

Self-management and Job Performance among Employees at Governmental and Non-Governmental Organizations in Hebron Governorate

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Abstract

The study aimed to investigate self-management and job performance among employees at Governmental and Non-Governmental Organizations in Hebron governorate. 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 that in turn encourages other researchers to work on further research on this important issue.

The study adopted the quantitative research approach using the sampling survey method. The questionnaire is appropriate for the exploratory nature of the research. 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 job performance scale (25 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 governorate. The sample size was calculated using the sampling web, <http://www.surveysystem.com/sscalc.htm>, sample size calculator, with a margin error of 0.05. The target population consisted of the Governmental and Non-Governmental Organizations in Hebron governorate during the 2016/2017 academic year, which included one thousand eight hundred and fifty eight organizations (1266 Governmental to 592 Non-Governmental). 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 job performance as well. The mean scores and standard deviation were (M 4.13 SD 0.51; M 3.93 SD 0.41) respectively. The findings revealed a positive correlation between self-management and job performance for employees at Governmental and Non-Governmental Organizations in the Hebron governorate. It was found that when self-management increases, job performance increases and vice versa.

The results of the study revealed significant statistical differences in job performance among the employees due to educational level. However, no statistical significant differences were found in the rest of the study variables, that is, gender, organizational authority, and profession.

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 issue which affects positively their job performance; and finally, further research is essential to develop an understanding of self-management and job performance using the case study and qualitative research design.

Keywords: Self-management, Palestine, job performance, Governmental and Non-Governmental Organizations.

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