

بسم الله الرحمن الرحيم



بحث بعنوان

احتياجات الفرد التدريبية على ضوء التنمية الإدارية في قطاع غزة

((من خلال بناء نموذج لقطاع غزة))

مقدم إلى مؤتمر

تنمية وتطوير قطاع غزة
بعد الانسحاب الإسرائيلي

2006 15 - 13

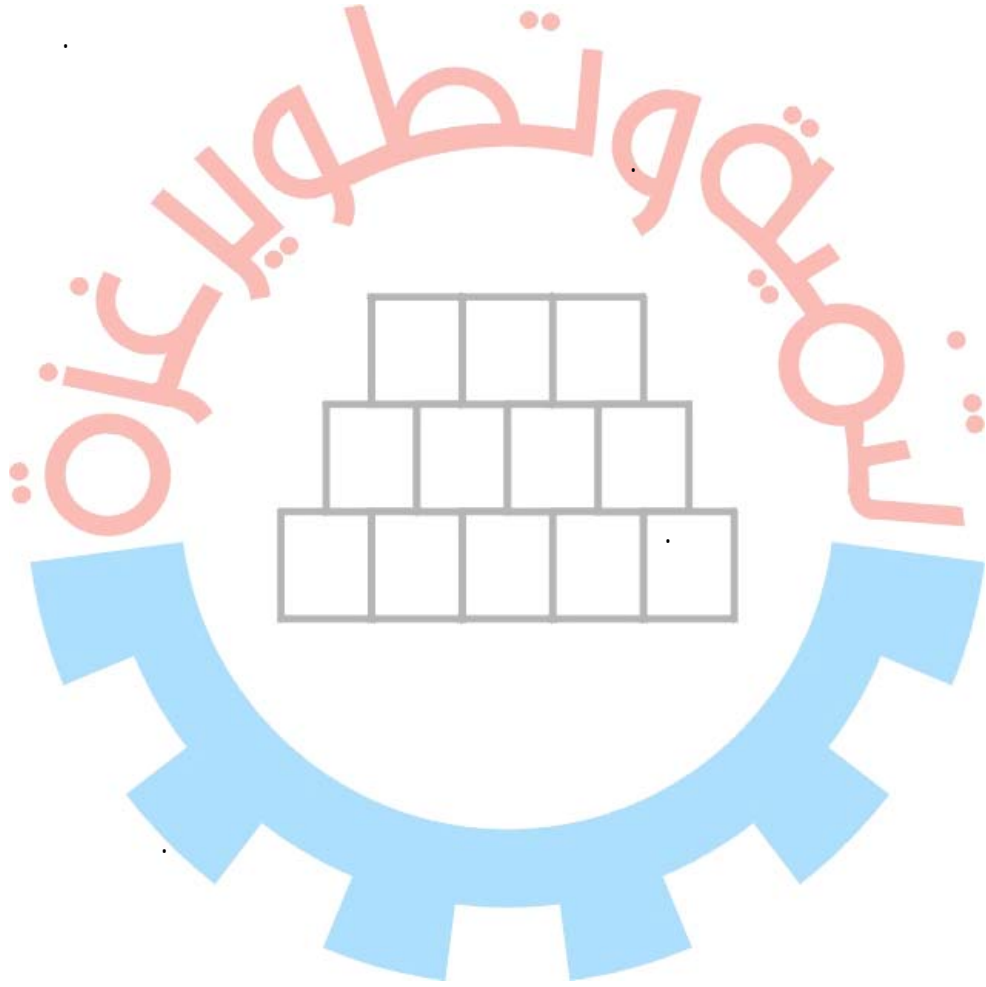
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قسم إدارة الأعمال
جامعة الأزهر - بغزة

2006





Abstract:

**Individual Training Needs In The Light Of Managerial Development In Gaza
Developing a special model for Gaza**

The requirements of managerial development in Gaza is an important issue and a main direction towards developing human resources capable of understanding and coping with development and technology. Developing the human factor in Gaza is becoming an important evidence of development. The concentration on training for developing the government and private sechr organizations requires studies aiming at developing a special model which will assist in accomplishing the .required objechies from the training process

This study focused on an important part of the training process in particular the individual training needs in Gaza after the Israeli withdrawal.

The study reached many conclusions that concentrated on the important of determining the individual training needs as part of the managerial development process in Gaza.

This first step is very crucial for the success of any planned training activity.

The participation of the individual in determining his / her training needs is also important.

The study also found that there is an important role for linking the promotion policies with training , this will affect the individual perception about the importance of training and determining the training needs.

The study also concluded that some individual perception about the importance and the needs for training for the managerial development and conditions around the individual , the organizational support for training , the link between promotion policy and training , Span of control , others are individual differences such as individual training effectiveness , educational level and experience.



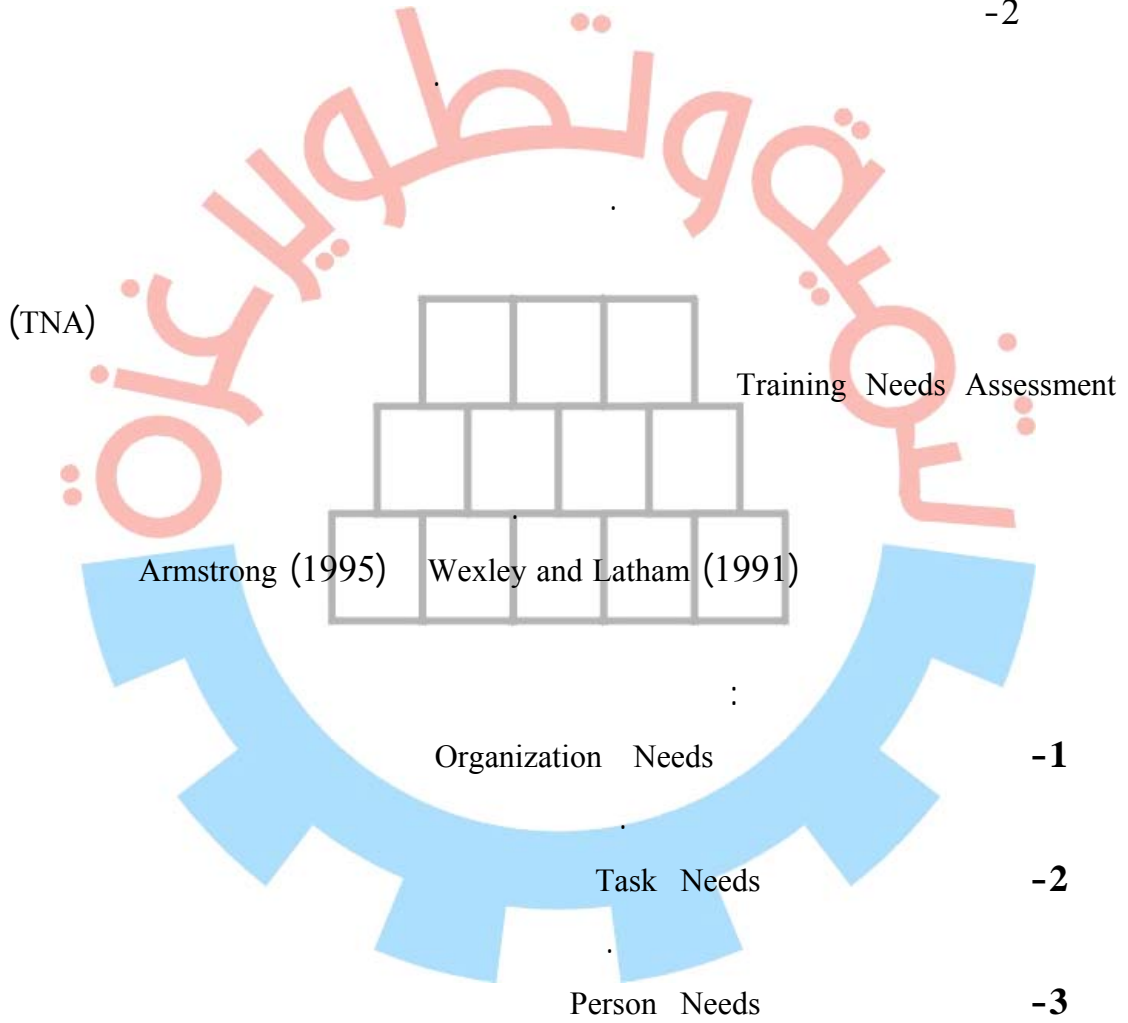
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Self-Assessed Training Needs



Guthrie and Schwoerer (1994)

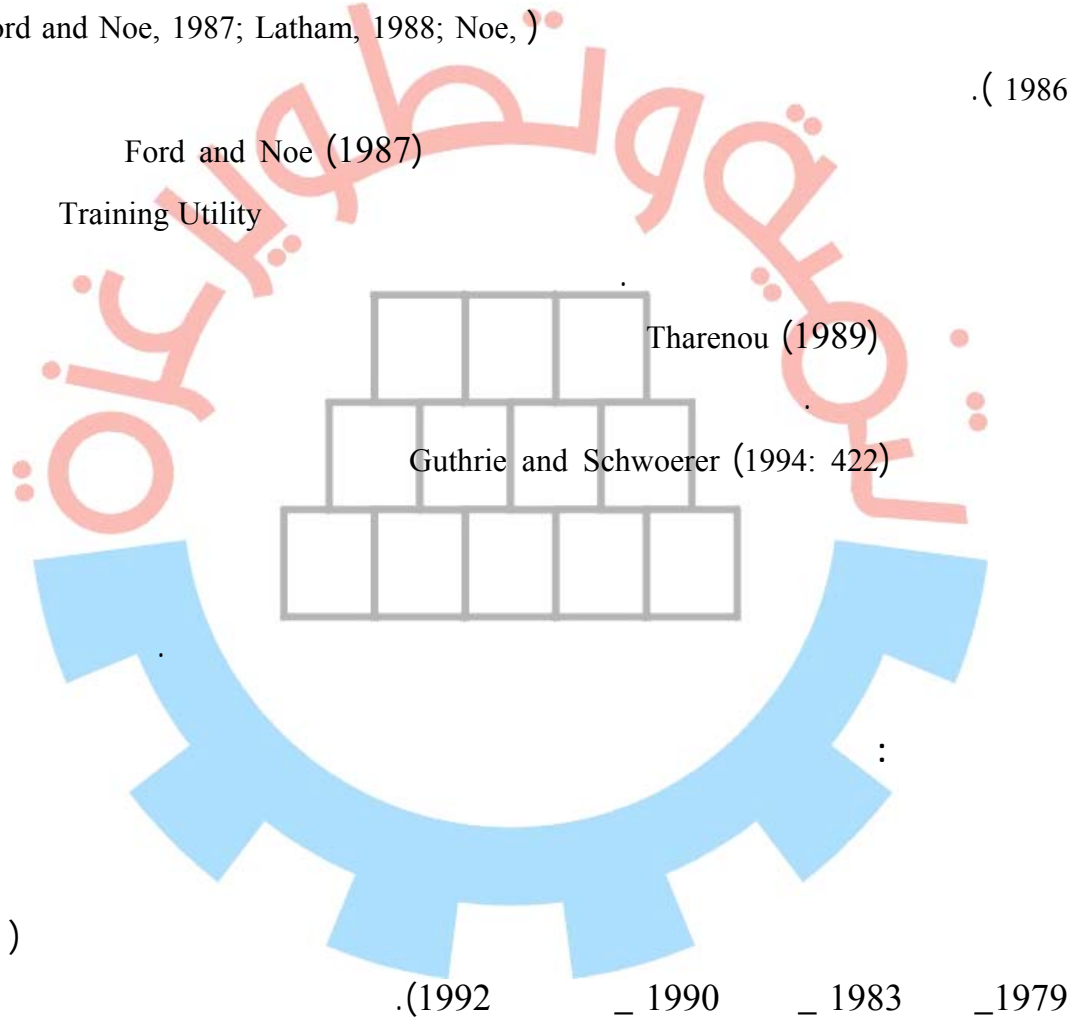
Ford and Noe, 1987; Latham, 1988; Noe,)

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Ford and Noe (1987)
Training Utility

Tharenou (1989)

Guthrie and Schwoerer (1994: 422)



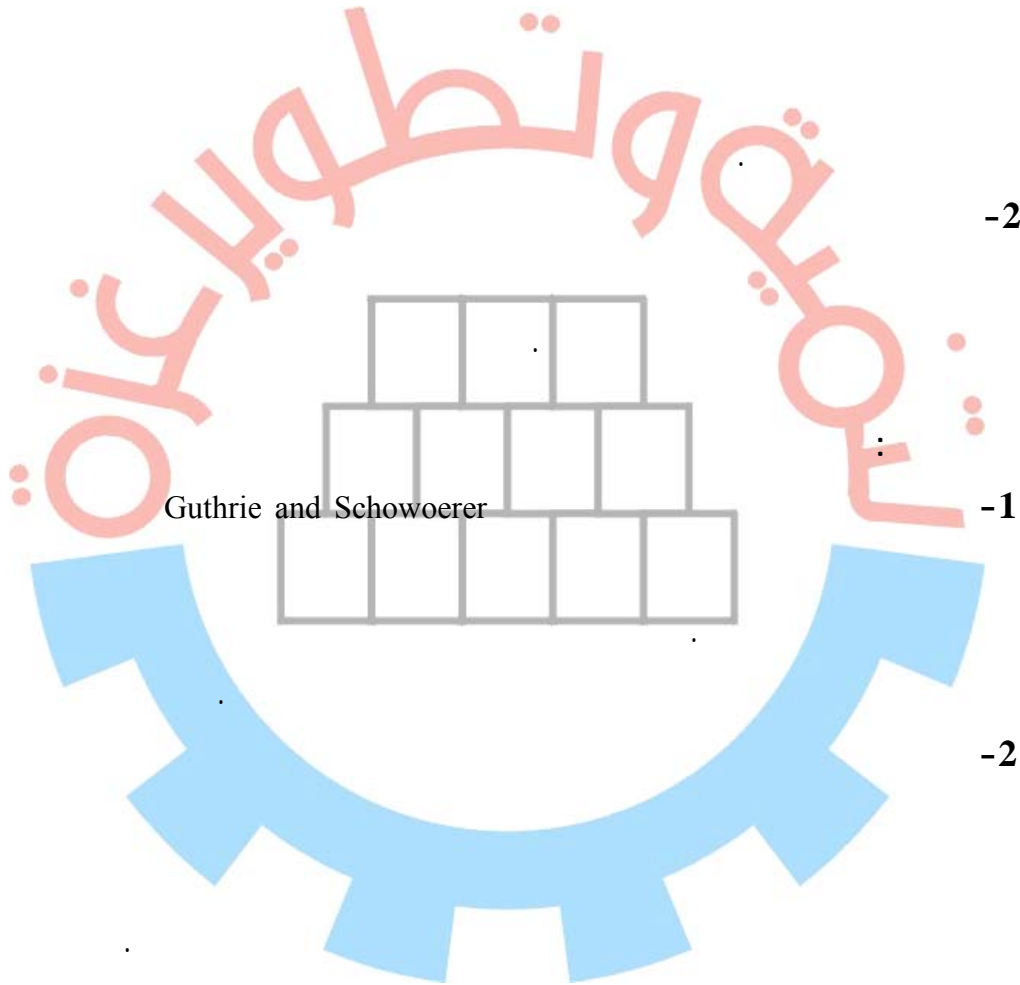
Guthrie and

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Path Analysis

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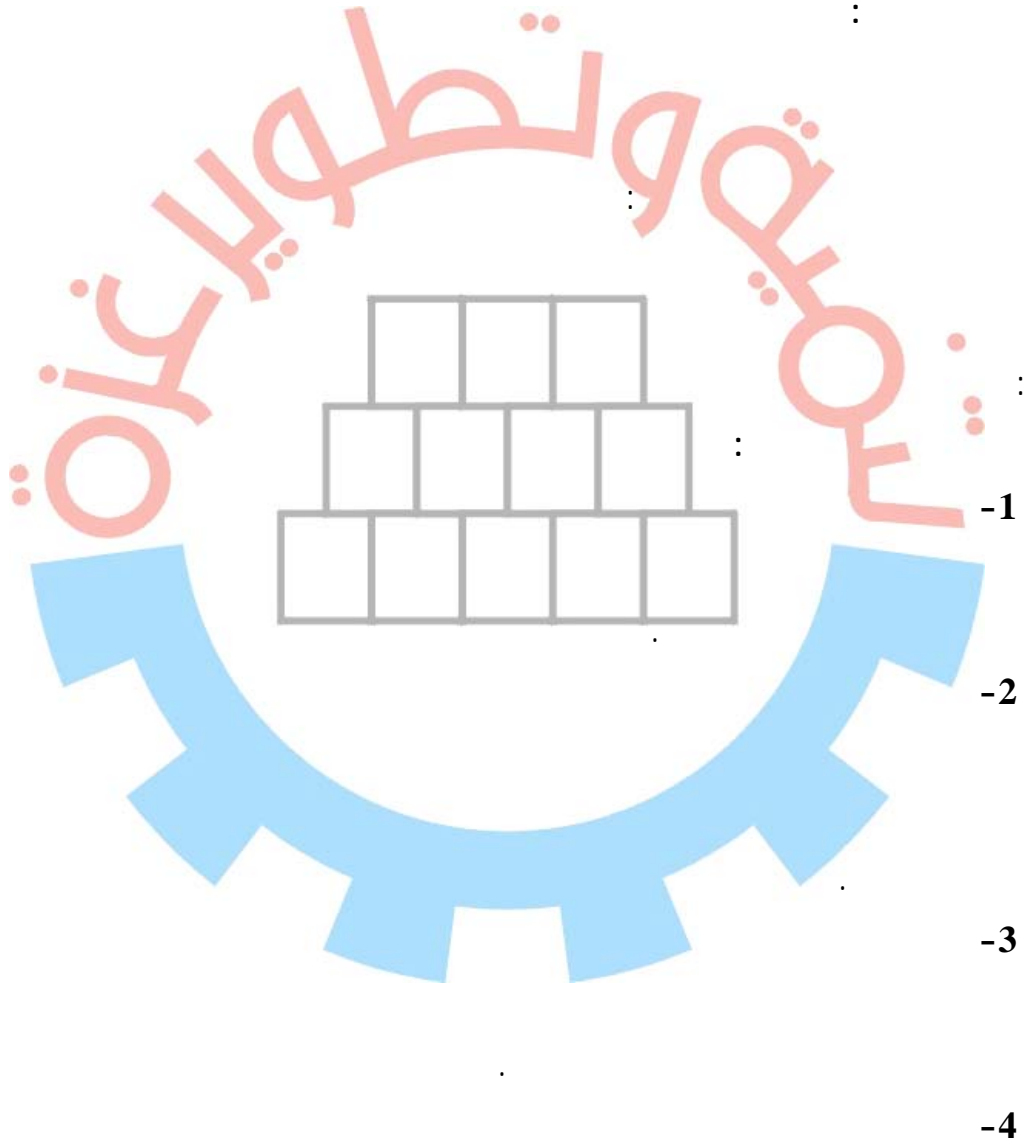
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Goldstin,

(Casico and Zammuto, 1987)

(Goldstein and Gilliam, 1990)

(Casico and Zammito, 1987; Fullerton, 1985)

(Howell and Cooke, 1989)

. (Vobejda, 1987)

Goldstein (1991)



Guthrie and Schoworere

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Ford and Noe (1987)

Guthrie and

Schoworere (1994)

(Carrell, Kuzmits and Elbert 1992)

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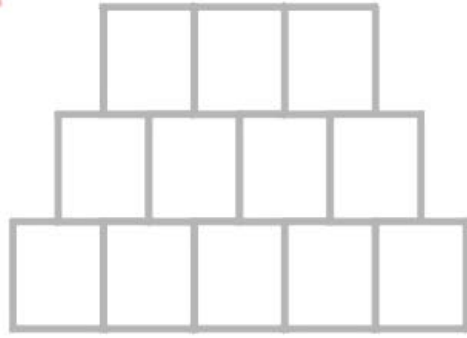
(Lilyauist 1979

Harrison, 1992;)

.(Mumford, 1993, 1994



Guthrie and Schwoerer (1994: 406)



Morano (1973)

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.mcfnery,1987;staley and shokley-zalabak,1986;tharenou,1989)

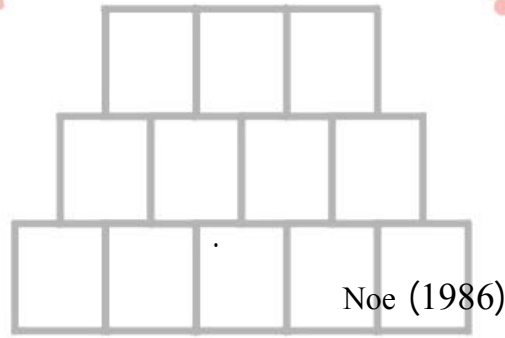
55 mabe and west (1982)

McEnery and McEnery (1987)

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Guthrie and Showered (1994)

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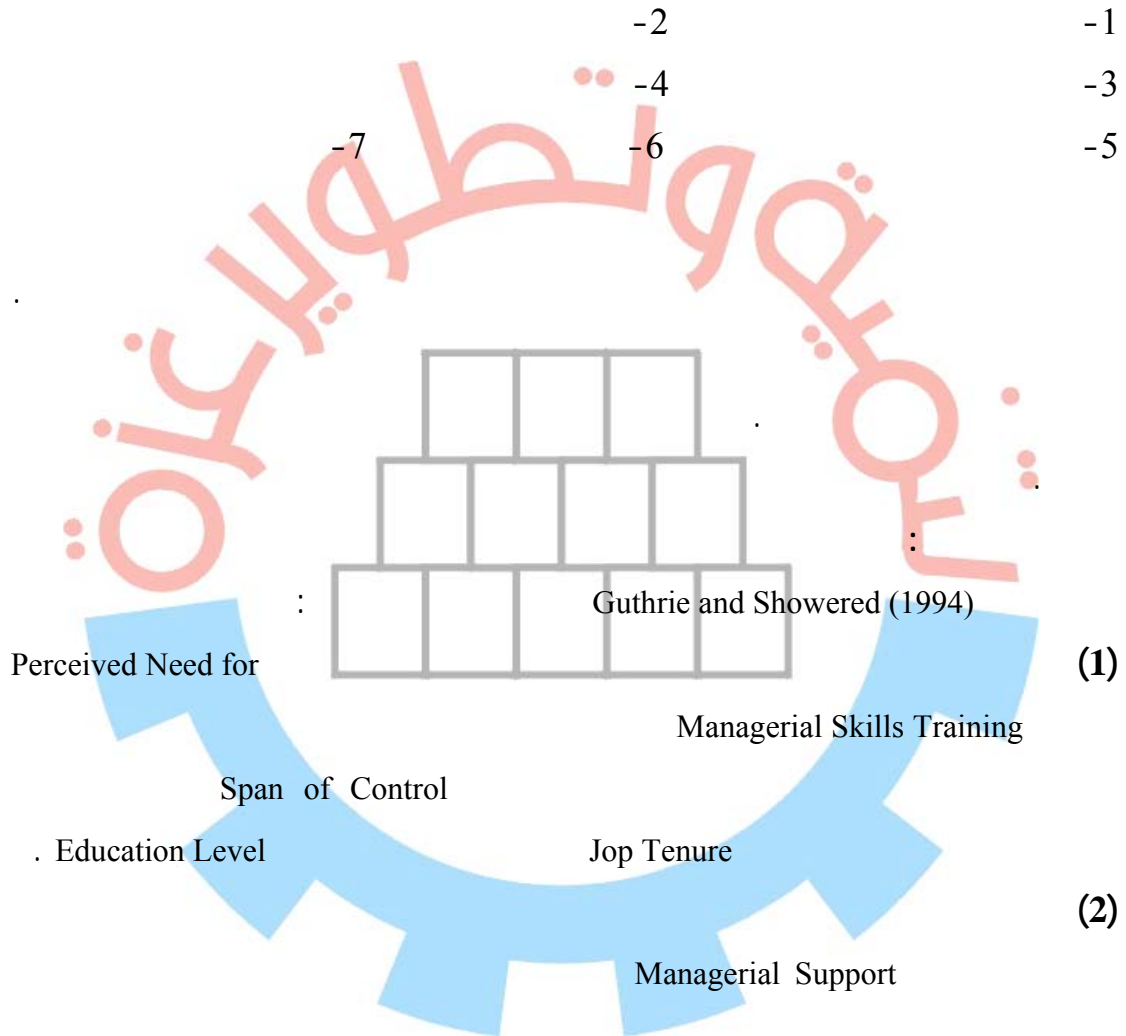
Noe (1986)

Ford and

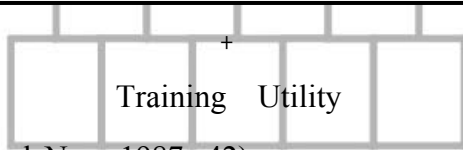
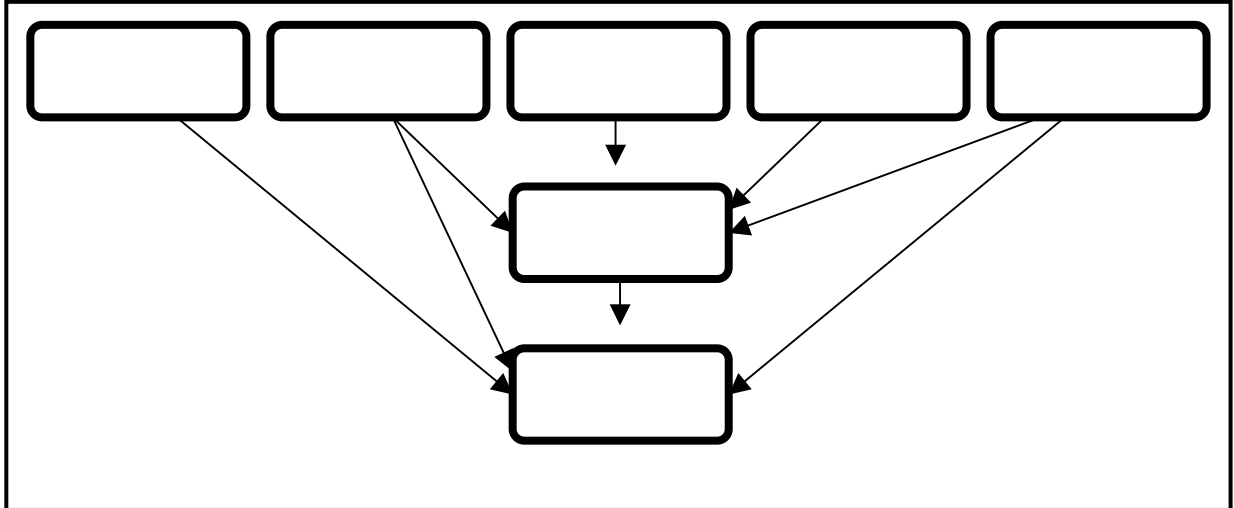
1994; Ford and Noe, 1987)

: Noe (1987)

Guthrie and Showered (1994)



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(Ford and Noe, 1987: 42)

Ford and Noe, (1987)



Noe and Schmitt (1986)

Guthrie and Showered (1994:

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self-Efficacy

(Bandura, 1986; Kanfer and Gaelick,

.1986)

(Wood and Bandura, 1989: 408)

(Bandura,

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.1986; Campbel, 1988)

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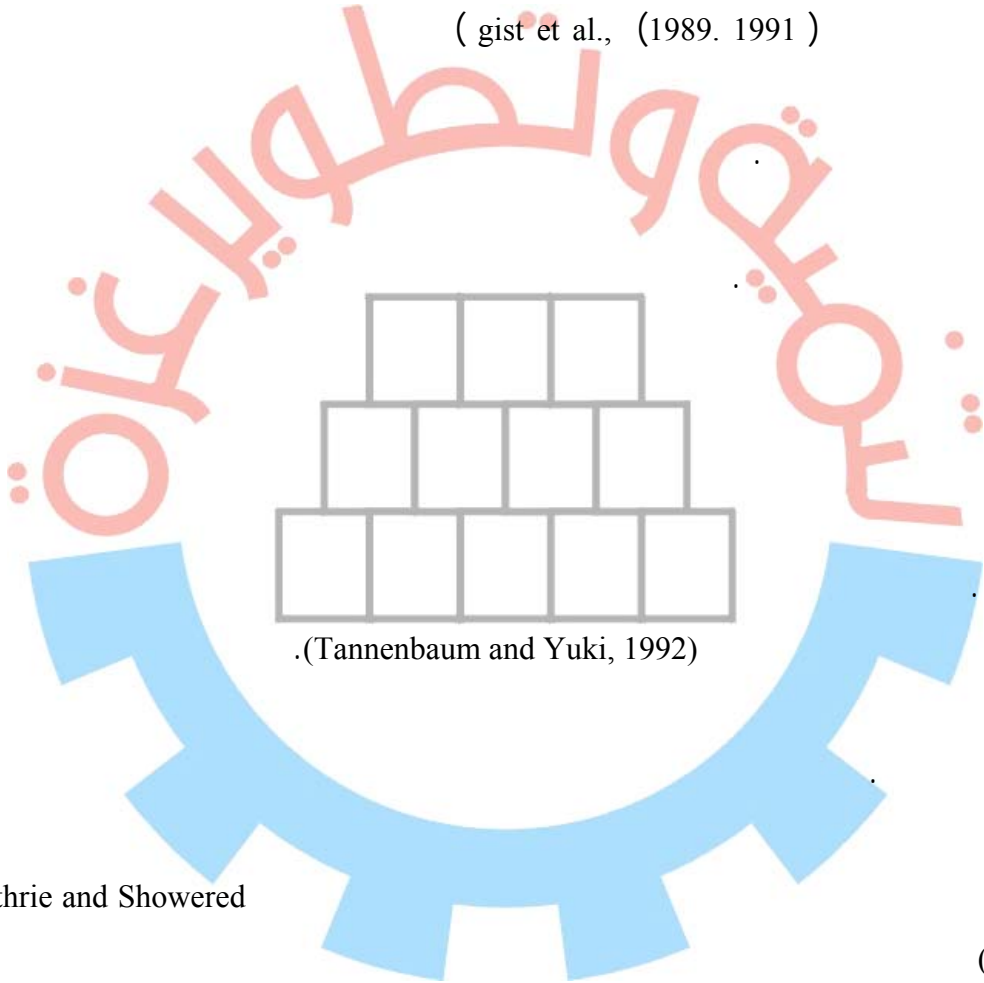
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(For a review see: Gist and Mitchell, 1992)

Noe (1986)

(gist et al., (1989. 1991)



Guthrie and Showered

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(Hill, Smith and Mann, 1987)

(Gist et al., 1989)

.(Latham.1988)

Tannenbaum, Mathiw Salas

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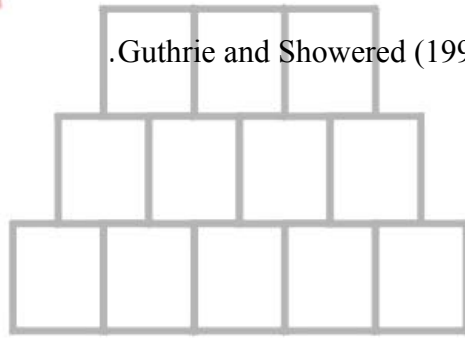
Guthrie and

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Showered (1994)

Managerial Support

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Ford and Noe (1987)

.(Wexley and Latham, 1991)

Baumgartel and Jeanpierre (1972)

(Baumgartel and

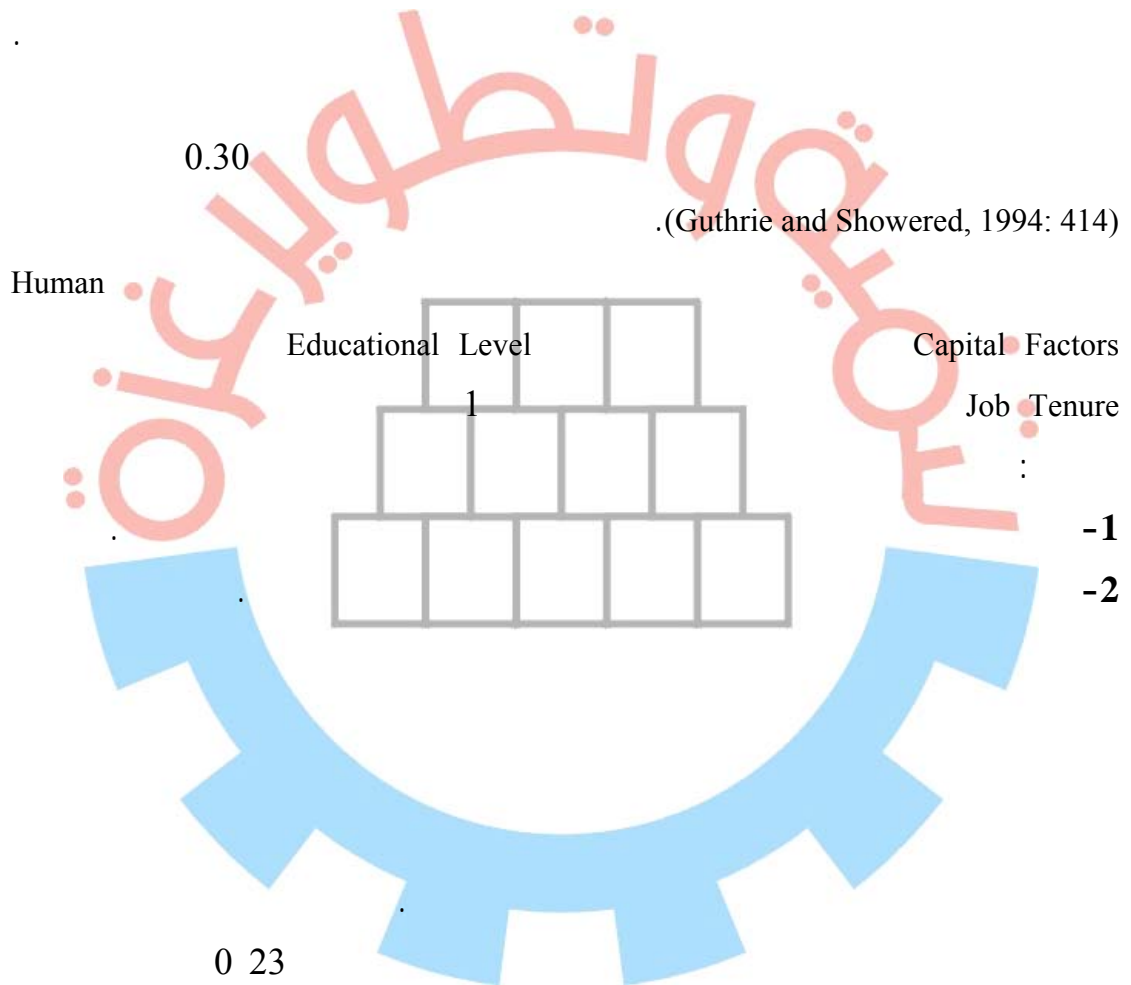
Jeanpierre, 1972; Baumgartel, Sullivan and Dunn, 1978)



Baumgartel et al.

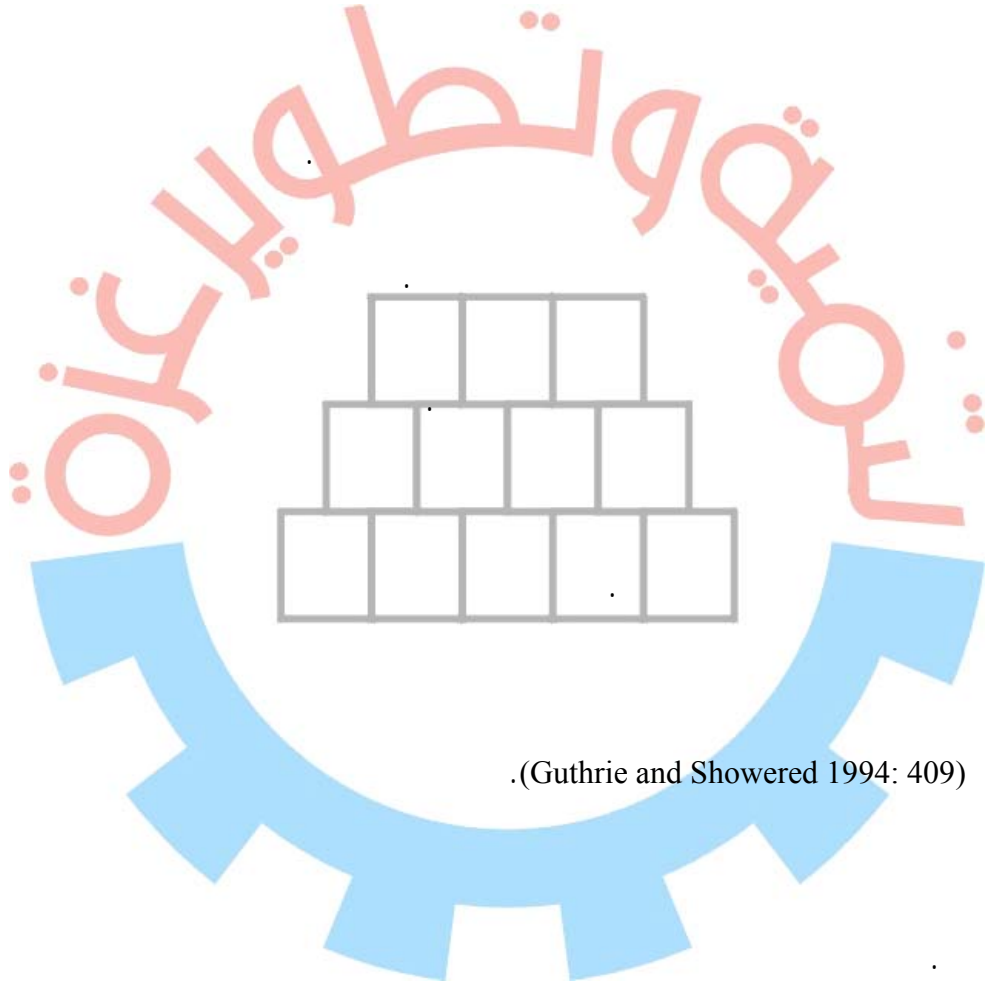
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Noe (1986)



(Hunter and Hunter, 1984 McDaniel and Schmidt, 1985)

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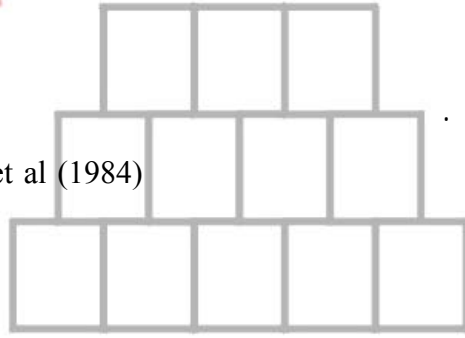
Bernick, Kindley and Pettit

Ford and Noe

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Guthrie and Showered (1994: 409)

Bernick et al (1984)



Swierczek and Carmichael

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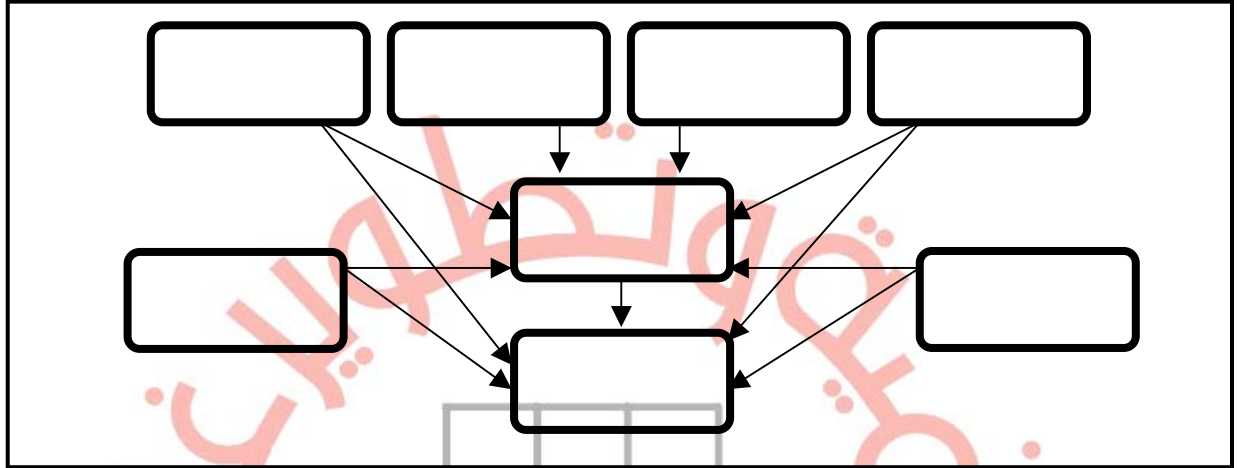
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(Sonnenfeld and Peiperl, 1988)

(Guthrie and Showered, 1994: 418)

(Dessler,

1991; Famularo, 1972; Halaby, 1978)



(Digman, 1980)

Instrumental Yheory of

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(Atkinson and Feather, 1966) Achievement Motivation Theory

.(Raynor, 1970; Raynor and Rubin, 1971)



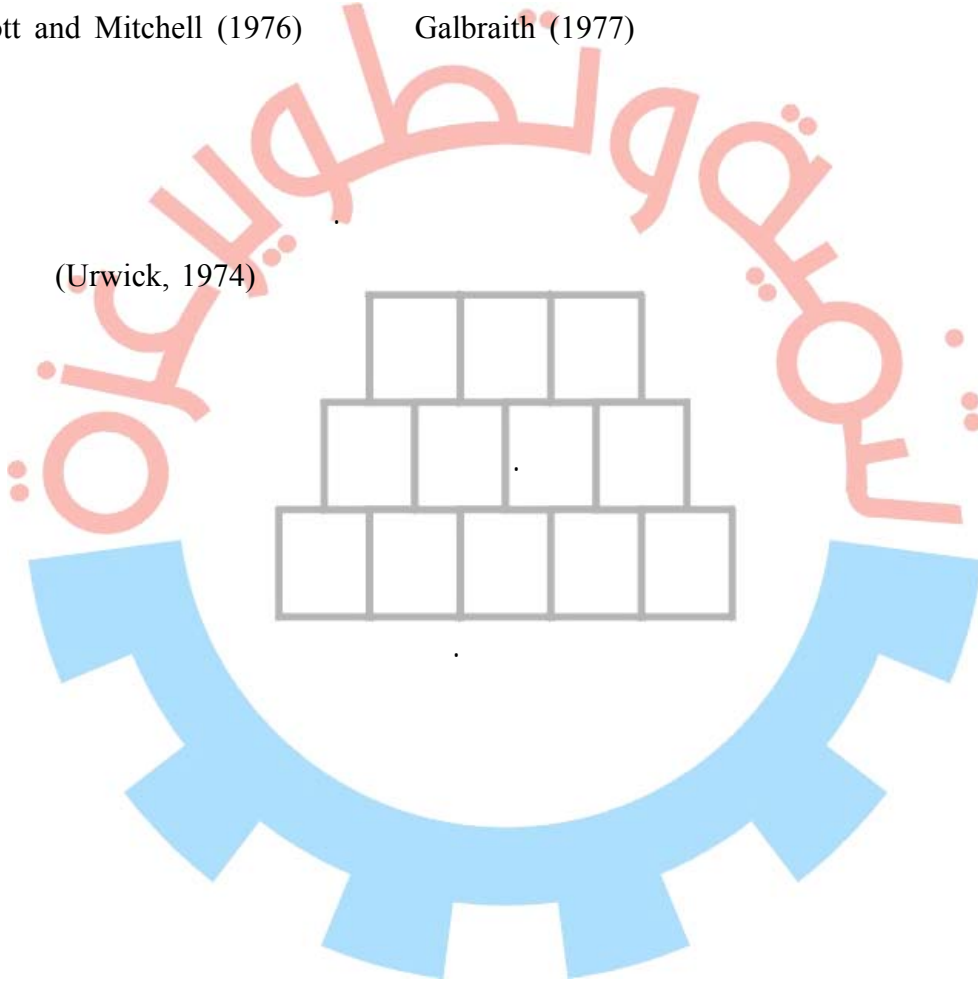
(Guthrie and Showered 1984: 409)

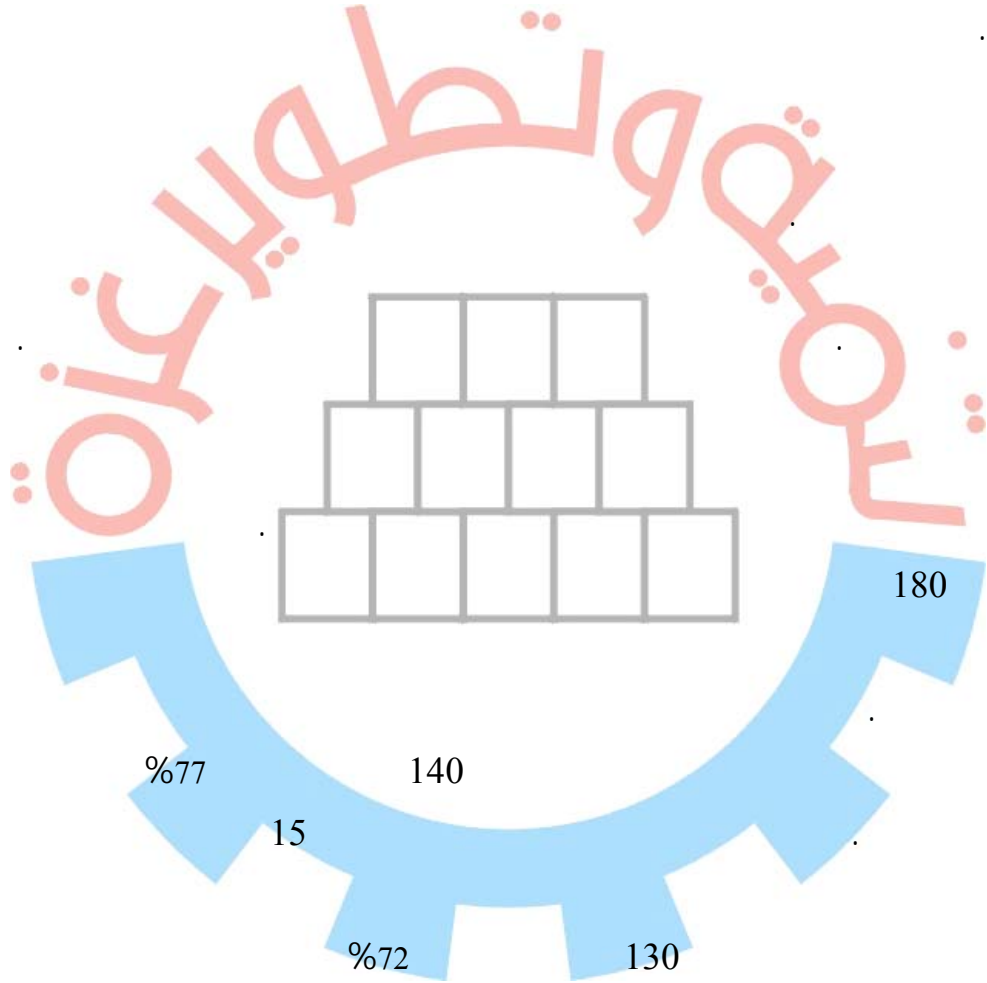
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Scott and Mitchell (1976)

Galbraith (1977)

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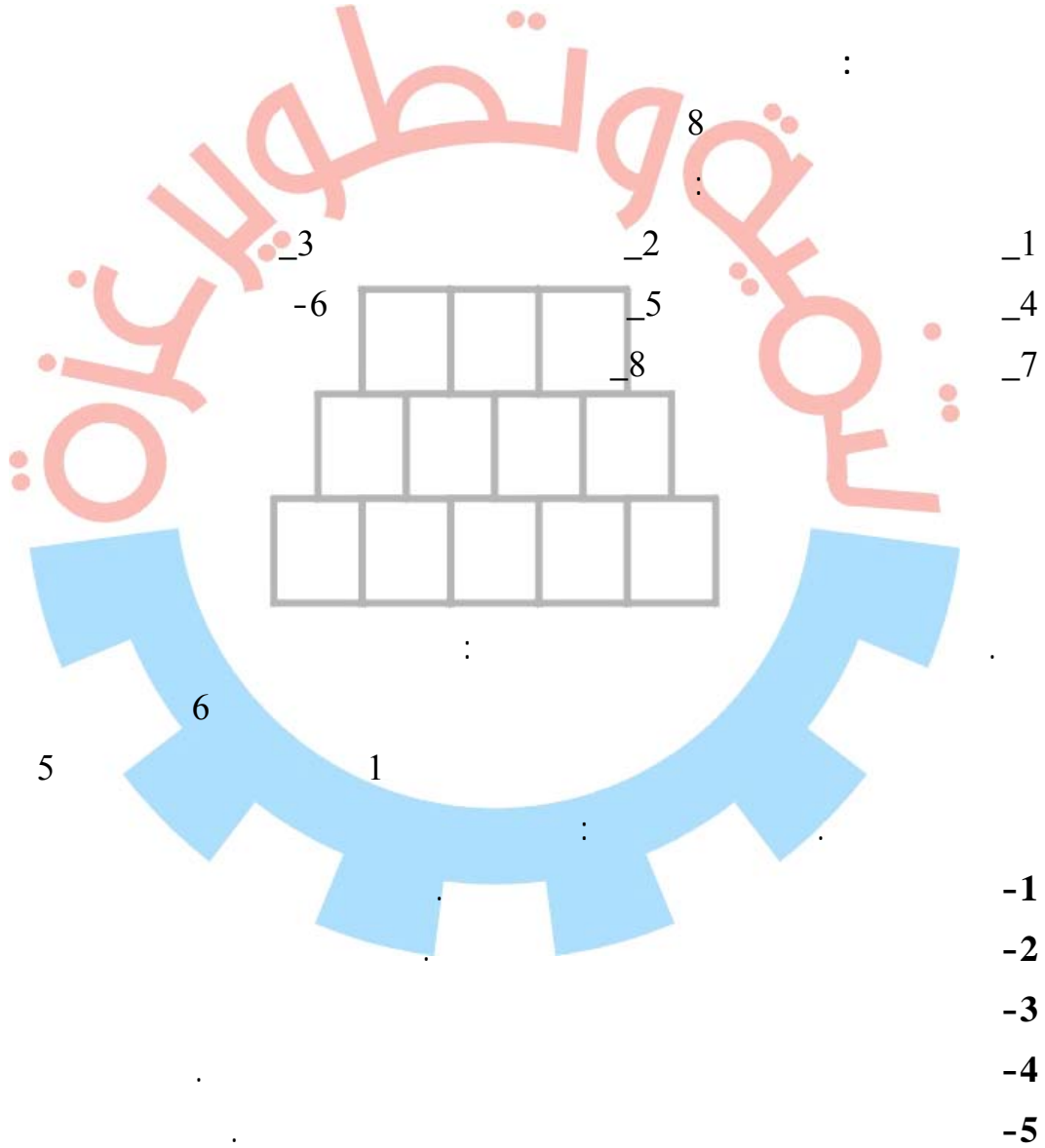
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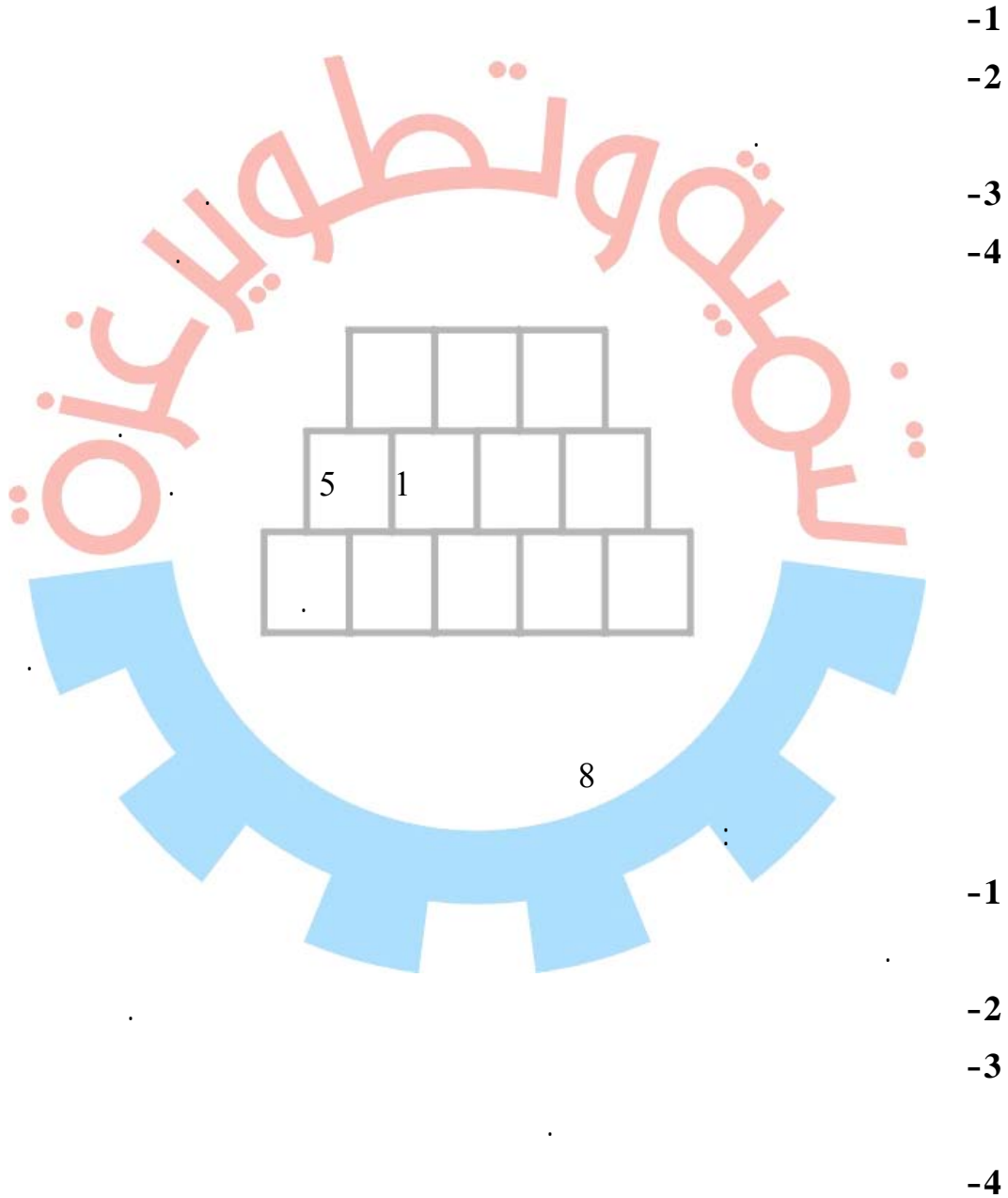


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Tanenbaum et, al. (1991)



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. Ford and Noe(1987)

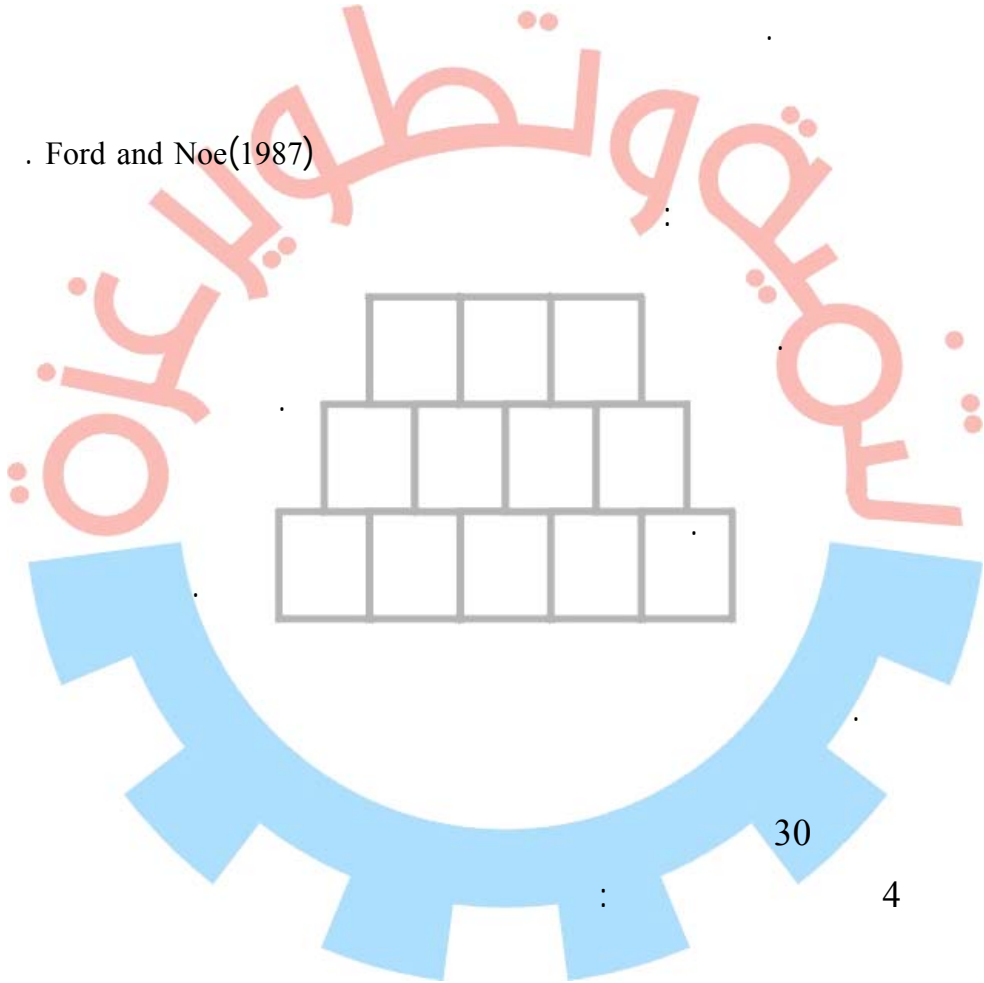
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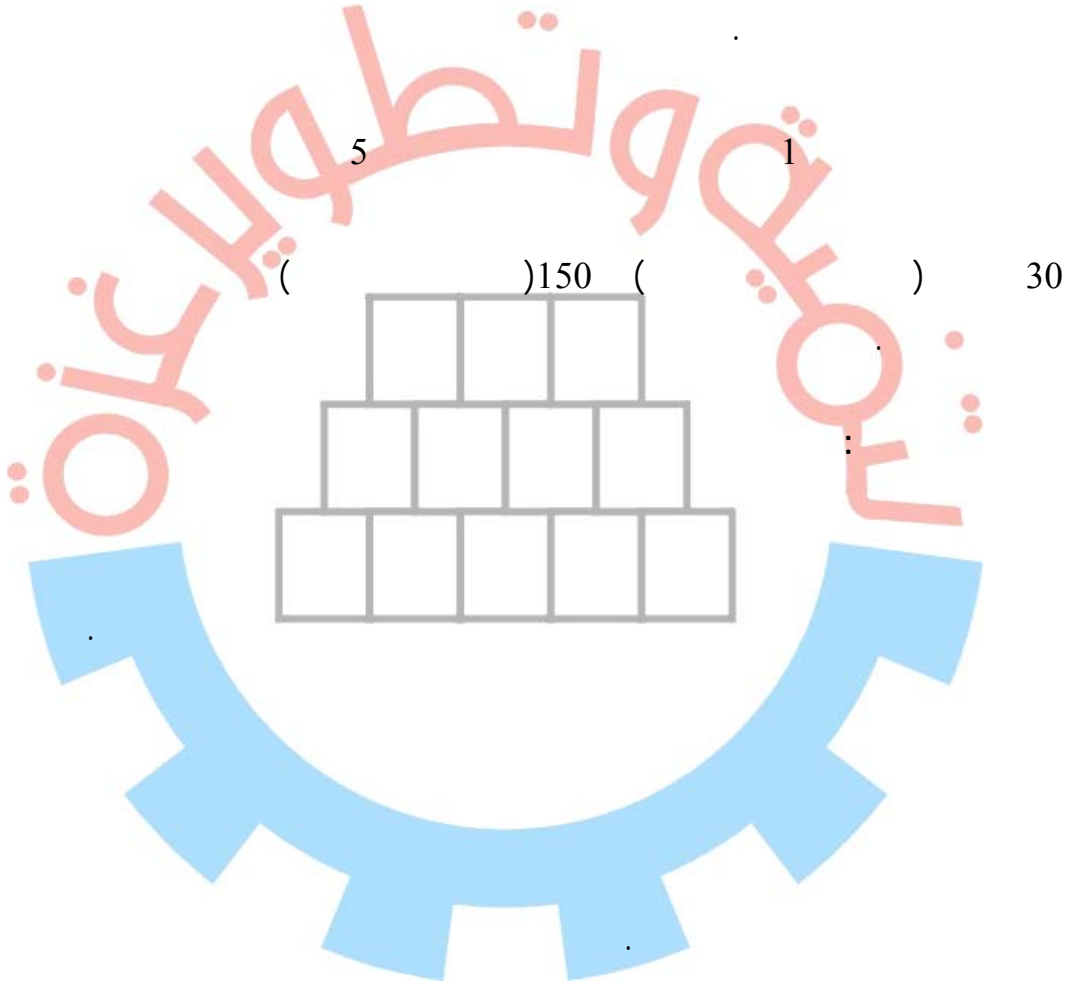
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Guthrie and Showered (1994: 422)



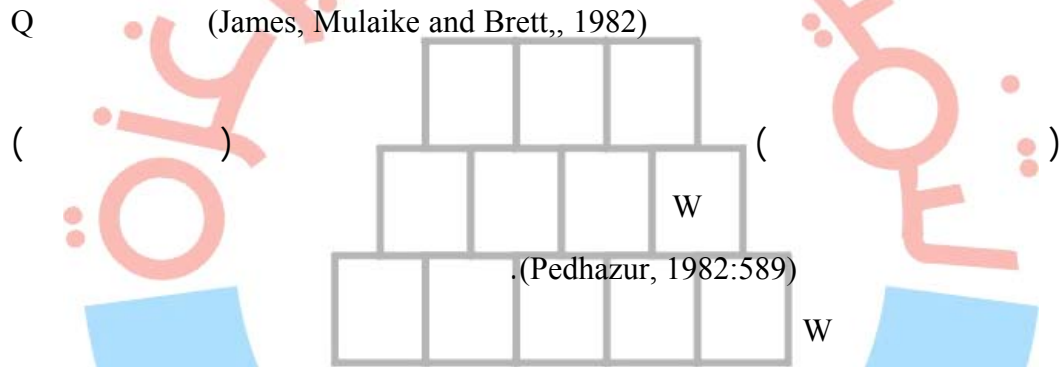
.(Pedhazur, 1982:579-580)



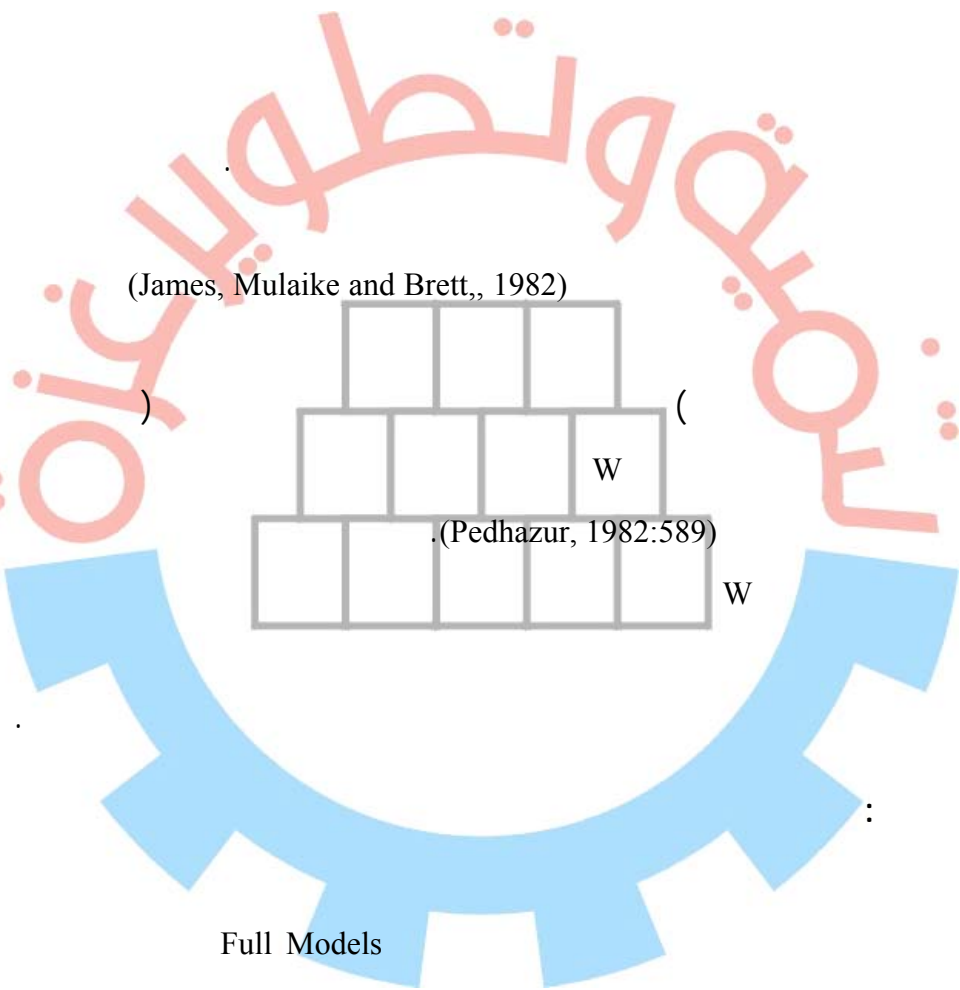


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Full Models

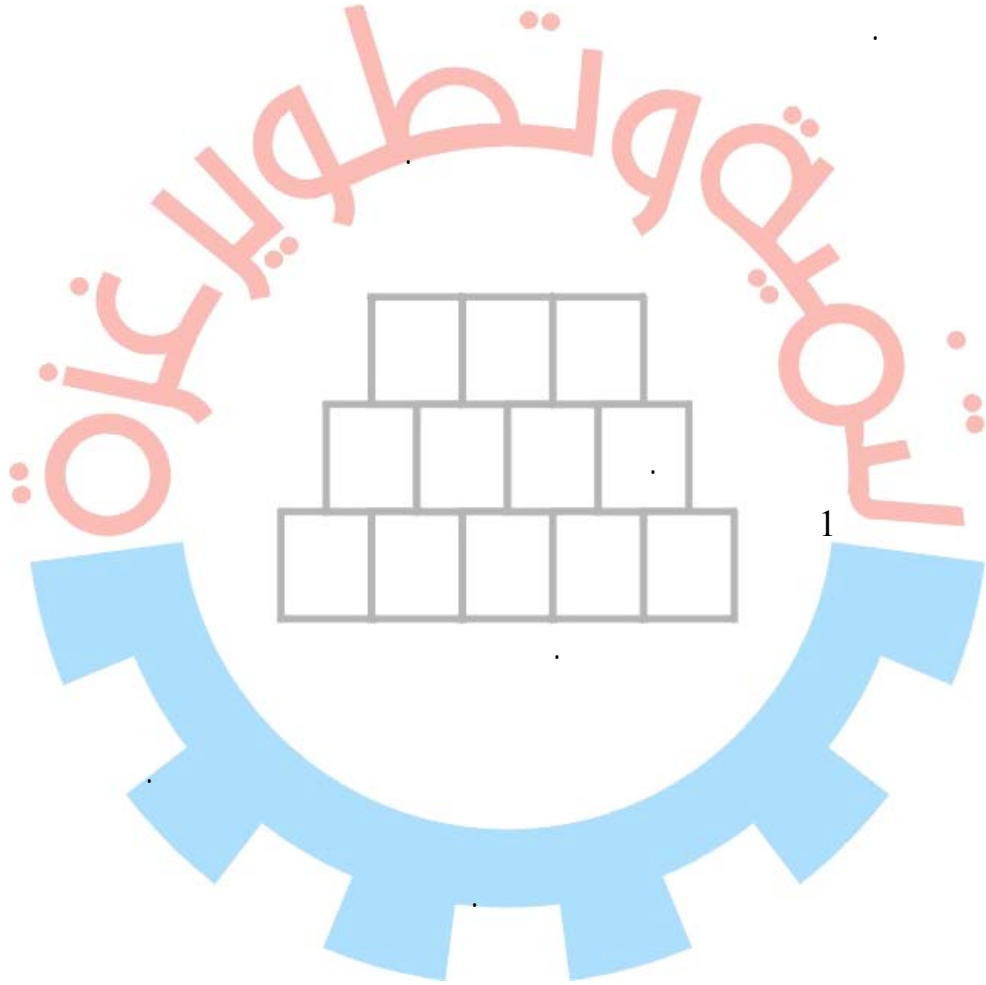
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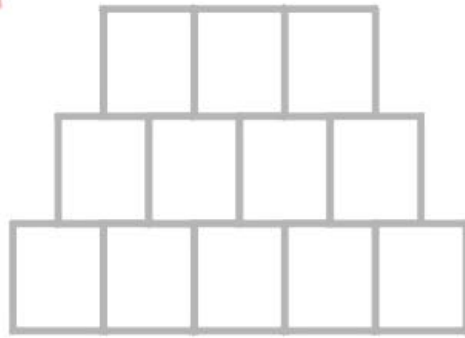
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Adj.r²

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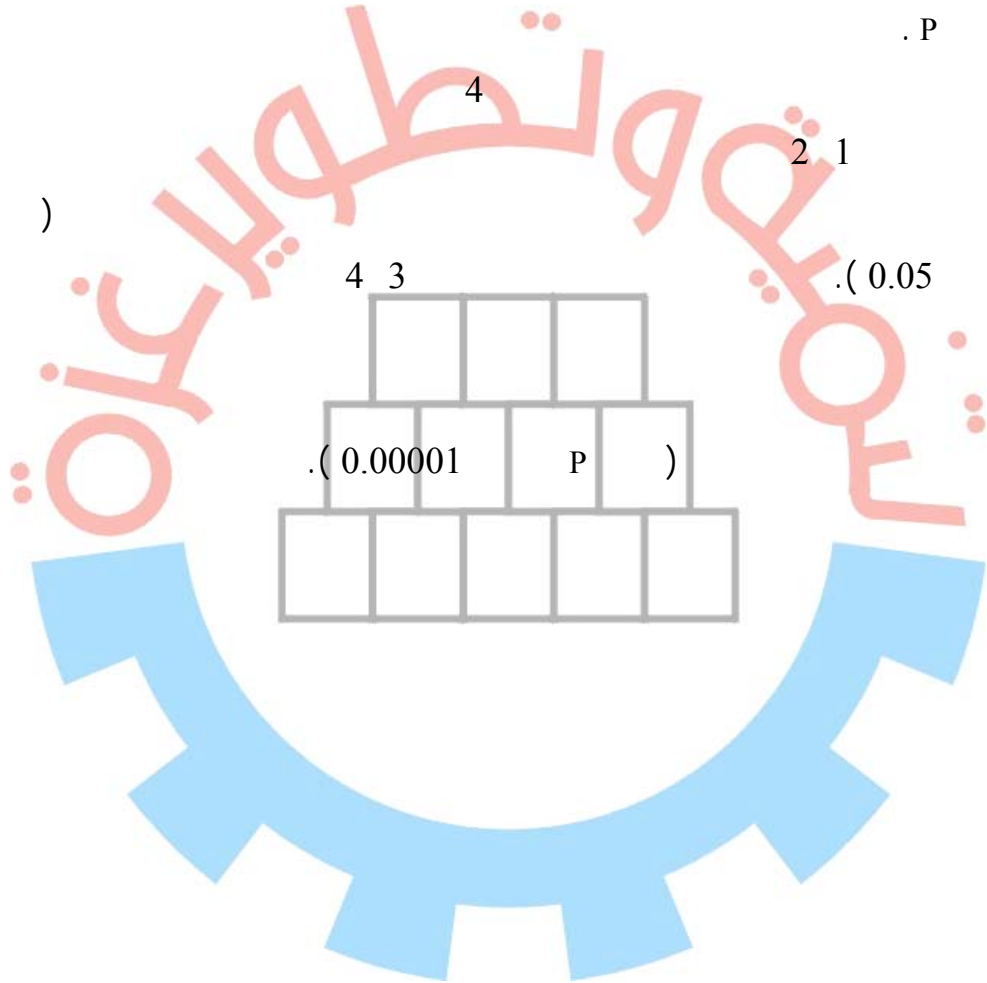
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0.47 -	0.21 -	0.23 -	0.28 -	0.22 -	0.21 -		2.23	5.37	.2
0.18	0.30	0.20	0.29	0.23			1.61	2.87	.3
0.44	0.28	0.36	0.37	<u>0.80</u> @			0.84	3.40	.4
0.38	0.35	0.38	<u>0.72</u>				1.10	3.12	.5
0.42	0.27	<u>0.76</u>					0.81	2.93	.6
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P	T	β	P	T	β	P	T	β	P	T	β	
0.00	11.4 -	0.36 -	0.03	2.16 -	0.08 -	0.00	11.3	0.38 -	0.00	3.16 -	0.12 -	
0.00	9.07 -	0.28 -	0.21	1.25 -	0.05 -	0.00	9.91-	0.33 -	0.07	1.83 -	0.07 -	
0.8	1.78 -	0.06 -	0.00	4.64	0.17	0.39	0.86	0.03				
			0.01	2.72	0.11				0.00	3.83	0.15	
			0.00	5.02	0.20				0.00	6.47	0.25	
0.00	9.59	0.29	0.01	2.54	0.10							
0.02	2.29	0.09				0.00	2.95	0.10				
	0.4319			0.1977			0.3566			0.1626		Adj.R Sq.
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P	T	β	P	T	β	P	T	β	P	T	β	
0.00	11.6 -	0.35 -	0.01	2.56 -	0.09 -	0.00	11.4 -	0.37 -	0.00	3.82 -	0.14 -	.1
0.00	9.08 -	0.28 -				0.00	9.88 -	0.33 -				.2
			0.00	4.74	0.17							.3
			0.01	2.79	0.11				0.00	3.98	0.15	.4



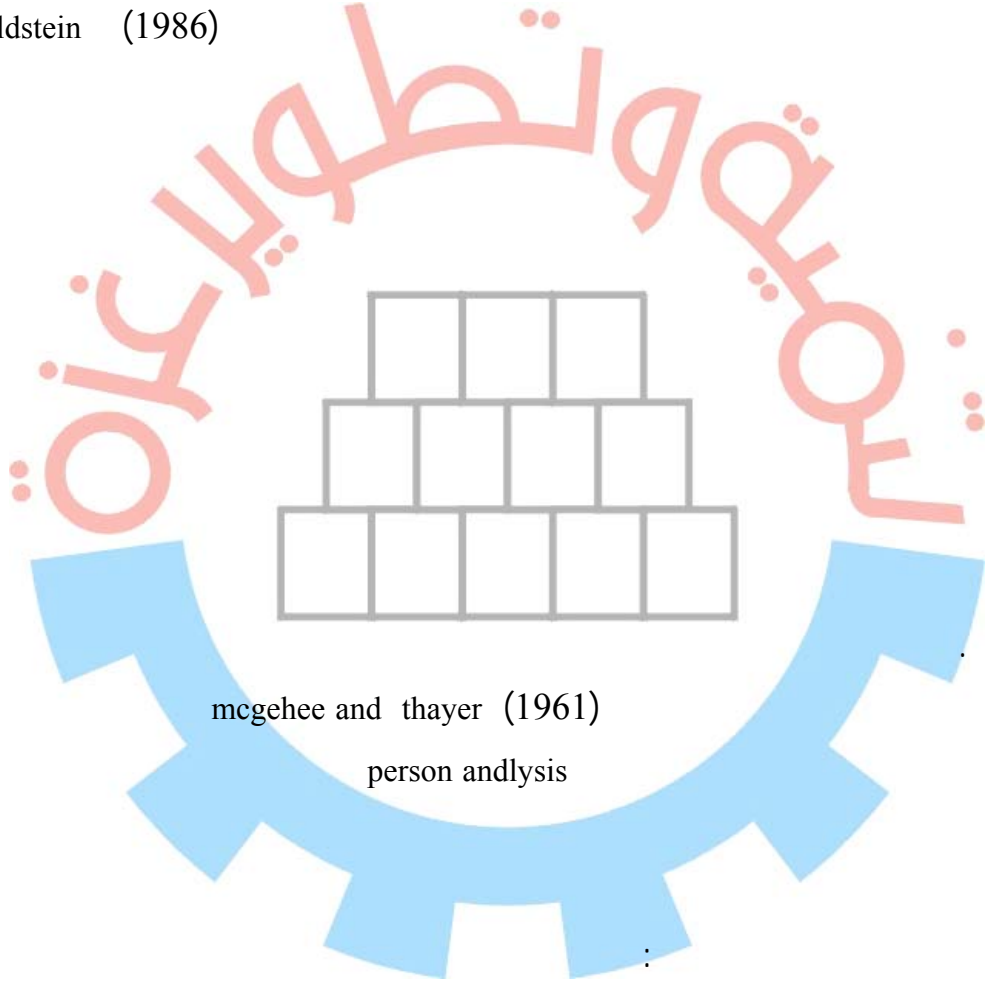
			0.00	5.26	0.20			0.00	6.93	0.26	.5
0.00	9.88	0.29	0.01	2.66	0.10						.6
0.00	2.30	0.09				0.00	2.95	0.10			.7
	0.4304			0.1970			0.3568			0.1654	Adj.R Sq.
	0.7548			0.8944			0.8020			0.9118	Standard Er.
0.00		175	0.00		35	0.00		129	0.00		F & P
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P	W	Q	e	Adj.R ²	e	Adj.R ²		
0.175	2.101	0.997	0.802	0.357	0.915	0.163	6	1
			0.802	0.357	0.914	0.165	8	
0.183	2.453	0.996	0.755	0.430	0.896	0.197	9	2
			0.754	0.432	0.896	0.198	11	
0.000	112.7	0.849	0.802	0.357	0.915	0.163	6	3
			0.755	0.430	0.896	0.197	9	
0.000	112.9	0.849	0.802	0.357	0.914	0.165	8	4
			0.754	0.432	0.896	0.198	11	



Goldstein (1986)



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(Newstrom and Lilyquist, 1979; Steadham, 1980)

: Newstrom and Lilyquist (1979)

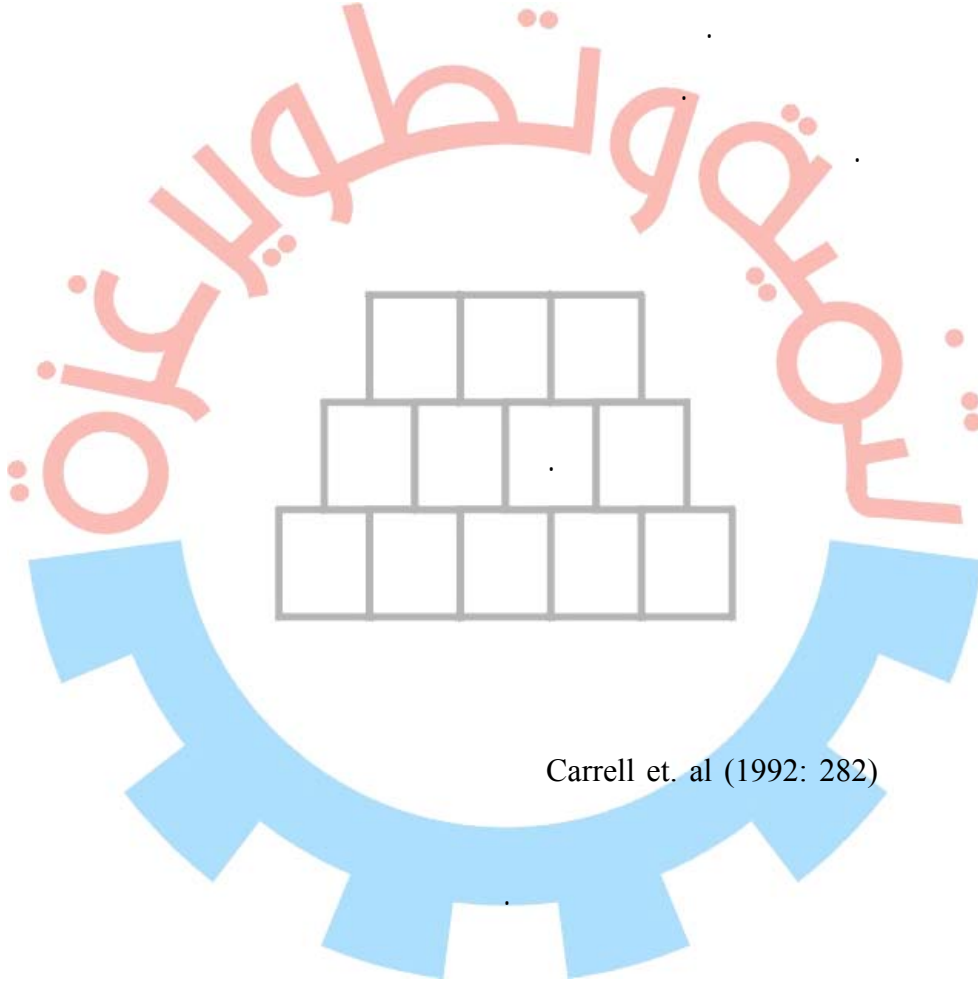
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Carrell et. al (1992: 282)



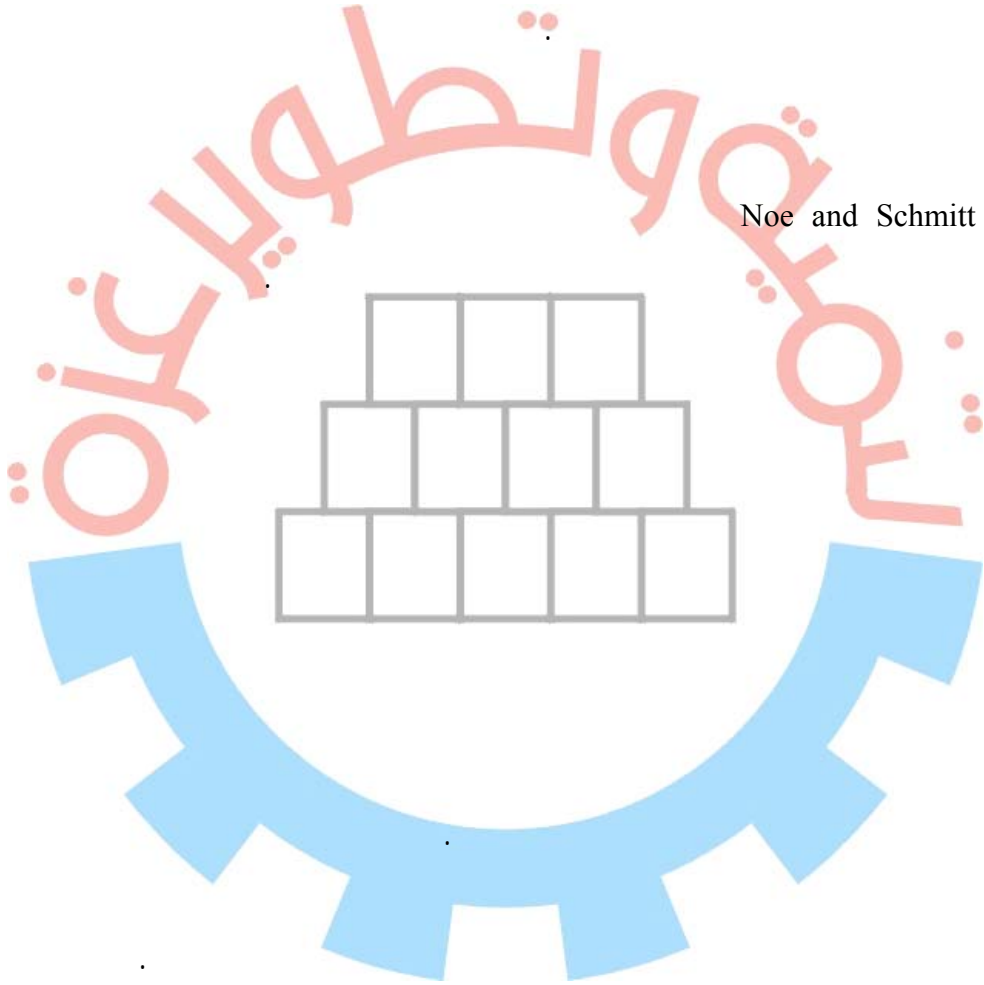
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Noe and Schmitt (1986)



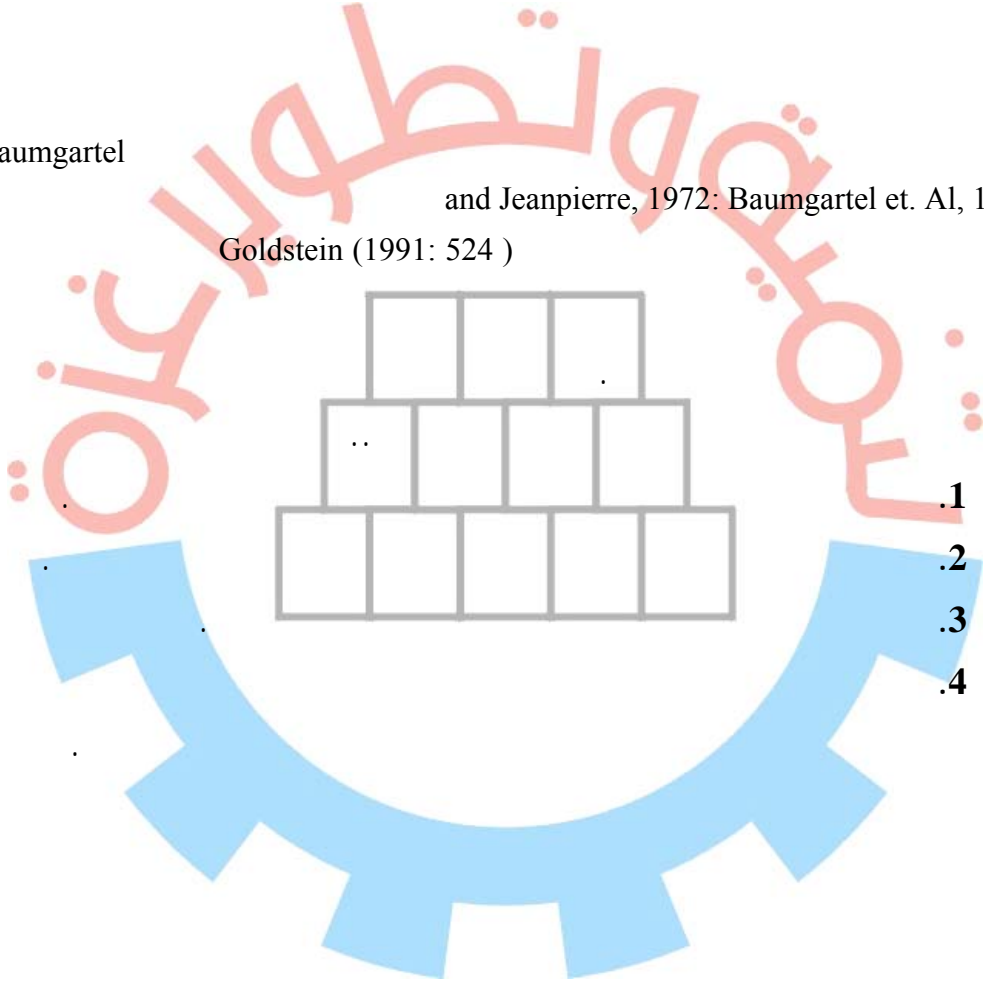
(ford And Neo, 1987, Guthrie and Schwoerer, 1994)



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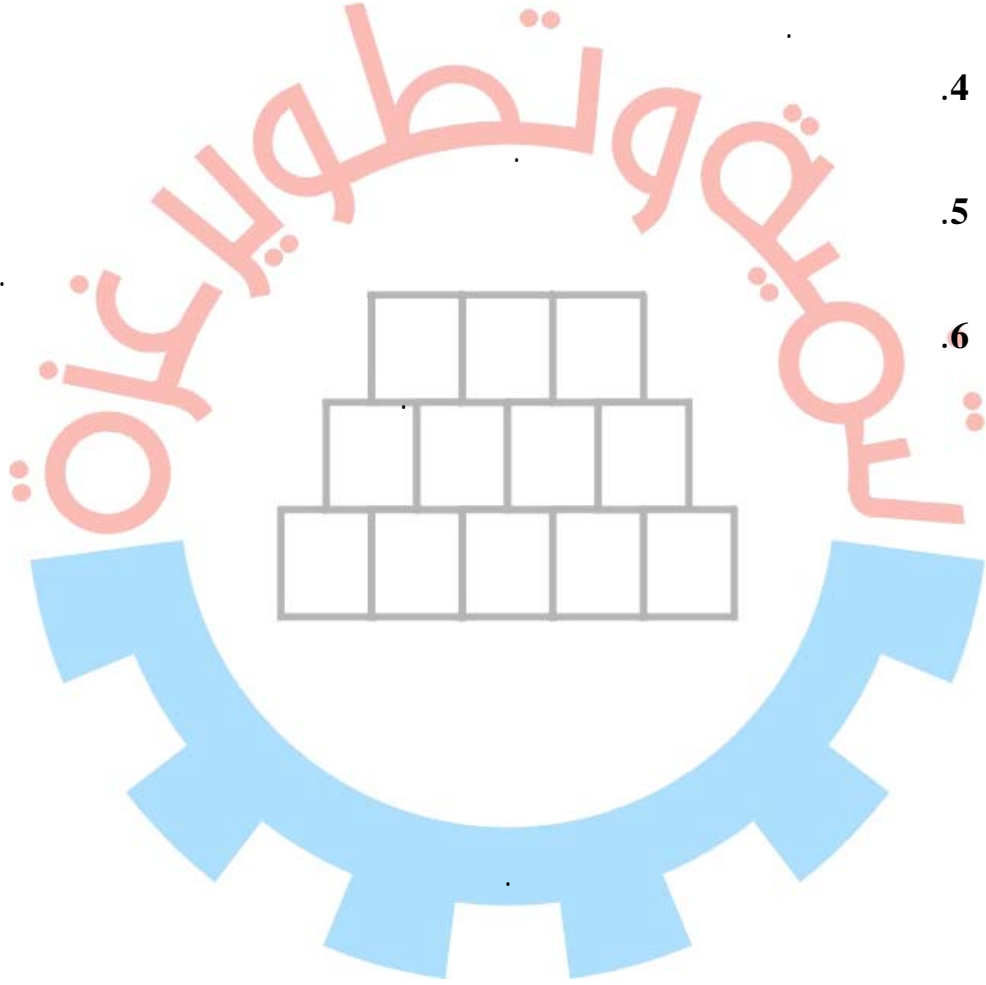
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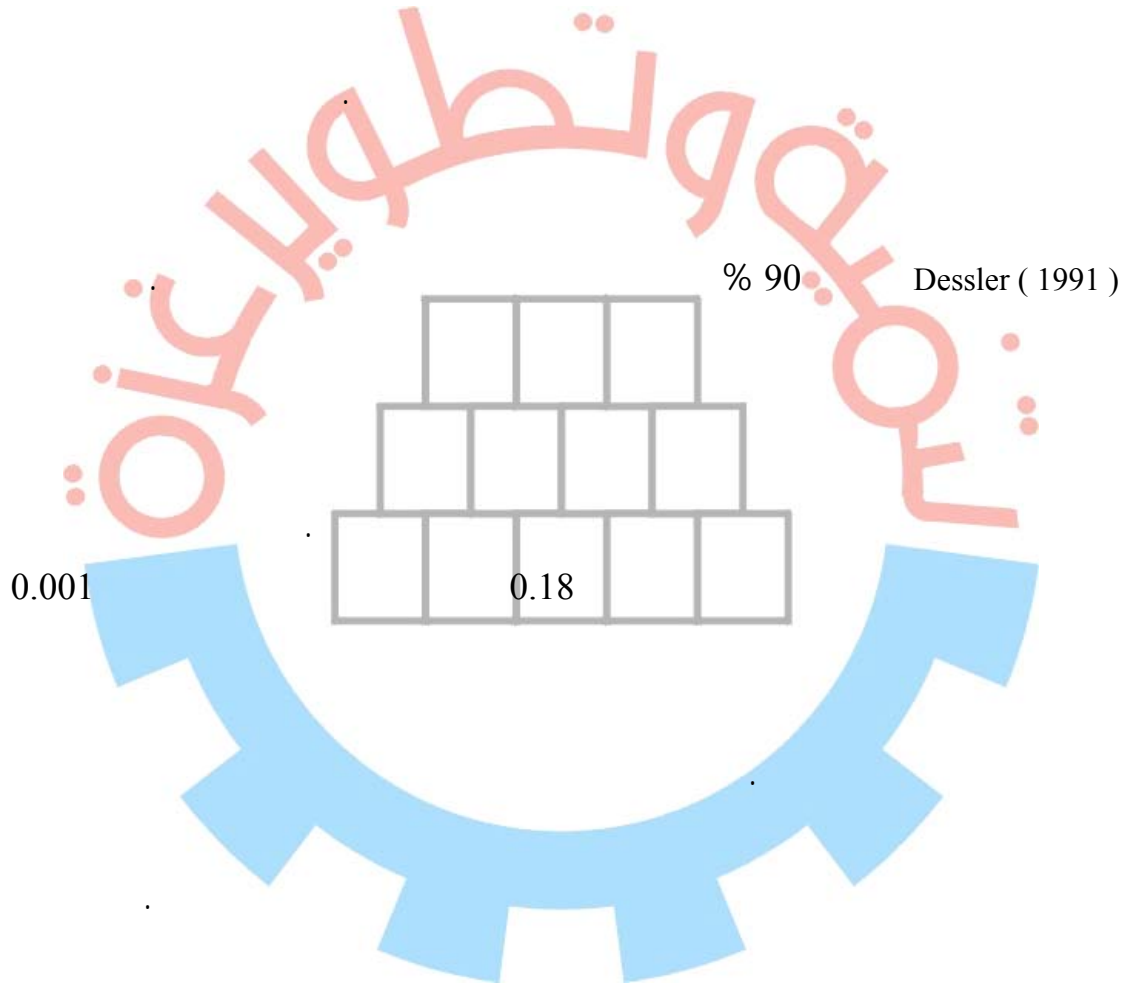
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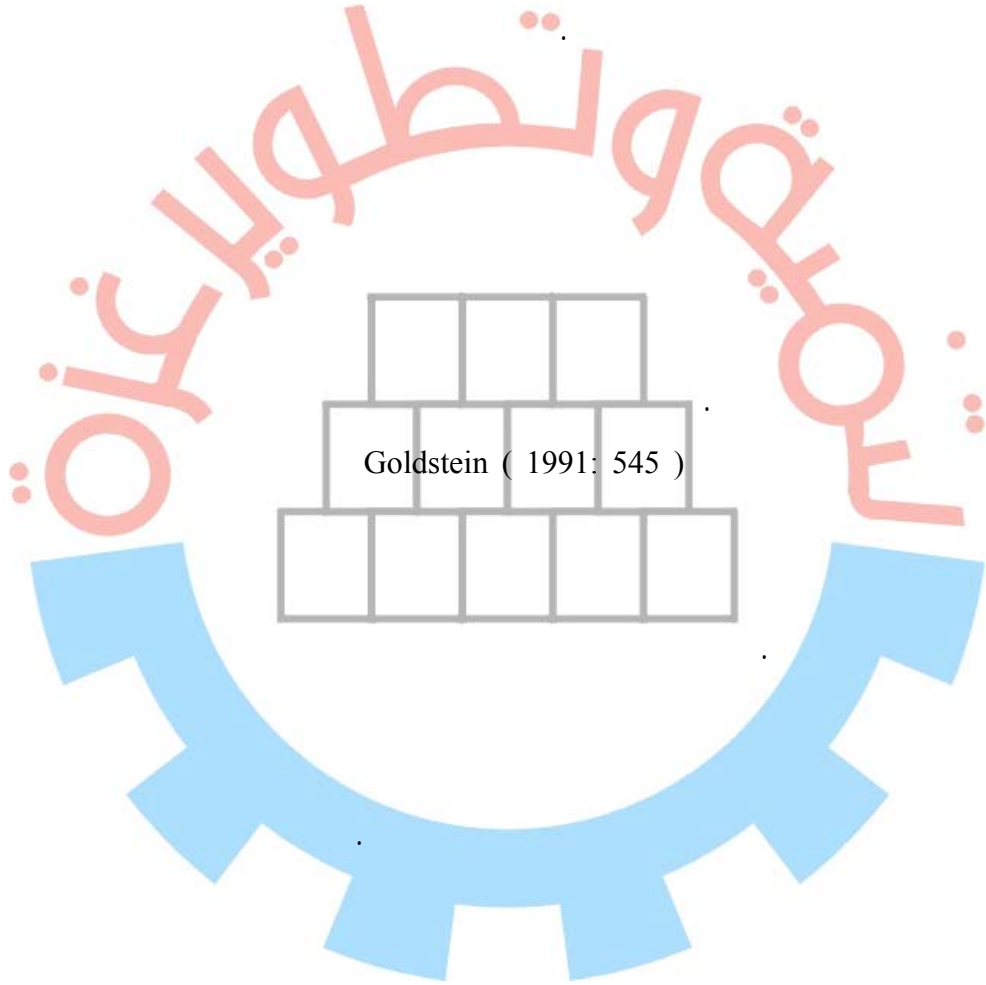
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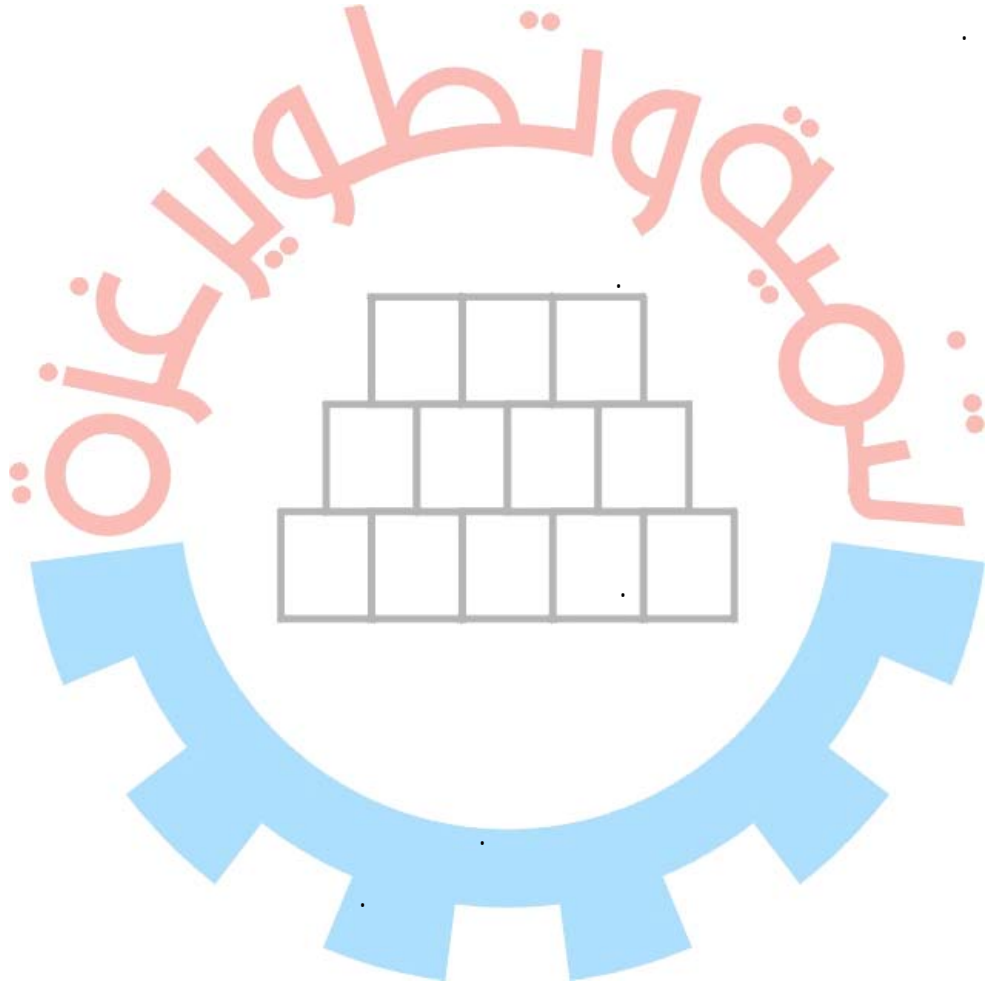






Guthrie and Schoerer (1994: 416-417)





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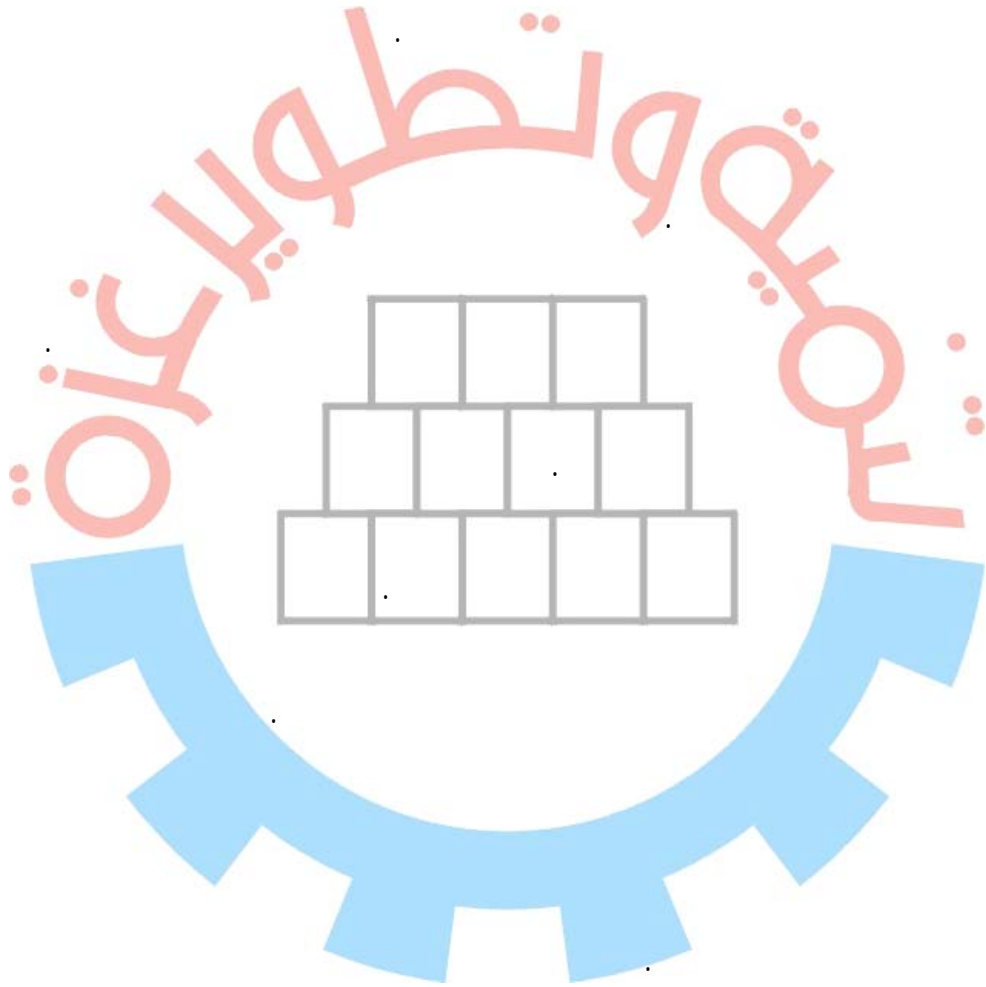
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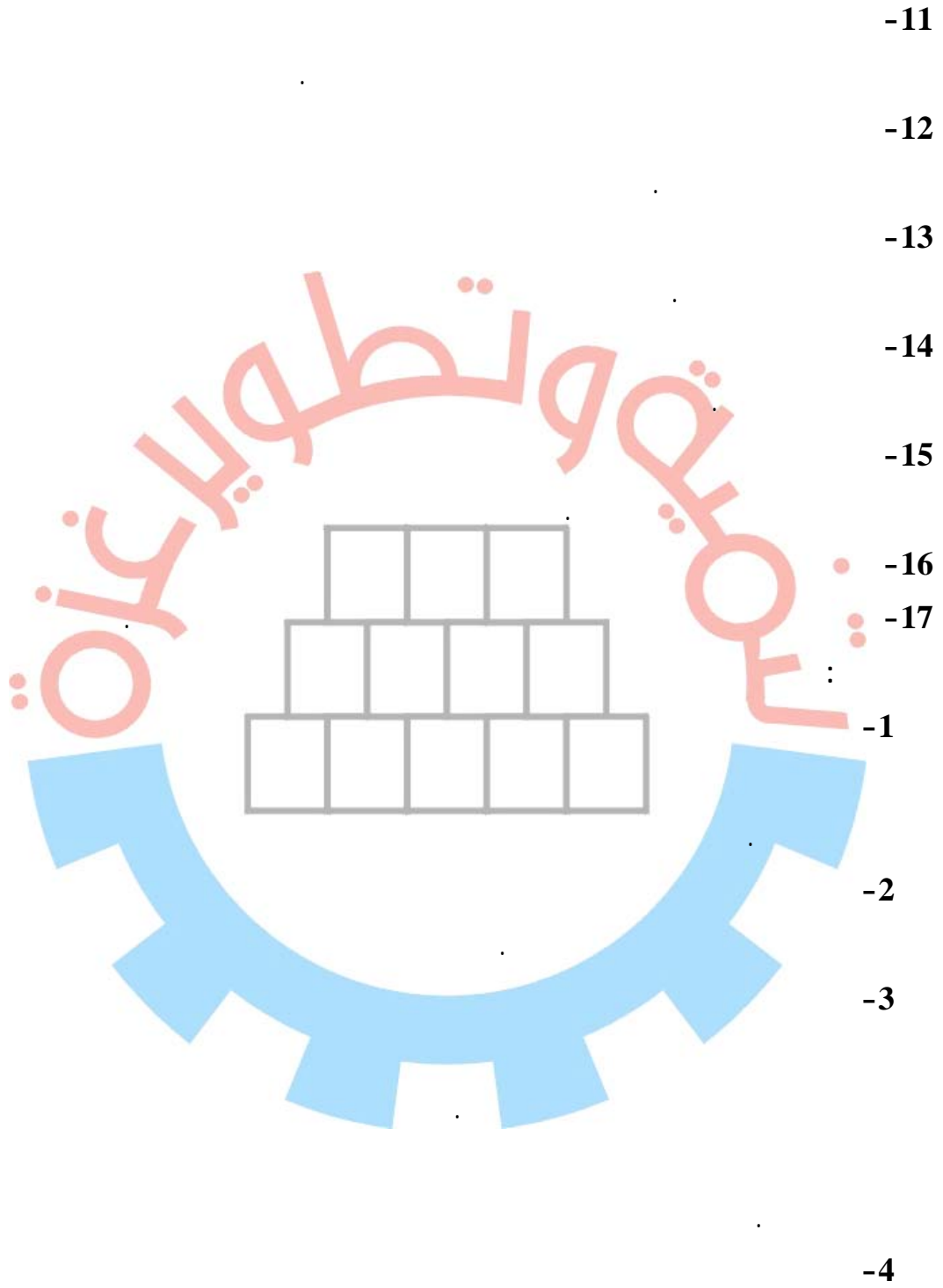
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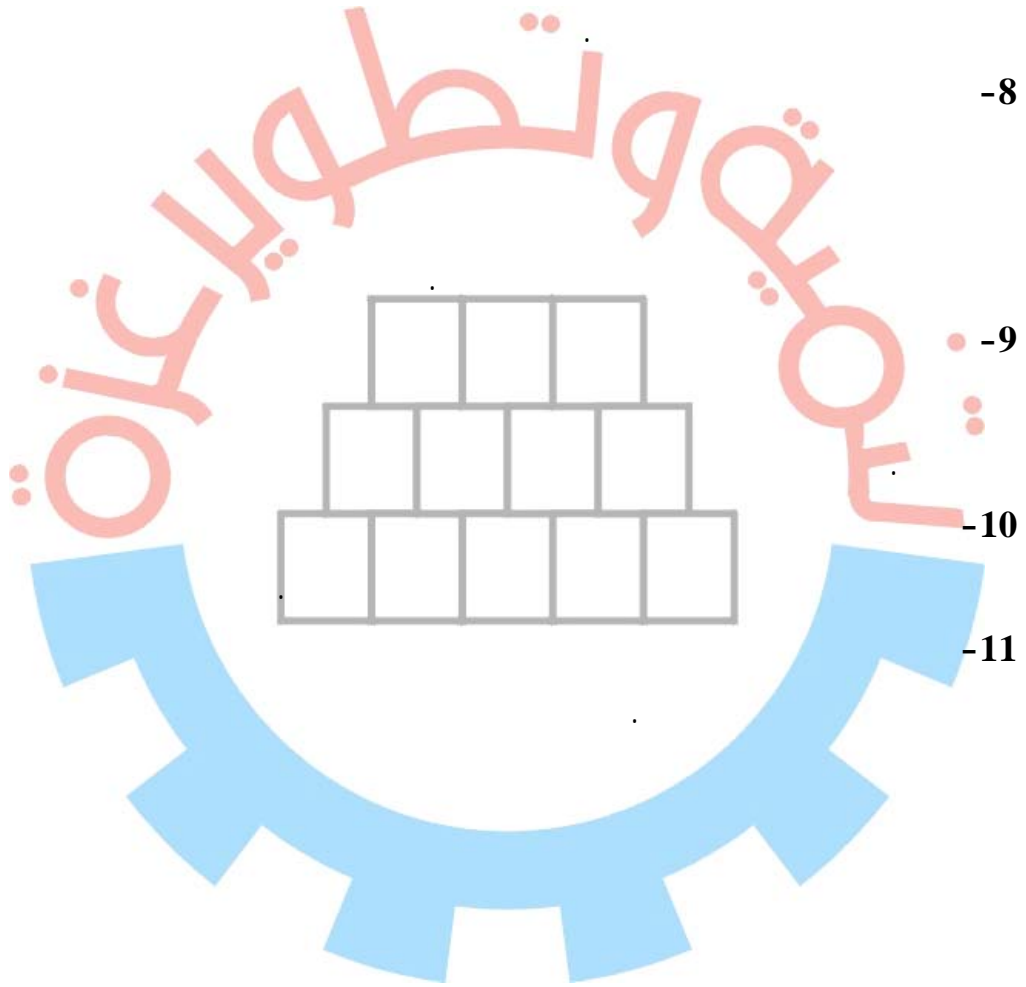
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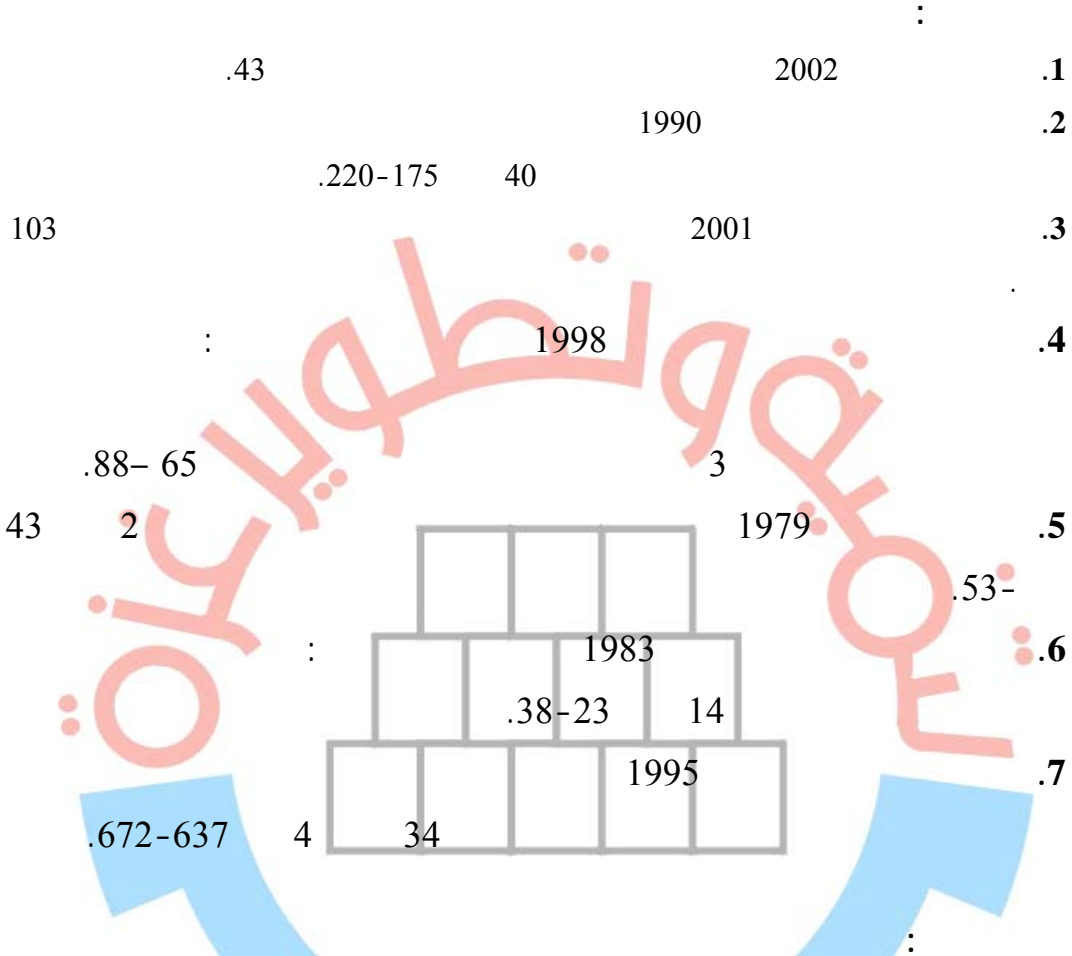
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