

The impact of self-management in developing social responsibility of employees at Governmental and Non-Governmental Organizations in Hebron district

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Abstract

The current study aims to investigate the impact of self-management in developing social responsibility of employees at Governmental and Non-Governmental Organizations in Hebron district. The study approached the literature as a multi-dimensional phenomenon which addressed both theoretical and applied research. The significance of this recent study is the first which dealt with this theme which in turn encourages other researchers to work on further research on this important issue.

A 50-item questionnaire was formulated which was divided into three sub-scales as follows: the general information of the participants; the second section dealt with the self-management (25 items); and the third section included a social responsibility scale (25 items). The random stratified method was utilized which comprised of a sample size of 454 male and female respondents from among the Governmental and Non-Governmental Organizations employees in Hebron district. The collected data was statistically analyzed using the statistical package for social sciences (SPSS).

The findings revealed a positive correlation between self-management and social responsibility for employees at Governmental and Non-Governmental Organizations in the Hebron district. It was found that when self-management increases, social responsibility increases and vice versa.

The results revealed that the participants experienced a high level of self-management and social responsibility. The mean scores and standard deviation were (M 4.19 SD 0.60; M 4.17 SD 0.60) respectively. The results of the study revealed significant statistical differences in self-management and social responsibility among the employees due to gender and organizational authority. However, no statistical significant differences were found in the rest of the study variables, that is, age, educational level, profession, years of experience, and social status.

In the light of the current study and its discussions, the following is recommended: strengthen the principles of self-management among NGO employees; provide material and moral incentives that will promote social responsibility in institutions; promote the participation of women in leadership positions and decision-making centers; develop a Palestinian social capital indicator index which includes a social responsibility dimension and finally, encourages other researchers to work on new research on the same topic with new variables.

Key words: Self-management, social responsibility, local organizations, Palestine.

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