

P U B L I C ADMINISTRATION J O U R N A L

A Professional Peer Reviewed Quarterly Journal Published
by the Institute of Public Administration

ISSN : 0256 - 9035
© I. P. A. 0137 / 14

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Abstract

A Study on the Experience of Recruiting Saudi Scholarship Students at Japanese Companies

Dr. Essam A. Bukhary

This study shed light on the experience of recruiting Saudi scholarship students at Japanese companies. To conduct this study, the author relied on the references, public and academic resources as well as available data. For deeper understanding, semi-structured interviews were conducted with representatives of five Japanese companies that trained Saudi scholarship students, which some of them also hired Saudi graduates from the Scholarship Program in Japan to work either in Japan or in the Kingdom. Moreover, the author applied the autoethnography method based on his experience as a former Saudi Cultural Attaché to Japan. This method is a qualitative research instrument and concerns the author's experiences in the social and cultural life. It may focus on a specific or certain experience which the author went through personally.

Among the major findings of this study were that the main supporting factors for Japanese companies to recruit Saudi students were the existence of investments for the companies in Saudi Arabia as well as the Saudization regulations. However, the main obstacles for Japanese companies were the low number of applications to vacancies by Saudi students and the gap between their specialties and the required skills for the jobs. At the same time, the rigid regulations in the job scales and recruitment tracks and hiring by the Japanese companies were among other obstacles. The results showed that the internship programs played an important role in supporting recruiting Saudi scholarship students at Japanese companies. Moreover, the study illustrated the role of the Saudi Cultural Office in Japan in facilitating the employment and training of Saudi students at Japanese companies in the period between 2011 and 2015.

The study proposed a number of recommendations for the Japanese companies and decision-makers in the Saudi government sector to promote the Saudization programs as well as the recruitment of Saudi human resources at Japanese and foreign companies.

Keywords: Japanese companies, Saudi scholarship students, internship, employment, Cultural Office

Abstract

Information Security in Saudi Banks from the Perspective of Information Security Heads

Dr. Jaffar Ahmad Alalwan

Because of the development of advanced electronic threats and risks, Saudi banks became a target for electronic attacks since these banks represent an important pillar of the monetary system in the country. Thus, the goal of this study is to shed light on the information security in Saudi banks by adopting the ISO 27002 Standard.

To achieve this goal, we designed a questionnaire that contained the following dimensions: information security policies, organization of information security, human resources security, asset management, access control, physical and environmental security, and operations security. After testing the questionnaire reliability, the questionnaire was sent to twelve banks, which form all banks in Saudi Arabia. After receiving all questionnaires forms, data analysis was performed by using SPSS software.

The study concluded that the level of information security dimension varied from high to very high. Based on these results, the study provided some recommendations that can help enforcing information security in Saudi Arabia.

Keywords: Backup, information security policies, ISO 27002 Standard, specifying assets, storage media, virus

Abstract

The Impact of Servant Leadership on Improving the Quality of Work Life: An Applied Study on the Yemeni Public Telecommunications Corporation

Dr. Abdullah A. Al-Awlaki

This study examined the effect of the servant leadership on improving the quality of work life in the Yemeni Public Telecommunications Corporation. In order to achieve this objective, a sample of 330 employees was selected from the head office of the Yemeni Public Telecommunications Corporation, which is located in Sana'a, the capital city of Yemen. The study employed a survey to collect the preliminary data used in the analysis. By using the exploratory factor analysis (EFA) to verify the validity of the variables measures, the dimensions of the servant leadership were reduced from five to four through integrating the disguised plans and organizational management under one dimension. The integrated dimension was called organizational responsibility. EFA also reduced the six dimensions of the quality of work life to five dimensions by integrating the participation in decision-making and the president's style of supervision under one dimension, which was called the president's style of supervision. The results showed that there was a weakness in practicing the servant leadership dimensions by the managers of the Yemeni Public Telecommunications Corporation in terms of subordinates' attitudes. However, the results indicated that the managers moderately practice the dimensions of work life quality in the Yemeni Public Telecommunications Corporation. The results also revealed that the practice of distancing the servant leadership had a significant relationship with the improvement of work life quality in the Yemeni Public Telecommunications Corporation. The most important dimensions of the servant leadership that contributed to explain the discrepancy in improving the quality of work life were the organizational responsibility, altruism, and emotional contents.

Keywords: Servant leadership, quality of work life, Yemeni Public Telecommunications Corporation