

Self-Management and Decision-Making of Employees at Governmental and Non-Governmental Organizations in Hebron District

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Abstract

The study aimed to investigate self-management and decision-making 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 40-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 (20 items); and the third section included a decision-making scale (20 items). The random stratified method was utilized which comprised of a sample size of 318 male and female respondents 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 results revealed that the participants experienced a high level of self-management and decision-making. The mean scores and standard deviation were (M 4.02 SD 0.53; M 3.96 SD 0.58) respectively. The findings revealed a positive correlation between self-management and decision-making for employees at Governmental and Non-Governmental Organizations in the Hebron district. It was found that when self-management increases, decision-making increases and vice versa.

The results of the study revealed significant statistical differences in self-management and decision-making among the employees due to educational level and profession. However, no statistical significant differences were found in the rest of the study variables, that is, gender and organizational authority. In addition, the findings revealed a positive correlation between years of experience and decision-making, and a negative correlation was found with age. However, no statistical significant correlations were found with these variables and self-management.

In light of the current study and its discussions, the following is recommended: strengthen the principles of self-management among NGO employees in Palestine in general and among the participants in particular; through training courses, and update their knowledge in such important topic which affects positively their ability in decision-making; and finally, further research is essential to develop an understanding of self-management and decision-making using the case study and qualitative research design.

Key words: Self-management, decision-making, local organizations, Palestine.

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