

The Impact of Self-management on Job Involvement at Governmental and Non-Governmental Organizations in Ramallah Governorate

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Abstract

The study aimed to investigate the impact of self-management on job involvement at Governmental and Non-Governmental Organizations in Ramallah Governorate, Palestine. 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, to the author knowledge, which 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 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 job involvement scale (20 items). The random stratified method was utilized which comprised of a sample size of (410) male and female respondents among the Governmental and Non-Governmental Organizations employees in Ramallah 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 Ramallah governorate during the 2016/2017 academic year, which included one thousand two hundred and ninety four organizations (807 Governmental to 487 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 a moderate level of job involvement. The mean scores and standard deviation were (M 4.08 SD 0.53; M 3.47 SD 0.40) respectively. The study revealed the determinant effect of self-management on improving job involvement for employees at Governmental and Non-Governmental Organizations in Ramallah governorate. It was found that when self-management increases, job involvement increases and vice versa.

The results of the study revealed significant statistical differences in self-management among the employees due to gender, educational level, profession, and experience. However, no statistical significant differences were found in the rest of the study variables, that are, age, and organizational authority. Additionally, the findings of the study revealed significant statistical differences in job involvement among the employees due to gender, and experience. However, no statistical significant differences were found in the rest of the study variables, that are, age, organizational authority, educational level, and profession.

These findings confirm the value of self-management in innovative job involvement and recommend the need for managers strategies that encourage employees to manage their own behavior, autonomy, and self-motivation that are most conducive to creativity and job involvement; the need to establish a system of incentives and rewards, which in turn encourages employees to self-development, innovation, creativity and job involvement; and finally, further research is essential in the area of self-management and job involvement using the qualitative research design.

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

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