

Dimensions of organizational structures and their impact on job performance at ministries and governmental and non-ministerial institutions in the Palestinian National Authority

Prepared by: Haya Abdel Hadi Awad Abu Sheireh

Supervisor: Dr. Sa'di Al Krunz

Abstract

This study aimed to identify the impact of dimensions of organizational structures on job performance in ministries and governmental and non-ministerial institutions in the Palestinian National Authority. The descriptive methodology was adopted to serve the objective of the study. A questionnaire was designed to collect data from respondents in higher levels of heads of departments in ministries and governmental and non-ministerial institutions. It used a stratified random sample of 191 respondents selected from the Ministry of Interior, Ministry of National Economy, Ministry of Labor, General Personnel Council, State Audit and Administrative Control Bureau, Central Bureau of Statistics, and Palestinian Land Settlement Commission. Out of the 200 distributed questionnaires, 191 questionnaires were retrieved and were usable for statistical analysis. They represented the study sample. Following statistical processing and analysis, the study results indicated that the officiality dimension came first with a mean of (3.901). Delegation and supervision came second with a mean of (3.487). In the third place came centralization dimension with a mean of (3.670). Specialization dimension with a mean of (3.474) came in the fourth place. In the fifth place came complexity dimension with a mean of (2.968). Results showed that there was a positive statistical significance between organizational structures dimensions variable and job performance variable. Also results indicated that there were not statistically significant differences at the level of $\alpha \leq 0.05$ in the organizational structure dimensions as well as in job performance due to gender and age variables. However, results showed statistically significant differences at the level of $\alpha \leq 0.05$ in the organizational structure dimensions due to academic qualification. Differences were in favor of a Bachelor degree. There were not statistically significant differences at the level of $\alpha \leq 0.05$ in the job performance due to academic qualification. There were statistically significant differences at the level of $\alpha \leq 0.05$ in the organizational structure dimensions due to years of experience. The differences were in favor of (15 years and above). There were

not statistically significant differences at the level of $\alpha \leq 0.05$ in the job performance due to years of experience variable. Also, there were statistically significant differences at the level of $\alpha \leq 0.05$ in the organizational structure dimensions and job performance due to job description. The differences were in favor of (Regular employees). There were statistically significant differences at the level of $\alpha \leq 0.05$ in the organizational structure dimensions and job performance due to ministry variable.

Accordingly, the study results concluded that it was essential for institutions/ministries to pay attention to organizational structures dimensions by increasing their flexibility since it would reflect positively on the job performance of employees.