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Abstract

The Level of Transformational Leadership Behavior among Principals of Public Education Schools of Northern Riyadh Education Office and Its Relation to Emotional Intelligence "A Field Study"

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The present study aimed at identifying the level of transformational leadership behavior and emotional intelligence among principals of public intermediate education schools of the Northern Riyadh Education Office, as well as the relationship between them based on the teachers' viewpoints. To achieve these objectives, the study used the descriptive and analytical method. A questionnaire was designed to collect the data and it was administered to (200) teachers of the study population that comprised (285) teachers. A total number of (180) responses were obtained, and the number of valid ones for the statistical analysis was (161). The simple random sample method was used to select the subjects.

The study reached several results, including that the principals of public education schools often have the characteristics of transformational leadership. The study found that teachers think that their principals have emotional intelligence. It was also revealed in this study that there is a positive correlation between transformational leadership and emotional intelligence among the principals of public education schools.

The study recommended enhancing the transformational leadership and emotional intelligence of principals of public education schools by holding courses and activities outside and inside the school, and recommended further studies to enrich this important aspect of knowledge.

Keywords: Transformational leadership behavior, emotional intelligence.

Abstract

A Study of the Effect of Information Systems Strategy (ISS) on the Satisfaction with IS Contribution to the Performance of Small-sized Enterprises in Thi-Qar Province

Dr. Abdulaladheem D. Jabbar

Given the important impact that an information systems strategy (ISS) has on the small businesses' performance, the main goal of the present research was to develop a better understanding of the impact which ISS has on the satisfaction with the IS contribution to the performance of small-sized enterprises in Thi-Qar province, Southern Iraq. The researcher worked extensively to obtain a model which has been developed to link three components: Innovative ISS, Conservative ISS, and Undefined ISS. The effect of these components on the IS contribution to the performance of the concerned small enterprises was studied. A questionnaire was designed to collect data from 302 small enterprises in Thi-Qar province. The subjects were invited to complete the survey which was returned to the researcher either by mail or e-mail. Participation in the survey was voluntary, and the anonymity and confidentiality of responses were assured. The results of our study provided strong evidence that firms with defined ISS (either IS Innovator or IS Conservative) performed better than those without defined IS strategies. Firms without a clearly defined IS strategy experienced a negative relationship with firm performance. Indications and implications derived from the study were discussed and the study concluded with important recommendations.

Keywords: Information systems strategy; organizational performance

Abstract

Organizational Change and Its Role in Consolidating Higher Education Institutions as Learning Organizations: A Field Study on a Sample of University of Djelfa Personnel

Dr. Alla Mourad
Dif Saida

The present study aimed at investigating the roles of organizational change at educated organizations and organizational learning. We believe that learning and change are two concepts that are interdependent in any successful organization. Thus, the study asked the research questions below:

- What is the level of organizational change in all its three dimensions (change in people - change in technology- change in organizational structure) in the administration of the University of Djelfa?

- What level of organizational learning is present in its six dimensions (faith in learning- integration of learning resources- knowledge sharing- systemic thinking- building organizational memory- translating learning into reality) in the administration of the University of Djelfa?

To answer these questions, the descriptive analytic method was used. For that purpose, a questionnaire of 40 sections was used as a main research tool for collecting data. A random sample of 79 personnel was selected out of (100) individuals, making it equivalent to (79%) of the studied population. The number of returned responses was (74).

Following the statistical analysis using SPSS 24, a statistical relationship was confirmed and a positive effect was achieved in terms of the dimensions of the organizational change at the learning organization. The results were as follows:

- The perceptions of the personnel of the University of Djelfa were at a medium level (3.5771 out of 5) with a standard deviation of (0.23664) based on these findings,

- The perceptions of the studied personnel at the University of Djelfa concerning the dimensions of the educated organization was at a medium level with a median of (3.7370 out of 5). The standard deviation was at (0.33663).

The study concluded with a set of recommendations including:

- The necessity for change and innovation, and adoption of modern management practices and methods commensurate with the challenges and developments in the business environment.

- Adopting training programs for the personnel of the University of Djelfa in particular and in other organizations as well on theoretical and applied concepts of organizational learning and learning organizations.

- Strengthening the processes of organizational learning and organizational change at the Algerian universities as they correlate strongly.

Keywords: Organizational change - Organizational learning -Educated organization- Systemic thinking- University of Djelfa.