

# **The relationship between the development of human resources in Palestinian Ministries of (Finance, Education, and Health) and their level of job performance**

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## **Abstract**

The study aimed to identify the relationship between the development of human resources in Palestinian Ministries of (Finance, Education, and Health) and their level of job performance. The researcher used the correlational descriptive approach in the study, and the study sample consisted of a random sample of (250) employees in the three ministries. The study tool is a questionnaire made for this purpose.

The study found that there was a positive relationship between human resources development in the Palestinian ministries and job performance. The higher the level of human resource development in the Palestinian ministries has increased the level of job performance. The level of development of human resources in the Palestinian ministries came with a mean score of 3.49 and a standard deviation of (0.151). The level of employee performance in the Palestinian ministries came to a high degree, in which the average of the total score is (3.71) and standard deviation is (0.178).

Results showed that there were differences in the level of human resources development in Palestinian ministries due the gender variable in favor of Males. The results indicated that there are no statistically significant differences in level of human resource development in Palestinian ministries due to the academic qualification, age and years of experience in the ministry variables In terms of job title, it was found that there are no differences in level of performance in Palestinian ministries due to the gender variable, the scientific qualification, age, years of experience in the ministry, and job title. While, there were differences according to the ministry variable between the Ministry of Health and the Ministry of Education in favor of the Ministry of Health, and between the Ministry of Finance and the Ministry of Education in favor of the Ministry Finance.

The study recommends the need of working on the development of Human resources in various Palestinian ministries on in a way that ensures achieving development and self-growth in the work and in Public life. This would reflect positively on the performance of the employee and his abilities at work. Also there is a need to pay attention to the involvement of employees in the important and fateful decisions that concern the job. Because they are part of the Ministry's system and they have the right to know the developments which relate to the work and how to deal with the problems that they might face in work based on these decisions.