honorable Sirs who work in the institutions of civil society

The researcher will examine the theme

**“The role of foreign volunteers in the development of
institutional work in youth institutions in Bethlehem
district”**

so please I hope that you will kindly fill the questionnaire that was prepared for this study, hoping that you will answer its questions with honesty and objectivity, by putting the appropriate answer as you see fit according to your conviction and the reality that you see in order to reach the real results, knowing that the information will be treated confidentially and only for the scientific research. So there is no need to mention your name or any indication of your personal details.

“With my sincere thanks and gratitude to you in advance”

The researcher: Raed Hanania

Section 1: Personal Information: Please fill in the square the number of your answer:

Sex
 (1) Male (2) Female

Age
 (1) 18-30 years (2) 31-40 years (3) more than 40 years

Marital Status
 (1) Single (2) Married (3) Divorced (4) Widow

Academic Level
 (1) Secondary level (2) Diploma (3) Bachelor (4) Master & above

Experience years in the youth institutions/institutions
 (1) 1-5 years (2) 6-10 years (3) 11-15 years (4) more than 15 years

Professional Position
 (1) Council member (2) Manager (3) Employee (4) Volunteer

The institution's field of work/ please specify: _____

Number of Volunteers in the institution: _____

If you are a Volunteer please answer these Questions:

Volunteer's Nationality
 (1) Palestinian (2) Foreign State: _____

Job Title of the Volunteer in the institution/specify: _____

Section 2: Please put the sign(X) in the right answer space

First Field: The Funding

Nr.	International Volunteers' role in the institution's funding	Agree strongly	Agree	Neutral	Disagree	Disagree strongly
1	The presence of the foreign volunteers in the institution helps the institution to get external funds					
2	The presence of the foreign volunteers in the institution is a condition to get an external funds					
3	The volunteers play a very important role in preparing the funds proposals					

4	The presence of the foreign volunteers in the institution reduces the need for external funds					
5	The foreign volunteers in the institution are responsible of preparing the fund raising proposals					
6	The presence of the volunteers let the institution avoids the conditional funds					
7	The presence of the volunteers helps to achieve the institutions' financial stability					

Second Field: The strategic plans

Nr.	The role of the international volunteers in preparing the strategic plans	Agree strongly	Agree	Neutral	Disagree	Disagree strongly
8	The foreign volunteers participate in preparing the institutional strategic plans					
9	The presence of the foreign volunteers helps to reduce required time to execute the strategic plans					
10	The presence of the foreign volunteers helps to arrange the priorities of the strategic plans					
11	The experience of the foreign volunteers helps in the development of the strategic plans of the institution					
12	The presence of the foreign volunteers helps in specifying the objectives to be achieved in the strategic plans					
13	The foreign volunteers have a role in determining the potential capabilities of the strategic plans					

Third Field: Building the Organizational Structure

Nr.	The role of the foreign volunteers in building the institution structure	Agree strongly	Agree	Neutral	Disagree	Disagree strongly
14	The presence of the foreign volunteers has a role in the clarity of the administrative levels					
15	The foreign volunteers have impact in the orders' clarity between the administrative levels					
16	The foreign volunteers have a role in developing the communications' lines between the management and the employees					
17	The presence of the foreign volunteers helps the institution to design successful structure					
18	The foreign volunteers occupy an important positions in the institutional structure					

Forth Field: Programs

Nr.	The role of the foreign volunteers in developing the programs in the institution	Agree strongly	Agree	Neutral	Disagree	Disagree strongly
19	The foreign volunteers have a successful role in the development of the institution's programs					
20	The presence of the foreign volunteers enables the institution to continue in providing the programs					
21	The presence of the foreign volunteers make the institution more capable to manage the programs					
22	The presence of the foreign volunteers helps to provide diversity of the program					
23	The presence of the foreign volunteers helps in increasing the size of the programs that the institution implements					
24	The presence of the foreign volunteers enables the institution to determine the actual needs of the programs					
25	The presence of the foreign volunteers facilitates the follow-up process of the programs in the institution					
26	The presence of the foreign volunteers facilitates the process of programs' evaluation in the institution					
27	The foreign volunteers are more efficient than the locals in implementing the programs					
28	The ability of the foreign volunteers in understanding the youth problems increase the effectiveness of the programs					

Fifth Field: The training

Nr .	The role of the foreign volunteers in training the human resources in the institution	Agree strongly	Agree	Neutral	Disagree	Disagree strongly
29	The foreign volunteers have a successful role in training the local stuff					
30	The presence of the foreign volunteers helps the local stuff to get knowledge about the work relations					
31	The presence of the foreign volunteers helps to create new leaderships					
32	The presence of the foreign volunteers helps in using new mechanism in training					
33	The presence of the foreign volunteers in the training process helps in skills diversity					

Sixth Field: Decision Making

Nr.	The role of the foreign volunteers in administrative decision making	Agree strongly	Agree	Neutral	Disagree	Disagree strongly
34	The foreign volunteers have a successful role in making administrative decision					
35	The foreign volunteers have a successful role in leadership					
36	The presence of the foreign volunteers helps to take decision more clearly					
37	The presence of the foreign volunteers facilitates making decisions on scientific basis					
38	The foreign volunteers have a role in making decision in a democratic way					
39	The presence of the foreign volunteers helps in making decision quickly					
40	The foreign volunteers take into consideration the available sources in taking decisions					
41	The presence of the foreign volunteers helps to clarify the alternatives before choosing the appropriate decision					

Third Section: Additional suggestions that you may provide to activate the role of foreign volunteers in the development of the institutional work in the youth institutions in Bethlehem district, according to:

First: Funding Field

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Second: Strategic Plans Field

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Third: Building Structure Field

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Forth: Programs Field

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Fifth: Training Field

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Sixth: Decision Making Field

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“Thank you for your time and cooperation”

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41	7.3
42	...	8.3
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45	11.3
49		1.4
	
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53		4.4
	
55		5.4
	
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61 (One way Anova)	9.4
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