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جامعة القدس

عمادة الدراسات العليا

الفعالية الإدارية والنمط القيادي لدى مديري وزارة الشباب  
والرياضة في محافظات شمال فلسطين من وجهة نظر موظفيها  
دراسة حالة

اسم الطالبة: نعمات خالد الشنطي

الرقم الجامعي: ٢٠٢١١٦٥٠

المشرف: د. غسان عبد العزيز سرحان

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التوقيع

رئيس لجنة المناقشة:

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## **Abstract**

### **Management effectiveness and leadership style of the directors of the Ministry of Youth & Sport in north Palestine area from the point view of subordinates ( A case study )**

The purpose of this study was to explore the management effectiveness and prevalent leadership style of the directors of Ministry of Youth & Sport in north Palestine area, also to show the effect of the following variables: gender, years of experience, work location, title, qualification.

Thus, the study was designed to address the following questions:

- What is the prevalent leadership style of the directors of Ministry of Youth & Sport in north Palestine area?
- What is the degree of general management effectiveness of the directors of Ministry of Youth & Sport in north Palestine area?
- What is the relationship between management effectiveness and prevalent leadership style of the directors of Ministry of Youth & Sport in north Palestine area?
- What are the effects of the following variables: gender, years of experience, work location, qualification, and title upon leadership style?
- What are the effects of the following variables: gender, years of experience, work location, qualification, and title upon management effectiveness?

The population and the sample of the study consisted of (196) members at Ministry of Youth & Sport who worked in (15) locations in north Palestine area.

To carry out this study, the researcher developed and prepared two-part questionnaires depending on the available literature.

- The leadership style description questionnaire, which included (31) items, covering three styles: democratic, laissez-fair and autocratic.

- The management effectiveness questionnaire which included (65) items.

The validity of two questionnaires were determined through experts and specialists in educational administration.

Their reliability was computed by using Cronbach Alpha which is (0.84) for the first questionnaire and (0.94) for the second one.

The arithmetic means and percentage were used to answer the first and second questions, while correlation coefficient was used for third one, also arithmetic means and deviation were used for the fourth and fifth ones.

The results of the study revealed the following:

- The democratic leadership style prevailed for the directors of Ministry of Youth & Sport at north Palestine area.

- The directors of Ministry of Youth & Sport at north Palestine had a medium degree of management effectiveness.

- A positive relationship existed between democratic style and management effectiveness.

- The prevalent leadership style of the directors of Ministry of Youth & sport did not differ due to gender, years of experience, qualification, and title.

- The prevalent leadership style of the directors of Ministry of Youth & sport differed due to work location.

- The degree of management effectiveness of the directors of Ministry of Youth & Sport differed due to gender, years of experience, work location, qualification, and title.

Several recommendations were drawn form the study.



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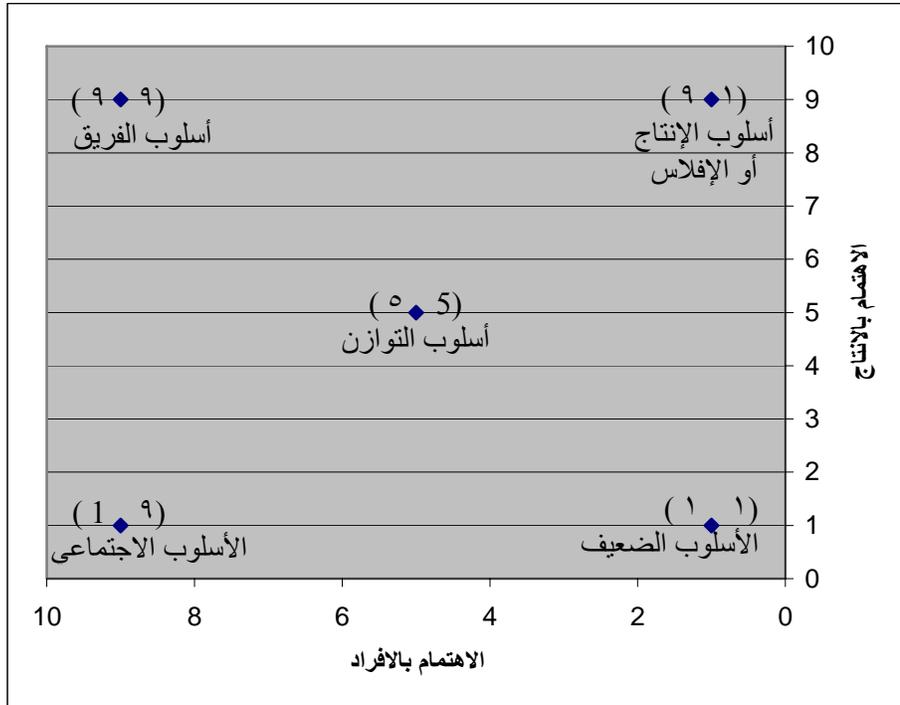
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" : Pfeffer & Salancik (1978, pp39-56)

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" Etzioni (1960)

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Miles (1980, p375)

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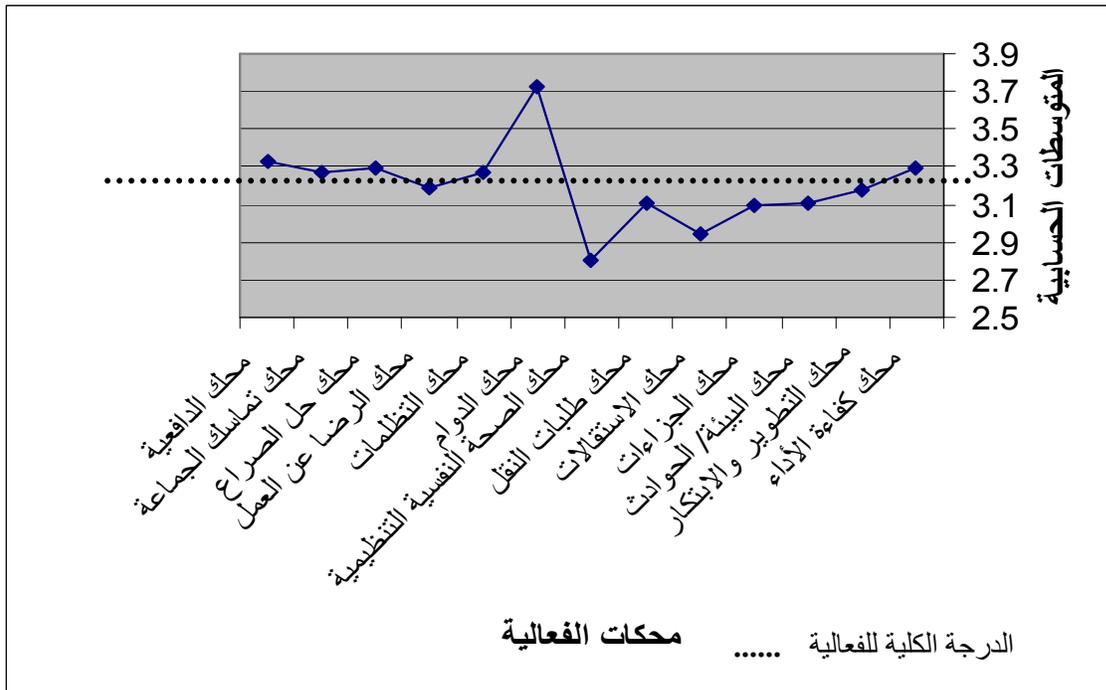
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ملحق (8)  
رسالة جامعة القدس

AL-QUDS UNIVERSITY  
GRADUATE STUDIES  
DEPARTMENT OF EDUCATION

بسم الله الرحمن الرحيم



جامعة القدس  
الدراسات العليا  
قسم التربية

التاريخ : ٢٠٠٥/٢/١٩  
الرقم : ١٢/د ع ت / ٢٢٥

حضرة الدكتور جمال محيسن المحترم  
وكيل وزارة الشباب والرياضة

الموضوع : تسهيل مهمة

تحية طيبة ،،،

تقوم الطالبة: نعمات خالد الشنطي ورقمها الجامعي ٢٠٢١١٦٥٠ بدراسة تتعلق برسالة ماجستير بعنوان " علاقة الفاعلية الإدارية بالنمط القيادي لدى مدراء وزارة الشباب والرياضة في محافظات شمال فلسطين". ، لذا يرجى من حضرتكم تسهيل مهمة الطالبة المذكورة أعلاه والتعاون معها في ذلك.

شاكرين لكم حسن تعاونكم.

والله الموفق،،،

د. غسان سرحان  
رئيس قسم الدراسات العليا

ملحق (9)

تسهيل مهمة

بسم الله الرحمن الرحيم

Palestinian National Authority

Ministry of Youth & Sport



سلطة الوطنية الفلسطينية  
وزارة الشباب والرياضة

Date ..... التاريخ

No..... الرقم

حفظه الله

الأخ / د. جمال المحيسن

وكيل وزارة الشباب والرياضة

تحية الوطن وبعد،،

الموضوع: تسهيل مهمة توزيع الاستبانة.

نهديكم اطيب تحياتنا، ونرجو من حضرتكم تسهيل مهمتنا في توزيع الاستبيان حول " علاقة  
الفعالية الادارية بالنمط القيادي لدى مدراء وزارة الشباب والرياضة في محافظات شمال فلسطين"،  
حيث سيتم توزيعه في جميع مديريات الضفة والمراكز والمجمعات الرياضية بالاضافة الى مقر  
الوزارة المركزي في رام الله.

شاكرين لم تعاونكم

الموظفة

نعمات الشنطي

١٧ / ٢ / ٢٠٠٥

الأخ / د. جمال المحيسن

مع أطيب تحياته  
د. جمال المحيسن

١٧ / ٢ / ٢٠٠٥

179

د. جمال المحيسن  
وكيل وزارة الشباب والرياضة  
رام الله

