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Sana'a University
Vice-Rectorship for Higher Students & Scientific Research
Faculty of Education, Sana'a
Department of Educational Administration and Planning

Development of the organizational structure of the Ministry of Education in the Republic of Yemen in the light of re-engineering of administrative processes.

A Dissertation submitted to the Department of Educational Administration and Planning, Faculty of Education, Sana'a University as a Partial Fulfilment of the Requirements for Degree of Ph.D. in (Educational Administration & Planning)

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Abstract

Development of the organizational structure of the Ministry of Education in the Republic of Yemen in the light of re-engineering of administrative processes.

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The current research aimed to develop a proposed vision for the development of the organizational structure of the Ministry of Education in the Republic of Yemen in the light of the re-engineering of administrative processes, by measuring the level of effectiveness and efficiency of the organizational structure of the Ministry of Education in the Republic of Yemen, diagnosing development obstacles, and identifying statistically significant differences at the level of significance (0.05) in the respondents 'answer about the level of effectiveness and efficiency of the organizational structure of the Ministry of Education in the Republic of Yemen and the obstacles to development due to the research variables (type, academic qualification, degree Career, years of experience.(

Due to the nature of the research objectives, the researcher used the descriptive analytical method, and used the questionnaire as a research tool that was applied to a simple random sample of (183) individuals from specialists, heads of departments, and directors of departments .

The research reached the following results:

☐ The axis of the effectiveness of the organizational structure of the Ministry of Education received an average score, with an arithmetic mean (3.34), and a standard deviation.(698.)

☐ The axis of the level of adequacy of the organizational structure of the Ministry of Education received an average score, with an arithmetic mean (3.22), and a standard deviation.(551.)

☐ The axis of obstacles to developing the organizational structure of the Ministry of Education received a large score, with an arithmetic mean (3.58), and a standard deviation.(664.)

☐ There were no statistically significant differences at the level of statistical significance (0.05) between the averages of the respondents' answers about effectiveness, level of adequacy and obstacles to developing the organizational structure of the Ministry of Education due to the variables (gender, job grade) in addition to the variable (years of experience) for the obstacle axis only.

☐ There are statistically significant differences at the level of statistical significance (0.05) between the averages of the respondents' answers to the axis of effectiveness and the level of adequacy and obstacles attributed to the variables (academic qualification, years of experience) in addition to the variable (functional degree) for the axis of obstacles only.

The research reached a number of recommendations, the most important of which are:

Rebuild and amend the organizational structure according to the new variables, and according to the activities and work of the Ministry.

☐ The organic organizational structure is better for the Ministry, especially as it adopts a development strategy and, in an environment, characterized by extreme change.

Restructuring in an unstable environment by reducing hierarchical levels, in order to respond quickly to changes, and to implement decisions.