

-

2008 - 1429

:

-

:

-

:

/

/

/

-



-

:

20320093 :

:

:

2008/1 /26

.....:
.....:
.....:

. : -1
. : -2
. : -3

-

2008/ 1429

2008/01/26

:

.

/

.

.

.

)

(

.

.

:

.(1984)

:

...

.

:

.

:

(2007)

)
(

(748) (2007/2006)
(22)
.
(%33.9)

(70)

: (6)

.(0.94)

:

=0.05)

(3.79)

(3.44)

(α)

)
(

The range of compatibility high education programs in management to the academic standards and management development needs in Palestinian society.

Abstract

This study aimed at revealing The range of compatibility high education programs in management to the academic standards and management development needs in Palestinian society, from the point of view graduates and faculty members and examination of effect of Sex, Age, Specialization, Jop name, Sector of work, Years of experience, University. The importance of this study appear in that its subject due to the seldom of the preludes that connect management development in Palestine and it may help in putting suitable strategies for it and loss a model for high studies in Palestine in, order to achieve management development in Palestine.

The population of this study consisted of all high education graduates in management since, the beginning of until first semester of the year(2006-2007), and their number was (748), and the teachers of specialization of Management, Economy, Accounting, who have Doctorate degree and they were (22), Organized Random Sample were taken, by (33.9%) from the population.

The researcher compose two questionnaires for graduates and the teachers that is consisted of (70), Items each resemble Academic standard in management and management development in Palestinian society, The questionnaire composed of (6) domains: Program Aims, Acceptance needs, Circular, Teaching process, Graduation needs, Evaluation of programs, The questionnaire validity was established through using referees validity. The Cronbach alpha was used for the reliability of the questionnaires. The Cronbach alpha coefficient was (0.94). Means, Standard deviations, One Way Anova were used to identify the differences that indicate a statistical difference due to the variables.

The results of this study revealed the following: The degree of compatibility of High Education programs in management to academic standards and the needs of management development in Palestinian society were high, with an average of (3.79), from the point of view of graduates it was high with average of (3.44), As a point of view of teachers, There is no difference with a statistical significance of level of ($\alpha=0.05$) in between the means of teachers and graduates and the study variables,(Age, Sex, place of work (sector), Jop name, Years of experience and the University), There is differences with a statistical significance of level of ($\alpha=0.05$) to the study variables Specialization.

The study came up with the following recommendations, Bringing qualified teachers from abroad which suitable for new managements needs, Focusing on Acceptance Exam, Special Recommendation of a model for High Education to achieve management development in Palestine.

1.1

.(1987) .

.(1984) .

.(1998) .

.(1998) .

.(1986) .

.(1986) .

.(1990) .

.(1990) .

(1986) .

.(1987) .

(1994)

:

.(2004) .

2.1

3.1

:

•

)

(

•

•

)

(

•

4.1

:

($\alpha = 0.05$)

: 1

•

($\alpha = 0.05$)

: 2

•

($\alpha = 0.05$) : 3 •

($\alpha = 0.05$) : 4 •

($\alpha = 0.05$) : 5 •

($\alpha = 0.05$) : 6 •

($\alpha = 0.05$) : 7 •

5.1

:

•

•

:

•

: 7.1

:

- -

2007/2006

.

.

)

(

. 2008/2007

-
-
-
-

•

:

8.1



1.2

:

2.2

:

.1.2.2

.(2003)

...

.(2000). ..

(1985)

(1983)

: **.2.2.2**

(2000)

:

•
•

-
-
-

: .3.2.2

:

-

.....

-

.

-

.(1993).

:

-

-

.(1998).

:

.5.2.2

" "

.

.(1994) .

.(1993)

" (1997)

:

•

Management Development

(1998) .

: .6.2.2

:

(2000) .

:

.7.2.2

:

:

•

.

:

•

:

•

:

•

).

:

•

.(1997

:

.8.2.2

:

•

•

:

•

•

.(1993) .

:

.9.2.2

:

•

•

•

•

•

•

(1993

)

:

.10.2.2

:

•

•

.(2000).

•

:

.11.2.2

: .1.11.2.2

: .2.11.2.2

.(1998)

: .12.2.2

()

).

.(1997

: .13.2.2

-
-

.(1997)

:(1.2)

) :1.2

.(1997

: .14.2.2

" " " " ."

"

)." ."

....

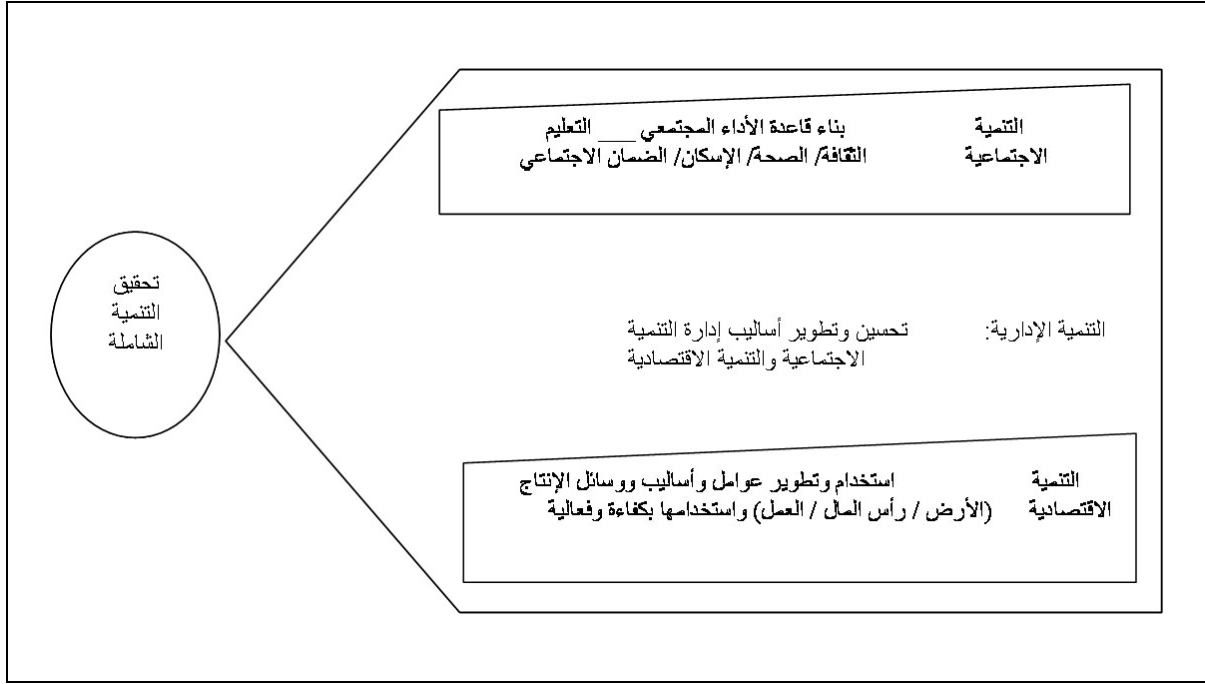
.(1997

:

.15.2.2

.(1997

).



(1997).

)

: 1.2

:

-
-
-
-
-
-
-

(2000).

:

.16.2.2

“ ”

(1984)

:

(1984).

: **.17.2.2**

:

-
-
-
-
-
-

(2000).

:

.18.2.2

:

-
-
-
-
-
-
-
-
-
-

.(2000) .

:

.19.2.2

:

.1.19.2.2

.(1993) .

:

.2.19.2.2

.(1993) .

: **.3.19.2.2**

.(1993)

: **.4.19.2.2**

.(1993) .

3.2

: **.1.3.2**

.(2003)

.(2007).

.(2007) .

: **.2.3.2**

(John Hobkins)

(1876)

(Yale)

.(1861)

(1847)

.(2004) .

: **.3.3.2**

1880

(2000)

.(2005) .

1967

()

.(1995)

1967 ()

1972

1973

1980

1971

.(2005)

1977

1978

.(1995)

.(2005)

1990

)

1996 .(1995

: **.4.3.2**

" (8 2004) (1998)

" (11 2003) "

.(2004)

: **.5.3.2**

:

(2004) .

.(1994)

-
-
-
-

: **.6.3.2**

.(2004)

:

.7.3.2

.(1988).

:

.8.3.2

) .

.(1983

:

:()

•

.(2004) .

:() •

.(2004) .

:() •

.(2004) .

4.1

.(2007)

:

•

) () .(2007) .(

: -2.2

) (2004)
 .(2003

.		.1
.		.2
.		.3
.		.4
.		.5

∴ -2.2

) (2004)
(2003

		.6
		.7
		.8
		.9
		.10
		.11

5.2

: 1.5.2

.(3.2)

:3.2

%100	3	.	-1
%33.3	1	.	-2
%33.3	1	.	-3
%33.3	1	.	-4
%33.3	1	.	-5
%33.3	1	.	-6
%33.3	1	.	-7

(2005)

(2005)

.(2005)

: .2.5.2

.(4.2)

:4.2

%33.3	1	.%65	-1
%100	3	.	-2
% 33.3	1	.	-3
%66.6	2	.	-4
%100	3	.	-5
%66.6	2	GMAT	-6
%33.3	1	.	-7
%33.3	1	12	-8

:4.2

.(2005)

(2005)

(2005)

:

.3.5.2

.(5.2)

:5.2

%66.6	2		-1
%100	3		-2
%33.3	1		-3
%66.6	2		-4
%33.3	1		-5
%33.3	1		-6
%33.3	1		-7
%33.3	1		-8
%66.6	2		-9
%33.3	1		-10
%33.3	1		-11
%33.3	1		-12
%33.3	1		-13
%33.3	1		-14
%33.3	1		-15

:5.2

(2005)

(2005)

.(2005)

:

.4.5.2

(-6.2) (-6.2)

: -6.2

%33.3	1		-1
%33.3	1		-2
%33.3	1		-3
%33.3	1		-4
%33.3	1		-5
%66.6	2		-6
%100	3		-7
%33.3	1		-8
%33.3	1		-9
%33.3	1		-10
%33.3	1		-11
%33.3	1		-12
%66.6	2		-13

: -6.2

%33.3	1		-14
%33.3	1		-15
%33.3	1		-16
%33.3	1		-17
%33.3	1		-18
%33.3	1		-19
%33.3	1		-20
%33.3	1		-21
%33.3	1		-22
%33.3	1		-23
%33.3	1		-24
%33.3	1		-25
%33.3	1		-26
%33.3	1		-27
%33.3	1		-28
%33.3	1		-29
%33.3	1		-30
%33.3	1		-31
%33.3	1		-32

:6.2

(2005)

.(2005)

(2005)

: .5.5.2

(7.2)

:7.2

%66.6	2	. (33)	-1
%66.6	2	.(33) :	-2
%66.6	2	.(36) :	-3
%66.6	2	.%70	-4
%33.3	1	.%60	-5
%33.3	1	. (36)	-6
%100	3	.%75	-7

7.2

..% 75

.(2005)

(2005)

(2005)

: 6.2

:

:

.1.6.2

(- 2004)

()

(078)

(%64)

(%82)

(%87)

" "

.

: (2004)

.

.

.

(2004)

(2004)

(91)

()

(- 2003)

)

(

(-2003)

)

(

(- 2003)

(%20)

(70)

2002 / 2001

(49)

(108)

:

(3.52)

(3.57)

(3.48)

(3.25)

(3.38)

(2.95)

(2.36)

(3.32)

(3.33)

:

(2.79)

(2.99)

(2.23)

:

(2000)

(235)

:

:

(84)

"

"

"

(%80)

(%69)

)

(

)

(%80)

(

:

.

(1998)

1992/1991

(98)

(48)
(78)

:

.

:

(21)

•

:

.

○

○

.

.

○

(20)

•

:

.

○

(18)

•

.

(19)

•

:

.

○

.

○

.

○

.

○

(1993)

250

(1993)

(65)

(558)

(229)

.1993/1992

-
-
-

:

(1991)

146

1991/2/27
%40

1988/10/15
364

:

%75.3 50-41

-

%95 •

.%76

-

.%75.6

-

(1987)

:

(1985)

:

•

•

•

•

•

•

•

•

•

•

1404 / 1403

)

(14

)

92 (12)

(23

:

•

•

•

•

•

:

:

.2.6.2

(Verhey 2002)

SFSU

(842)

(%95)

2001 /2000

(%86.4)

(%89.5)

:

(%84.7)

(%84.7)

(%86.1)

(%67.7)

(%80.9)

(%81.3)

.(%38.9)

(%53.6)

(Di, 2000)

(Canberra)

(63)

:

(Rynolds ,1998)

(Howerd 1992)

:

1991 / 1982

:

:

.3.6.2

(1995)

()

()

"

"

:

(1992)

:

•

•

•

(1991)

:

-
-
-
-
-

(1989)

:

.1989

(1986)

(1984)

1932

(1984)

(232)

(1063)

(272)

(121)

:

.4.6.2

(2004)

()

(2004)

2003

104

:

.

:

:

.

.

:

(2004)

"

.

"

(6)

:

-
-
-
-
-
-

(2004)

(1991)

(1990)

(1990)

•
•

(1990)

(1980)

•
•
•
•

5.6.2

1993)

"

"

(Verebly,

" " (Bowman 1991)

(311)
%75 (" 234
:

%50

% 15 10

-
-
-
-
-
-

" (Nix 1990)

"

(300)

•

•

•

" (Booth 1987)

"

(26)

(4)

(16)

(6)

" (Woods 1987)

"

-
-
-

7.1

:

" (1985)

)

"

" (1997

"

" (2003)

"

:

(2003) (2004) (2004)
. (1987) (1993) (2000)

(1990) (1990)
. (1991 Bowman) (1990)

) (2004) (2004)
. (1991

. (1986) (1991) (1995)

(2000)
. (1992, Howerd)

. (1990 Nix) (2003) (2004)

) (1992) (1995)
. (1993 , Verebly) (2004) (2004



1.3

2.3

3.3

(22)

(748)

(2007/2006)

(3)

(4)

(2)

(%33.9)

(254)

www.surveysystem.com

(229)

(6)

(%87.7)

(223)

(24)

(%91.6)

(22)

(%100)

(1.3)

:1.3

	163		
	81		
	53		
%39.7	297		
	225		
	57		
%37.7	282		
	169		
%22.6	169		
%100	748		

(2.3)

(5.3) (4.3)

: .1.3.3

:(1.3)

: .2.3.3

(2.3)

: -2.3

	(%)		
-	95.5	21	
	4.5	1	
	%100	22	
-	54.5	12	50
	45.5	10	50
	%100	22	

: -2.3

	(%)		
-	72.7	16	
	9.1	2	
	18.2	4	
	%100	22	
-	45.5	10	/ /
	54.5	12	/ /
	%100	22	
-	45.5	10	
	22.7	5	
	31.8	7	
	%100	22	

:

.3.3.3

.(-3.3 -3.3)

∴ -3.3

	(%)			
	78.9	176		

∴ -3.3

	(%)			
	78.9	176		
	21.1	47		
	%100	223		
	38.8	83	30	
	49.5	106	44 – 30	
	11.7	25	45	
	%100	214		
	74.9	167		
	10.8	24		
	6.7	15		
	7.6	17		
	%100	223		
	30.0	67		
	26.5	59		
	33.6	75		
	9.9	22		
	%100	223		

(4.3)

4.3

:4.3

	(%)		
-	48.0	107	
	35.0	78	
	11.2	25	
	5.8	13	
	%100	223	
-	70.4	157	5
	15.7	35	10 - 6
	13.9	31	11
	%100	223	
-	38.6	86	
	24.2	54	
	37.2	83	
	%100	223	

5.3

:

(2004)

(2004)

(1990)

(1998)

(30)

6.3

. (63)

)

.(

(3)

(4)

(1)

(5)

(2)

7.3

(9)

(%80)

(70)

(30)

% 0.05

(63)

(0.96)

()

(Pearson correlation)

: -5.3

			الرقم
0.000	0.54	.	1
0.000	0.69	.	2
0.000	0.62	.	3
0.000	0.46	.	4
0.000	0.50	.	5
0.000	0.64	.	6
0.010	0.41	.	7
0.000	0.59	.	8
0.000	0.35	.	9

(Pearson correlation)

: -5.3

0.000	0.41		10
0.000	0.65		11
0.000	0.54		12
0.000	0.41		12
0.000	0.44		13
0.000	0.52		14
0.000	0.55		15
0.000	0.33		16
0.001	0.22		17
0.000	0.31		18
0.000	0.62		19
0.000	0.45		20
0.000	0.26		21
0.000	0.63		22
0.000	0.40		23
0.000	0.65		24
0.000	0.44		25

(Pearson correlation)

: -5.3

0.003	0.19	.	26
0.002	0.20	.	27
0.000	0.42	.	28
0.000	0.39	.	29
0.000	0.34	)	30
0.000	0.46	.(.....	31
0.000	0.46	.(...)	32
0.000	0.46	)	32
0.000	0.45	.	33
0.000	0.61	.	34
0.000	0.69	.	35
0.000	0.54	.	36
0.000	0.51	.	37
0.000	0.57	.	38
0.000	0.55	.	39
0.000	0.60	.	40
0.000	0.41	.	41

(Pearson correlation)

: -5.3

0.000	0.50		42
0.000	0.59		43
0.000	0.60		44
0.000	0.48		45
0.000	0.76		46
0.000	0.47		47
0.000	0.49		48
0.000	0.75		49
0.000	0.18		50
0.000	0.70		51
0.000	0.65		52
0.000	0.65		53
0.000	0.52		54
0.000	0.64		55
0.000	0.72		56
0.000	0.59		57
0.000	0.58		58

(5.3)

9.3

)

(0.94)

(Cronbach Alpha
(6.3)) .

(Cronbach Alpha)

: 6.3

0.94	59	223	

10.3

:

•

•

.(24)

(748)

" (254) " (24) .

(22) .(%87.7) (223) (%91.6)

).

.(SPSS

11.3

.(SPSS)

(4) (5) (1) (2) (3)

.SPSS

12.2

2007/2006

)

(

1.4

: (1.4)

:1.4

"	0.99 - 0
	1.99 - 1
	2.99 - 2
	3.99 - 3
"	5 - 4

2.4

3

4

5

One way analysis of) (t test)

) (Pearson correlation)

(variance

.SPSS

(Cronbach Alpha

3.4

:

.1.3.4

(2.4)

.(0.42)

(3.99)

)

.(

: 2.4

	0.42	3.99		.1
	0.44	3.88		.2
	0.70	3.69		.3
	0.65	3.66		.4
	0.65	3.65		.5
	0.58	3.54		.6
	0.47	3.79		.7

(2.4)

(3.79)

(3.54)

(3.99)

(3.4)

:

(3.99)

: 3.4

"	0.47	4.32		.1
"	0.45	4.27		.2
"	0.88	4.27		.3
"	0.61	4.23		.4
"	0.73	4.18		.5
"	0.95	4.05		.6
"	0.21	4.05		.7
"	0.0	4.00		.8
	1.09	3.95		.9
	0.52	3.91		.10
	0.83	3.86		.11
	0.64	3.86		.12
	1.16	3.86		.13
	0.85	3.82		.14
	0.97	3.77		.15
	0.80	3.55		.16
	0.42	3.99		.17

:4.4

	0.84	4.05		.1
	0.95	3.64		.2
	1.05	3.59		.3
	0.90	3.59		.4
	0.90	3.36		.5
	1.09	3.05		.6
	0.58	3.54		.7

(4.4)

:

(3.54)

: 5.4

"	1.05	4.45	.	.1
	1.08	3.32	.	.2
	1.54	2.77	.	.3
	1.12	2.32		.4
	0.94	2.14	.	.5
	1.15	3.00		.6

(5.4)

:

(6.4)

:

(3.88)

(2003)

:6.4

"	0.67	4.45		.1
"	0.49	4.36		.2
"	1.14	4.18		.3
"	0.52	4.09		.4
"	0.52	4.09		.5
	0.52	3.91		.6
			.(...)	
	0.85	3.82	)	.7
			.(.....	
	0.39	3.82		.8
	0.98	3.73		.9
	1.17	3.64		.10
	1.01	3.55		.11
	0.80	3.55	)	.12
			.(...	
	0.90.	3.36		.13
	0.44	3.88		.14

: 7.4

	0.52	4.09		.1
	0.95	3.82		.2
	0.95	3.82		.3
	0.39	3.82		.4
	1.15	3.77		.5
	1.24	3.73		.6
	0.65	3.64		.7
	1.05	3.59		.8
	0.91	3.55		.9
	0.80	3.55		.10
	1.43	3.50		.11
	1.17	3.36		.12
	0.98	3.27		.13
	0.65	3.65		.14

(7.4)

:

(3.65)

:8.4

	0.68	3.91		.1
	0.73	3.82		.2
	1.24	3.27		.3
	0.65	3.66		.4

(8.4)

:

(3.66)

: 9.4

	1.13	3.05	.	.1
	1.18	2.55	.	.2
	1.10	2.45		.3
	0.84	1.95	.	.4
	1.06	2.50		.5

(9.4)

:

(10.4)

:

(3.69)

: 10.4

	0.68	3.91		.1
	0.58	3.82		.2
	0.98	3.73		.3
	0.98	3.73		.4
	0.94	3.68		.5
	0.78	3.68		.6
	1.01	3.55		.7
	1.10	3.45		.8
	0.70	3.69		.10

:11.4

	0.68	3.91		.1

(11.4)

(3.91)

.(2003)

:12.4

9		.1
6		.2
5		.3
5		.4
4		.5
4		.6
3		.7
3		.8
3		.9
2		.10
2		.11
2		.12
2		.13
2		.14
1		.15
1		.16
1		.17

.

:

.2.3.4

)
(.

(13.4)

.(1.01)

(3.72)

:13.4

	1.01	3.72		.1
	0.89	3.47		.2
	0.96	3.44		.3
	1.01	3.42		.4
	1.08	3.33		.5
	1.07	3.28		.6
	1.00	3.44		.7

(13.4)

(3.44)

(3.28)

(3.72)

: -14.4

	0.96	3.92		.1
	1.02	3.85		.2
	0.91	3.83		.3
	0.98	3.82		.4
	0.95	3.75		.5
	0.87	3.74		.6
	0.91	3.74		.7
	1.02	3.73		.8
	1.14	3.73		.9
	1.08	3.71		.10
	0.95	3.71		.11
	0.93	3.70		.12
	1.08	3.68		.13

: -14.4

	1.01	3.60		.14
	1.11	3.60		.15
	1.22	3.46		.16
	1.01	3.72		.17

(14.4)

:

(3.72)

(15.4)

:

(3.28)

:15.4

	1.05	3.77		.1
	0.96	3.59		.2
	1.08	3.45		.3
	1.07	3.24		.4
	1.20	3.13		.5
	1.05	2.49		.6
	1.07	3.28		.7

:16.4

	1.24	3.63		.1
	1.28	3.06		.2
	1.46	2.99		.3
	1.60	2.86		.4
	1.16	2.46		.5
	1.35	3.00		.6

(16.4)

:

:17.4

"	0.67	4.19	.	.1
	1.00	3.87	(....)	.2
	0.90	3.85		.3
			.(...)	
	1.00	3.77	)	.4
			.(...	
	1.00	3.63	.	.5
	1.06	3.63	.	.6
	1.08	3.61	.	.7
	1.10	3.58	.	.8
	1.10	3.33	.	.9
	1.21	3.23	.	.10
	1.20	2.95	.	.11
	1.02	2.43	.	.12
	0.84	2.37	.	.13
	1.01	3.42	.	.14

(17.4)

:
(.....)
(...)
(...)

(3.42)

:18.4

	1.03	3.60		.1
	1.10	3.54		.2
	0.93	3.52		.3
	1.11	3.49		.4
	1.07	3.46		.5
	1.13	3.42		.6
	0.91	3.39		.7
	1.09	3.38		.8
	1.15	3.34		.9
	1.14	3.24		.10
	1.16	3.21		.11
	1.04	3.11		.12
	1.20	2.65		.13
	1.08	3.33		.14

(18.4)

:

(3.33)

:19.4

	0.81	3.66		.1
	1.03	3.46		.2
	1.03	3.19		.3
	0.96	3.44		.4

(19.4)

:

(3.44)

:20.4

	1.20	2.87	.	.1
	1.04	2.82	.	.2
	0.82	2.60	.	.3
	0.93	1.79	.	.4
	1.00	2.52		.5

(20.4)

:

(21.4)

:

(2.47)

:21.4

	0.83	3.65		.1
	0.85	3.56		.2
	0.87	3.52		.3
	0.90	3.49		.4
	0.81	3.47		.5
	0.90	3.42		.6
	0.97	3.33		.7
	0.96	3.31		.8
	0.89	3.47		.9

: :22.4

	(%)			
-				
	6.7	15		.1
	8.5	19		.2
	28.7	64		.3
	47.1	105		.4
	9.0	20		.5

(22.4)

: -23.4

61	.	.1
		.2
41	.	
		.3
34	.	
32	.	.4
31	.	.5
29	.	.6
27	.	.7
25	.	.8
20	.	.9
17	.	.10
		.11
15	.	
14	.	.12
14	.	.13
12	.	.14
11	.	.15
11	.	.16
10	.	.17
10	.	.18
9	.	.19

: -23.4

7	.	.20
6	.	.21
6	.	.22
6	.	.23
6	.	.24
5	.	.25
5	.	.26
4	.	.27
4	.	.28
4	.	.29
4	.	.30
4	.	.31
4	.	.32
3	.	.33
3	.	.34
3	.	.35
3	.	.36
3	.	.37
3	.	.38
3	.	.39
3	.	.40

.

:

.3.3.4

:

.1.3.3.4

($\alpha = 0.05$)

(t-test)

.(24.4)

$0.05 = \alpha$

(t-test)

:24.4

0.103	-1.46	221	0.63	3.70	176		
			0.49	3.82	47		
0.764	-0.06	221	0.60	3.28	176		
			0.58	3.28	47		
0.666	-0.88	221	0.49	3.40	176		
			0.51	3.48	47		
0.772	-1.97	221	0.67	3.29	176		
			0.68	3.51	47		
0.090	-1.02	221	0.71	3.41	176		
			0.60	3.52	47		
0.095	-0.95	221	0.73	3.45	176		
			0.60	3.55	47		
0.162	-1.54	221	0.52	3.45	176		
			0.45	3.57	47		

:

.2.3.3.4

($\alpha = 0.05$)

(One way analysis of variance)

.(26.4)

:25.4

0.65	3.65	83	30	
0.61	3.73	106	44 – 30	
0.35	3.91	25	45	
0.57	3.28	83	30	
0.62	3.21	106	44 – 30	
0.46	3.56	25	45	
0.43	3.42	83	30	
0.53	3.38	106	44 – 30	
0.54	3.49	25	45	
0.74	3.27	83	30	
0.66	3.32	106	44 – 30	
0.54	3.47	25	45	
0.75	3.32	83	30	
0.62	3.47	106	44 – 30	
0.79	3.53	25	45	
0.75	3.56	83	30	
0.68	3.33	106	44 – 30	
0.55	3.73	25	45	
0.54	3.45	83	30	
0.50	3.44	106	44 – 30	
0.37	3.64	25	45	

(One way analysis of variance)

:26.4

0.177	1.749	0.642	1.284	2		
		0.367	77.467	211		
		-	78.751	213		
0.028	3.636	1.259	2.518	2		
		0.346	73.083	211		
		-	75.601	213		
0.576	0.553	0.139	0.277	2		
		0.250	52.844	211		
		-	53.121	213		
0.451	0.798	0.373	0.747	2		
		0.468	98.679	211		
		-	99.426	213		
0.220	1.523	0.742	1.483	2		
		0.487	102.770	211		
		-	104.253	213		
0.011	4.577	2.236	4.472	2		
		0.489	103.092	211		
		-	107.564	213		
0.195	1.649	0.432	0.863	2		
		0.262	55.241	211		
		-	56.105	213		

0.05= α

.(25.4)

:

.3.3.3.4

($\alpha = 0.05$)

(One way analysis of variance)

.(28.4)

: - 27.4

0.56	3.76	167		
0.87	3.34	24		
0.53	3.76	15		
0.42	3.90	17		
0.58	3.30	167		
0.68	2.95	24		
0.44	3.52	15		
0.58	3.30	17		

: - 27.4

0.67	3.50	167		
1.04	3.15	24		
0.51	3.58	15		
0.59	3.51	17		
0.48	3.51	167		
0.67	3.18	24		
0.41	3.57	15		
0.41	3.53	17		

(One way analysis of variance)

: -28.4

0.009	3.951	1.399	4.196	3		
		0.354	77.522	219		
		-	81.718	222		
0.017	3.488	1.199	3.596	3		
		0.344	75.272	219		
		-	78.868	222		
0.266	1.328	0.325	0.974	3		
		0.244	53.510	219		
		-	54.483	222		

(One way analysis of variance)

: -28.4

0.134	1.880	0.872	2.615	3		
		0.464	101.537	219		
		-	104.152	222		
0.303	1.220	0.586	1.758	3		
		0.480	105.215	219		
		-	106.973	222		
0.133	1.883	0.936	2.809	3		
		0.497	108.908	219		
		-	11.717	222		
0.025	3.173	0.799	2.398	3		
		0.252	55.175	219		
		-	57.574	222		

$0.05 = \alpha$

.(27.4)

:

.4.3.3.4

($\alpha = 0.05$)

(One way analysis of variance)

.(30.4)

: -29.4

0.49	3.84	67		
0.63	3.70	59		
0.68	3.62	75		
0.54	3.78	22		
0.47	3.33	67		
0.67	3.26	59		
0.61	3.19	75		
0.60	3.47	22		

0.42	3.56	67		
0.46	3.37	59		
0.54	3.38	75		
0.50	3.26	22		
0.56	3.53	67		
0.77	3.27	59		
0.62	3.25	75		
0.83	3.18	22		
0.59	3.53	67		
0.62	3.40	59		
0.71	3.30	75		
0.95	3.71	22		
0.55	3.60	67		
0.67	3.51	59		
0.77	3.25	75		
0.82	3.75	22		
0.38	3.61	67		
0.50	3.45	59		
0.55	3.38	75		
0.59	3.49	22		

0.05= α

(29.4)

(One way analysis of variance)

:30.4

0.193	1.590	0.580	1.741	3		
		0.365	79.976	219		
		-	81.718	222		
0.219	1.488	0.525	1.575	3		
		0.353	77.293	219		
		-	78.868	222		
0.034	2.954	0.704	2.113	3		
		0.239	52.370	219		
		-	54.483	222		
0.040	2.813	1.288	3.864	3		
		0.458	100.288	219		
		-	104.152	222		
0.049	2.654	1.251	3.752	3		
		0.471	103.220	219		
		-	106.973	222		
0.004	4.654	2.232	6.696	3		
		0.480	105.022	219		
		-	111.717	222		
0.052	2.616	0.664	1.992	3		
		0.254	55.582	219		
		-	57.574	222		

:

($\alpha = 0.05$)

(One way analysis of variance)

.(32.4)

: - 31.4

0.60	3.74	107		
0.68	3.67	78		
0.48	3.70	25		
0.30	3.96	13		
0.58	3.29	107		
0.62	3.27	78		
0.51	3.30	25		
0.69	3.16	13		
0.47	3.40	107		
0.48	3.48	78		
0.57	3.24	25		
0.49	3.58	13		
0.62	3.31	107		
0.80	3.38	78		
0.64	3.23	25		
0.34	3.42	13		

: - 31.4

0.65	3.41	107		
0.73	3.49	78		
0.74	3.37	25		
0.72	3.48	13		
0.57	3.38	107		
0.78	3.58	78		
0.85	3.47	25		
0.93	3.54	13		
0.45	3.46	107		
0.59	3.50	78		
0.49	3.41	25		
0.36	3.60	13		

(One way analysis of variance)

: -32.4

0.445	0.893	0.329	0.988	3		
		0.369	80.730	219		
		-	81.718	222		
0.902	0.191	0.69	0.206	3		
		0.359	78.663	219		
		-	78.868	222		

(One way analysis of variance)

: -32.4

0.094	2.157	0.521	1.564	3		
		0.242	52.920	219		
		-	54.483	222		
0.732	0.429	0.203	0.609	3		
		0.473	103.543	219		
		-	104.152	222		
0.836	0.286	0.139	0.417	3		
		0.487	106.556	219		
		-	106.973	222		
0.320	1.176	0.590	1.771	3		
		0.502	109.947	219		
		-	111.717	222		
0.672	0.515	0.135	0.404	3		
		0.261	57.170	219		
		-	57.574	222		

0.05= α

.(32.4)

6.3.3.4

:

($\alpha = 0.05$)

One way analysis of)

(variance

.(34.4)

: -33.4

0.63	3.68	157	5	
0.60	3.82	35	10 - 6	
0.40	3.82	31	11	
0.62	3.25	157	5	
0.50	3.30	35	10 - 6	
0.53	3.38	31	11	
0.46	3.43	157	5	
0.53	3.38	35	10 - 6	
0.61	3.43	31	11	
0.70	3.31	157	5	
0.68	3.45	35	10 - 6	
0.55	3.32	31	11	

: -33.4

0.69	3.42	157	5	
0.72	3.42	35	10 - 6	
0.66	3.51	31	11	
0.73	3.46	157	5	
0.66	3.52	35	10 - 6	
0.65	3.47	31	11	
0.52	3.46	157	5	
0.48	3.53	35	10 - 6	
0.44	3.52	31	11	

(One way analysis of variance)

: -34.4

0.284	1.267	0.465	0.930	2	
		0.367	80.788	220	
		-	81.718	222	
0.514	0.668	0.238	0.476	2	
		0.356	78.392	220	
		-	78.868	222	

(One way analysis of variance)

: -34.4

0.847	0.166	0.041	0.082	2		
		0.247	54.401	220		
		-	54.483	222		
0.551	0.598	0.281	0.563	2		
		0.471	103.589	220		
		-	104.152	222		
0.811	0.210	0.102	0.203	2		
		0.485	106.769	220		
		-	106.973	222		
0.909	0.096	0.049	0.097	2		
		0.507	111.620	220		
		-	111.717	222		
0.669	0.402	0.105	0.210	2		
		0.261	57.364	220		
		-	57.574	222		

0.05= α

(33.4)

7.3.3.4

:

($\alpha = 0.05$)

(one way analysis of variance)

.(36.4)

:1-35.4

0.68	3.68	86		
0.47	3.76	54		
0.60	3.75	83		
0.63	3.11	86		
0.43	3.40	54		
0.61	3.37	83		
0.49	3.35	86		
0.39	3.59	54		
0.53	3.38	83		

: -35.4

0.73	3.22	86		
0.59	3.50	54		
0.67	3.35	83		
0.67	3.40	86		
0.72	3.49	54		
0.70	3.44	83		
0.77	3.35	86		
0.57	3.53	54		
0.71	3.55	83		
0.54	3.39	86		
0.38	3.58	54		
0.52	3.50	83		

(one way analysis of variance)

: -36.4

0.696	0.362	0.134	0.268	2		
		0.370	81.450	220		
		-	81.718	222		

(one way analysis of variance)

: -36.4

0.004	5.583	1.905	3.810	2		
		0.341	75.059	220		
		-	78.868	222		
0.013	4.453	1.060	2.120	2		
		0.238	52.364	220		
		-	54.483	222		
0.057	2.899	1.337	2.674	2		
		0.461	101.478	220		
		-	104.152	222		
0.773	0.258	0.125	0.250	2		
		0.485	106.722	220		
		-	106.973	222		
0.152	1.899	0.948	1.896	2		
		0.499	109.821	220		
		-	111.717	222		
0.083	2.514	0.643	1.286	2		
		0.256	56.287	220		
		-	57.574	222		

0.05= α

.(35.4)

4.4

:

(3.79)

(3.54)

(3.99)

.(3.99)

.(3.54)

•

•

•

•

(2003)

(3.88)

•

.(3.65)

•

.(3.66)

•

.(3.69)

•

(3.91)

.(2003)

•

(3.44)

(3.28)

(3.72)

.10 •

.(3.72)

•

.(3.28)

•

.(3.42)

•

.(3.33)

•

.(3.44)

•

.(2.47)

•

($\alpha = 0.05$)

•

)

(

($\alpha = 0.05$)

•



1.5

2.5

:

.(3.79)

.(3.44)

($\alpha = 0.05$)

•

•

•

($\alpha = 0.05$) •

($\alpha = 0.05$) •

($\alpha = 0.05$) •

($\alpha = 0.05$) •

($\alpha = 0.05$) •

($\alpha = 0.05$) •

" : 3.5

"Model of Higher Studies for Management Development"

: 1.3.5

-
-
-
-

•

•

:

.2.3.5

•

•

:

.3.3.5

•

•

•

.4.3.5

:

Management and development of municipalities

Management and development of government organizations

Management and the development of civil society organizations

Management and the developmen of private sector companies

Management and development of the tourism sector

	:		.5.3.5
	:	36	
	:(	18)	.1.5.3.5
Principles of statistics and applications of SPSS		SPSS	
Research methodology			
Introduction to Administrative Development			
Strategic planning			
Management and human resources development			
Development policies			
	:		.2.5.3.5
	:(	6)	•
Introduction to the concept of municipalities			
Global experiences management and development of municipality			
	:(	3)	•
Modern management of municipalities			
Finance management			
	:(	6)	•
Introduction to the concept of government institutions			
The development of economic relations			

:(3)

•

Modern management of government institutions

Strategies of institutional change

Global experiences in the development and management of government institutions

:(6)

•

Introduction to historical and theoretical studies of the civil society organization

Modern ways of writing a proposal and fund raising

:(3)

•

Global experiences in the development and management of civil society organizations

Social development.

NGOs and development

:(6)

•

Modern management of private companies

Policy of project financing

:(3)

•

Organizational behavior

Management of small enterprises

Analysis and evaluation of projects

:(6)

•

Historical and theoretical introduction to tourism in Palestine
Modern trends in the development of tourism

:(3)

•

Global experiences in investment in tourism development	
Advertising and media and its relations to tourism development	

:(3)

•

:

.3.5.3.5

.(6)

•

(3)

(3)

•

4.5

•

:

•

○

○

○

⋮

●

○

○

○

○

⋮

●

○

○

⋮

●

○

○

5.5

●

●

●

●

●

●

●

-
-
-
-
-
-

6.5 توصيات

-
-
-
-

- " (1985). 22 .32
- " (2007)
- " (2004)
- " (2004)
- " (1990) .39 .49
- " (1993)
- " (1989)
- " (2006-2005)
- " (2006-2005)
- " (2006-2005)
- " (1994).
- " (1998) .37 .11
- " (1994) .

- (1998).
- " : (1975)
- " : (1980)
- .4
- " : (2004)
- .2004 29-27
- .287-269
- " : (1987)
- .() .
- " : (1984)
- .212-189 .43
- " : (1995)
- .194
- " : (2004).
- 2
- .419 -391
- 1 " : (1884).
- .49-31
- : (2004)
- 29-27
- .311-303 .2004
- " : (1991)
- .() ."()
- .32 " : (1987) .
- : (2007).
- :

" (1993). •
 " (1190) •
 .85 .13
 "2000 ":(1988). •
 .128-101 1
 ":(1994). •
 " " •
 ":(2003). •
 ":(1984) •
 .23-7 .41 " •
 9000 :(2004) •
 : •
 ":(1998). •
 -68 33 " •
 .96
 ":(-2003) •
 " •
 .237 .1
 ":(-2003) •
 "() •
 .183 .1. •
 ":(1991) •
 .17 .4 " •
 .3 ":(-1991) •
 " .(-2003) •
 -173 (1) (17) " •

: " ":(-2003). •
 25-7 . 2004 29-27 ":(2004) •
 ." .2004 29-27 .25-7 .
 ." " :(1987) . •
 .42 ":(1983) . •
 .42-19 19 " :(1993) •
 ." " :(1997). •
 " " :(2000) . •
 " :(1984) . •
 .131 .41 ." ":(2004). •
) . " .(" :(1991) •
 .97 .4 ." " :(1995) •
 .648-637 .4 ." " :(1986) . •
 .49 ." .133 139 " :(1986) •
 .50 ." .145-133 ":(1990). •
 .153-129 2 ."

. " ":(2005) •
 . 2007 .894 -871
 .7 " : ":(1983). •
 . " " : (2004) •
 .2004 29-27 .301-289 .
 . " : ":(2000). •
 . 100 :(1995) •
 . " ":(1997). •
 " :(1985) •
 .310 .19 " " : (1990) •
 .161-135 .13 " " : (2004) •
 29-27 " •
 .212-207 .2004 " : (1986) •
 .53 .39 " •
 2- : (2003) •

- .Di, F C. (2000):" New Staff Perceptions of Planning Process at Community Colleges". ERIC Document Reproduction Service No. ED519241).
- Bowman, M. (1991): Administrative and faculty development .Western Michigan university, USA. DAL-A 52/11.P.3834.

- Howard R.D. Gordon and others, (1992) Assessment of the Motivational orientations of vocational, Technical and adult education programs in off-campus credit program, Report_Marshall University, West Virginia, ASA.
 - Nix, K. (1990):Administrative development strategies for academic deans in colleges and universities .Oklahoma state university,USA.
 - Reynolds, B. (1998). Student and staff perception of higher education in further education: the experience of a college of further education, In: Mitchell, f. (Ed). Beyond the universities: **the new higher education** .Brookfield, Vermont: A shgat publishing co. pp23-38.
 - Variably,I.(1993):Options for administrative reform in Hungary, **public administrative quarter**.Plackwe,1,publisher.
 - Verhey,M.(2002):"Graduate student perception of their SFSU experience".Retrieved Oct.2002,from **SFSU, Web site:** <http://www.sfsu.edu/acadplan/newsletters2002gs.htm>.
 - Woods,E.(1987): The effects of the center for educational administrator development management training program on site administrators, Leadership behavior. **University of southern California**. DAL-A 48/07. P 1620.
-
- <http://www.alquds.edu/>
 - <http://www.birzeit.edu/>
 - <http://www.najah.edu/>
 - <http://www.surveysystem.com/>.

:(1)

/

"

"

. / /
.

"

"

:

:

2007

-(

) . _____ -:

<input type="checkbox"/>	(2) (1)	-1
		-2
<input type="checkbox"/>	(3) (2) (1)	-3
	(4)	
<input type="checkbox"/>	(5) (4) (3) (2) (1)	-4
<input type="checkbox"/>	(3) (2) (1)	-5
	(5) (4)	
		-6
<input type="checkbox"/>	(2) (1)	-7
	(3)	

.

((/) (X)) :

						-1
						-2
						-3
						-4
						-5
						-6

						-7
						-8
						-9
						-10
						-11
						-12
						-13
						-14
						-15
						-16

:

.(/) (X)).

						-17
						-18
						-19
						-20
						-21
						-22

(1)

- 23

(5)

-
-
-
-
-

:

.(

(/) (X)

) .

						-24
						-25
						-26
						-27
						-28
						-29
						-30
						-31
					)	-32
					.(....	-33
					.(...)	-34
					)	-35
					.(...	-36

:

.((/) (X)) .

						-37
						-38
						-39
						-40
						-41
						-42
						-43
						-44
						-45
						-46
						-47
						-48
						-49

:

.((/) (X)) .

						-50
						-51

						-52

: (4) (1) -53

(/) (X)) _____ : _____ .(

						-54
						-55
						-56
						-57
						-58
						-59
						-60
						-61

-62

(5) (4) (3) (2) (1)

: -63

-1

-2

-3

-4

-5

:

:(2)

/

"

"

. / / /

.....

"

"

:

:

2007

-() . -:

<input type="checkbox"/>	(2) (1)	-1
	.	-2
<input type="checkbox"/>	(3) (2) (1)	-3
	.	(4)
<input type="checkbox"/>	(3 / / (2 / / (1	-4
	.	
<input type="checkbox"/>	(2) (1)	- 5
	.	(4) (3)

-(/) (X))_.

						-1
						-2
						-3
						-4
						-5
						-6
						-7
						-8
						-9

						-10
						-11
						-12
						-13
						-14
						-15
						-16

:

.((/) (X)).

						-17
						-18
						-19
						-20
						-21
						-22

(1)

.23

(5)

•
•

•
•
•

:

(/) (X) .

						-24
						-25
						-26
						-27
						-28
						-29
						-30
						-31
					)	-32
						.(.....)
						-33
						.(...)
					)	-34
						.(...)
						-35
						-36

:

(/) (X) .

						-37
						-38
						-39

						-40
						-41
						-42
						-43
						-44
						-45
						-46
						-47
						-48
						-49

:

.((/) (X)) .

						-50
						-51
						-52

.((4) (1) **-53**

-
-
-
-

(1) (X)) _____ :

						-54
						-55
						-56
						-57
						-58
						-59
						-60
						-61

-62

(5) (4) (3) (2) (1)

: -63

- 1
- 2
- 3
- 4
- 5

:

:(3)

	.	1
	.	2
	.	3
	.	4
	.	5
/	.	6
/	.	7
	.	8
	.	9
	.	10

:(4)

:

.

/

:

:

•

.

:

•

.

:

•

.

:

•

.

:

•

.

:

•

)

.(

:

-
-
-
-

131	.....	1
138	.....	2
144	.....	3
145	.....	4

16	.....		1.2
27			-2.2
		
28			-2.2
		
29	.....		3.2
30			4.2
	-	
31	.....		5.2
32	.....		-6.2
33	.....		-6.2
34	.....		7.2
59			1.3
		
60			-2.3
	...		
61			-2.3
		
61			-3.3
		
62			-3.3
		
63			4.3
		
65		(Pearson correlation)	-5.3

66	..... (Pearson correlation)	-5.3
67	..... (Pearson correlation)	-5.3
68	..... (Pearson correlation)	-5.3
69	..... .....( Cronbach Alpha)	6.3
72		1.4
74	.	2.4
75	.....	3.4
76	.....	4.4
77	.....	5.4
78	.....	6.4
79	.....	7.4

80	.	8.4
81	.....	9.4
82	.....	10.4
82	.....	11.4
83	.....	12.4
84		13.4
85		-14.4
86	.....	-14.4
87	.....	15.4
87	.....	16.4
88	.....	17.4
89	.....	18.4

90	.....		19.4
91	.....		20.4
92	.....		21.4
92	.....		22.4
93	.....		-23.4
94	.....		-23.4
96		(t-test)	24.4
97	.....		25.4
98	.....	One way analysis of)	26.4
		(variance	
99	.....		-27.4
100	.....		-27.4
		

100	One way analysis of)	.	-28.4
		(variance	
		
101	One way analysis of)	.	-28.4
		(variance	
		
102			-29.4
		
103			-29.4
		
104	One way analysis of)	.	30.4
		(variance	
		
105			-31.4
	...		
106			-31.4
	...		
106	One way analysis of)		-32.4
		(variance	
		

107	One way analysis of)	-32.4
	(variance	
	
108		-33.4
	.	
109		-33.4
	.	
109	One way analysis of)	-34.4
	(variance	
	
110	One way analysis of)	-34.4
	(variance	
	.	
111		-35.4
	
112		-35.4
	
112	one way analysis of)	-36.4
	(variance	
	.	

113 one way analysis of)

(variance -36.4

18 ... (1997) 1.2

.....
.....
.....
.....
.....

1 :

1	.....	1.1
3	.....	2.1
3	.....	3.1
4	.....	4.1
5	.....	5.1
6	.....	6.1
6	.....	7.1
7	.....	8.1

8 :

8	.....	1.2
8	.....	2.2
8	.....	.1.2.2
9	.....	.2.2.2
9	.....	.3.2.2

10	.....	.4.2.2
10	.....	.5.2.2
12	.....	.6.2.2
13	.....	.7.2.2
13	.....	.8.2.2
14	.....	.9.2.2
14	.....	.10.2.2
14	.....	11.2.2
15	.....	.1.11.2.2
15	.....	.2.11.2.2
15	.....	.12.2.2
15	.....	.13.2.2
17	.....	.14.2.2
17	..	.15.2.2
18	.....	16.2.2
19	.....	.17.2.2
20	.....	.18.2.2
20	.....	.19.2.2
20	.....	.1.19.2.2
20	.....	.2.19.2.2
21	.....	.3.19.2.2
21	.....	.4.19.2.2
21	.....	2.33.2
21	.....	.1.3.2
22	.....	.2.3.2
22	.....	.3.3.2
24	.....	.4.3.2
24	.....	.5.3.2
24	.....	.6.3.2
25	.....	.7.3.2

25	.....	.8.3.2
26	.....	4.1
29	.....	5.1
29	.....	.1.5.2
30	.....	.2.5.2
31	.....	.3.5.2
32	.....	.4.5.2
34	.....	.5.5.2
34	.....	6.2
35	.....	.1.6.2
44	.....	.2.6.2
46	.....	.3.6.2
49	...	.4.6.2
53	..	5.6.2
56	.....	7.1
58 :	
58		
58	.....	1.3
58	.....	2.3
58	.....	3.3
60	.....	.1.3.3
60	.....	.2.3.3
61	.....	.3.3.3
62	.....	4.3
63	.....	5.3
64	.....	6.3
64	.....	7.3
65	.....	8.3
69	.....	9.3

70	.....	10.3
70	.....	11.3
70	.....	12.2
72 :	
72	.....	1.4
73	.....	2.4
73	.....	3.4
73	.....	.3.4
84	.....	.2.3.4
95	.....	.3.3.4
95	.....	.1.3.3.4
96	.....	.2.3.3.4
99	.....	.3.3.3.4
102	.....	.4.3.3.4
105	.....	.5.3.3.4
108	.....	6.3.3.4
111	.....	7.3.3.4
114	.....	4.4
117 :	
118	.....	1.5
118	.....	2.5
118	..... : ..... "	3.5
118	.....	1.3.5
119	.....	.2.3.5

119	.....	.3.3.5
119	.....	.4.3.5
120	.....	.5.3.5
120	.....( 18)	.1.5.3.5
120	.....	.2.5.3.5
122	.....	.3.5.3.5
123	.....	4.5
123	.....	5.5
124	.....	6.5
125	.....
147	.....
148	.....
155	.....
156	.....