

بسم الله الرحمن الرحيم



ورقة عمل بعنوان

واقع إدارة الموارد البشرية

في المؤسسات غير الحكومية في قطاع غزة وسبل تطويره

مقدمة إلى مؤتمر

تنمية وتطوير قطاع غزة
بعد الانسحاب الإسرائيلي

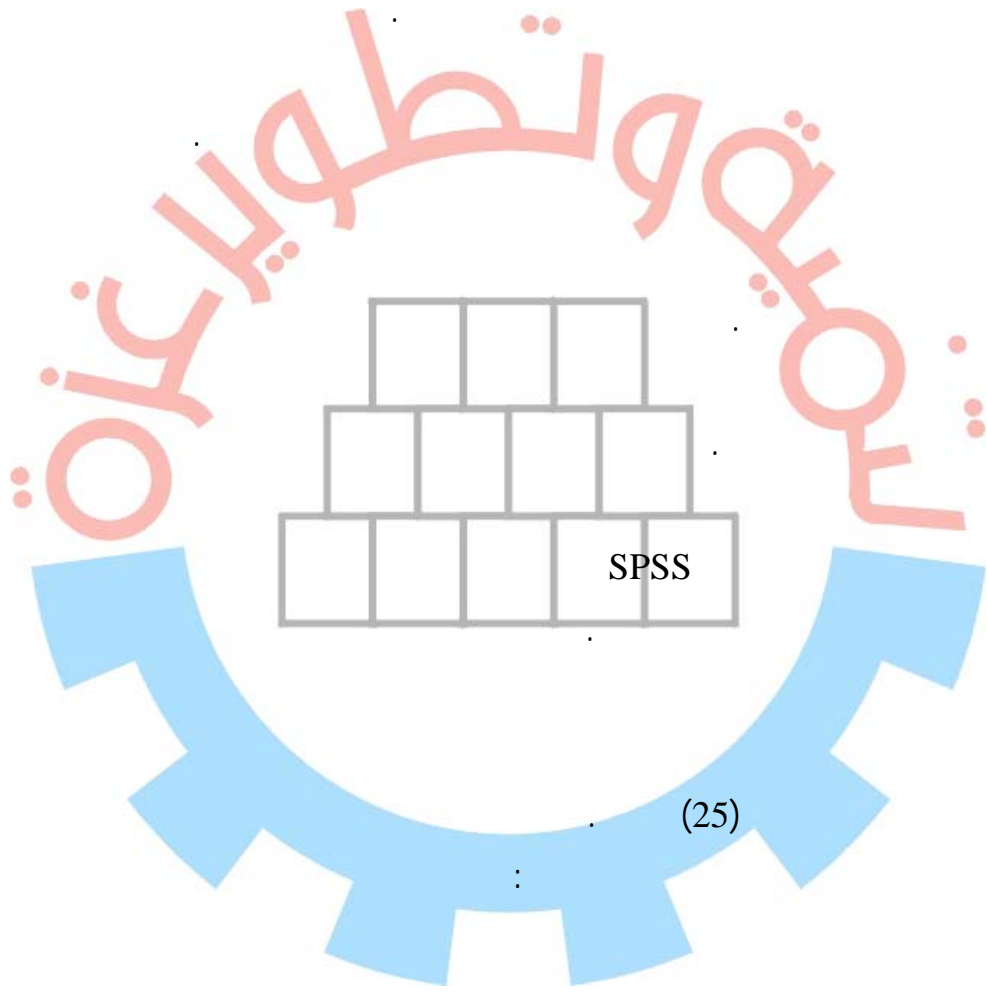
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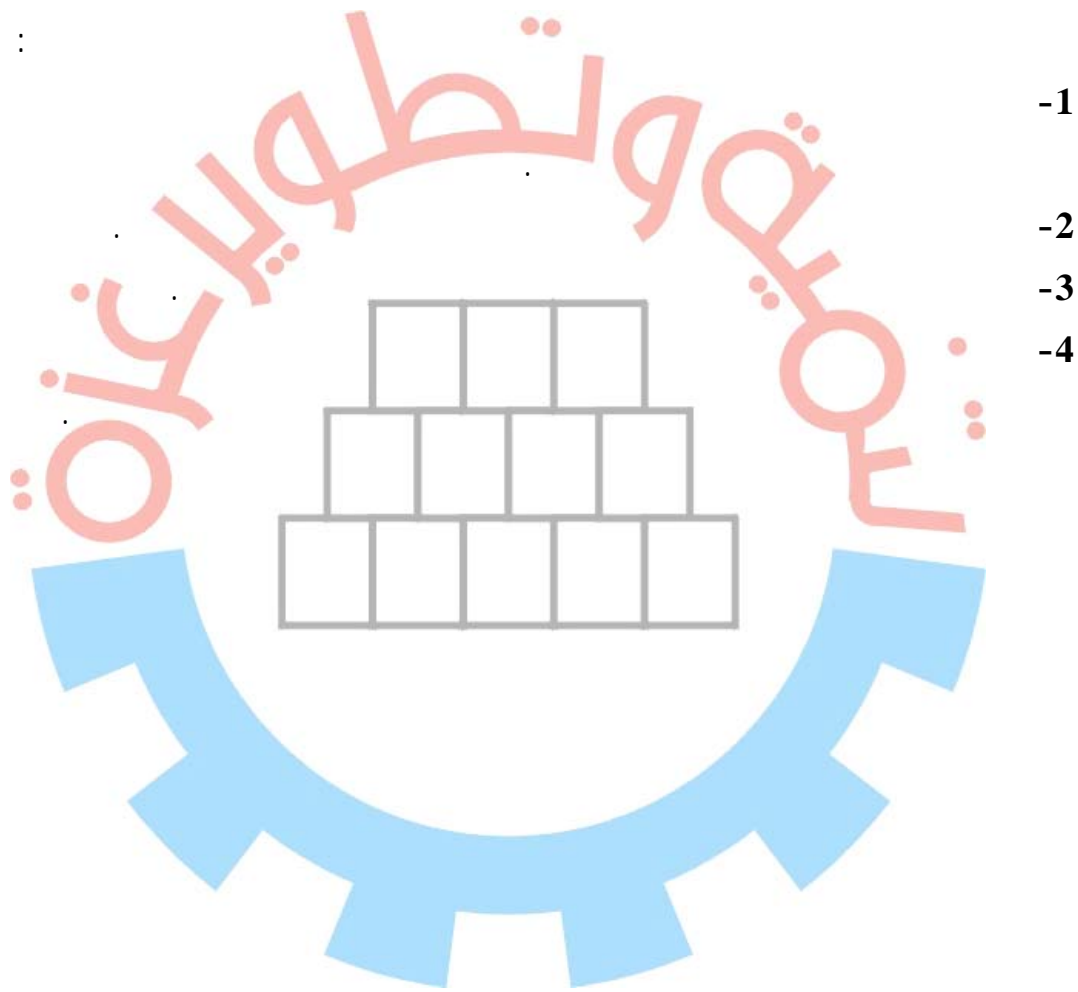




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ABSTRACT

This research aims to investigate the status of Human Resource Management in NGOs in the Gaza Strip and suggest the methods of its development.

The study relied upon the preliminary data which were obtained through distribution of one questionnaire for the administration and three questionnaires for employees representing various administrative levels.

Specific criteria were established for the selection of research sample, particularly the total number of the employees which should not be less than 25 .Descriptive methodology was used in this research taking into consideration the standers employed in similar cases. The data were analyzed using SPSS software

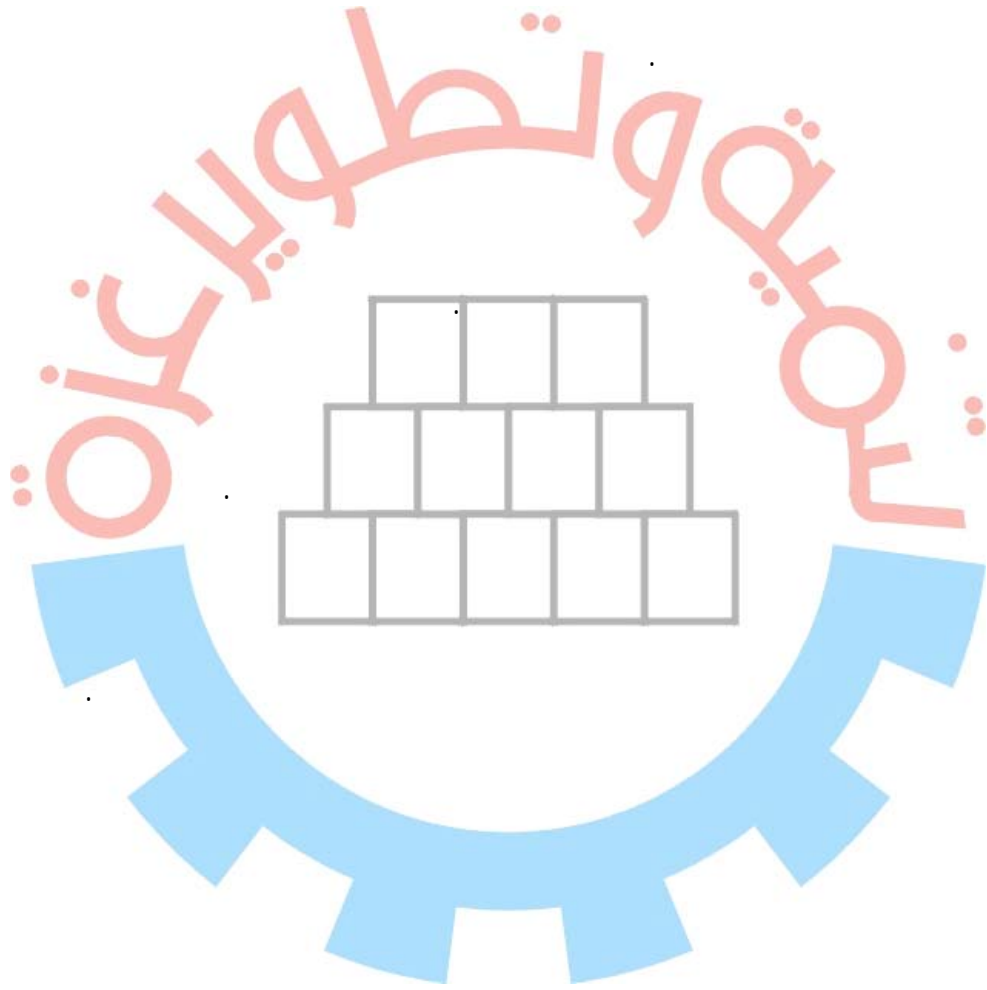
The findings of this study could be summarized in the following points:

1. The lack of awareness of planning and development of the process of human resource development and management in NGOs, this was concluded due to the following observations:
 - a. There are no adopted written plans for HRM.
 - b. NGOs face Financial, administrative and professional problems which hinder the implementation of HRM plans and programs .
 - c. Training programs are not executed regularly as they depend on external financial support.
2. There are no comprehensive strategic plans for most NGOs in addition to the absence of regulations which control their performance .

The recommendations of this study are highlighted in the following points :

1. NGOs are urged to develop modern systems for administrative leadership, in addition, the organizational structures should be revised and updated periodically .
2. Adopting written strategic plans for HRM .
3. Making use of information technology and HRIS
4. The government should look to NGOs as organizations of civil society and they should give them financial support.





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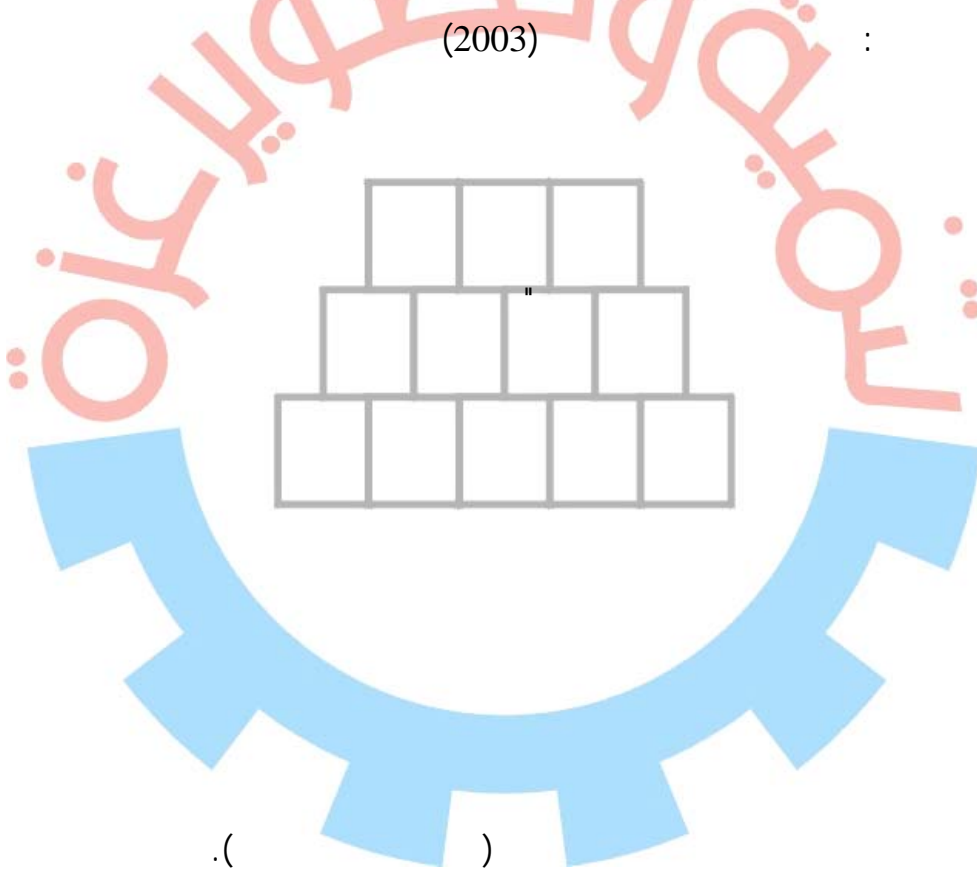
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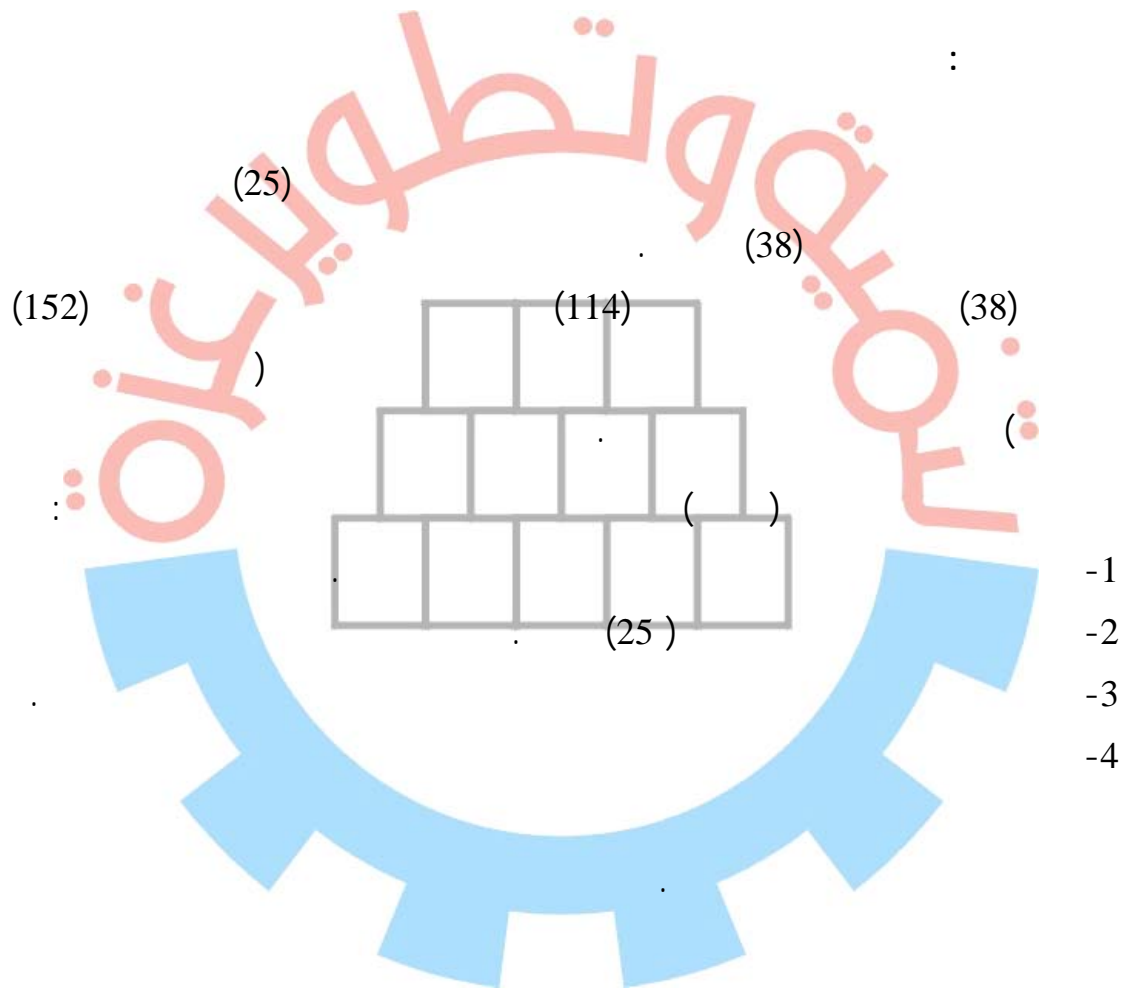


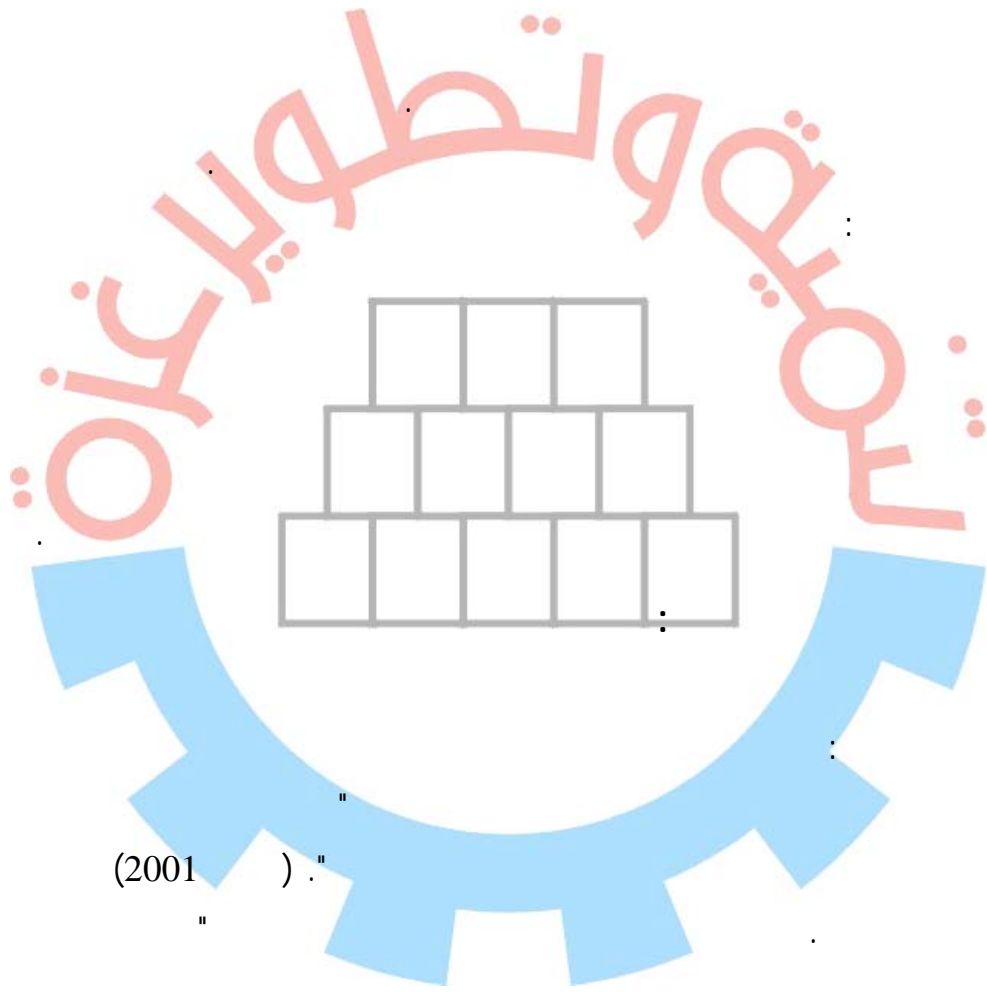
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Gary Dessler

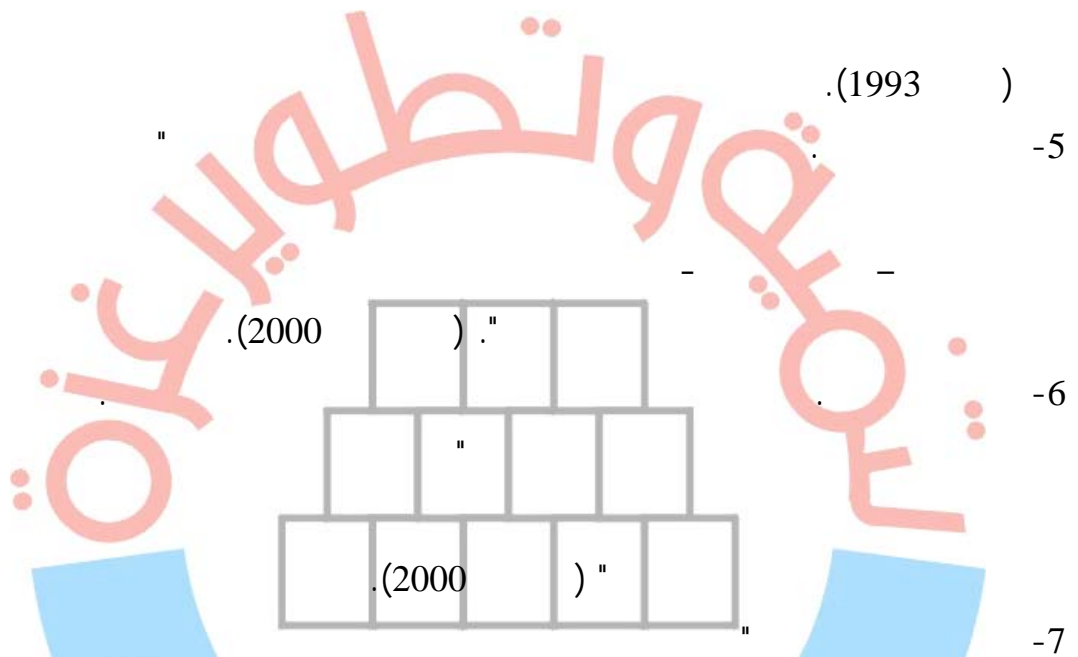
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The policies and practices one needs to carry out the-people- or human " resource aspects of a management position, including recruiting, (Dessler, 2000)." screening, training, rewarding, and appraising

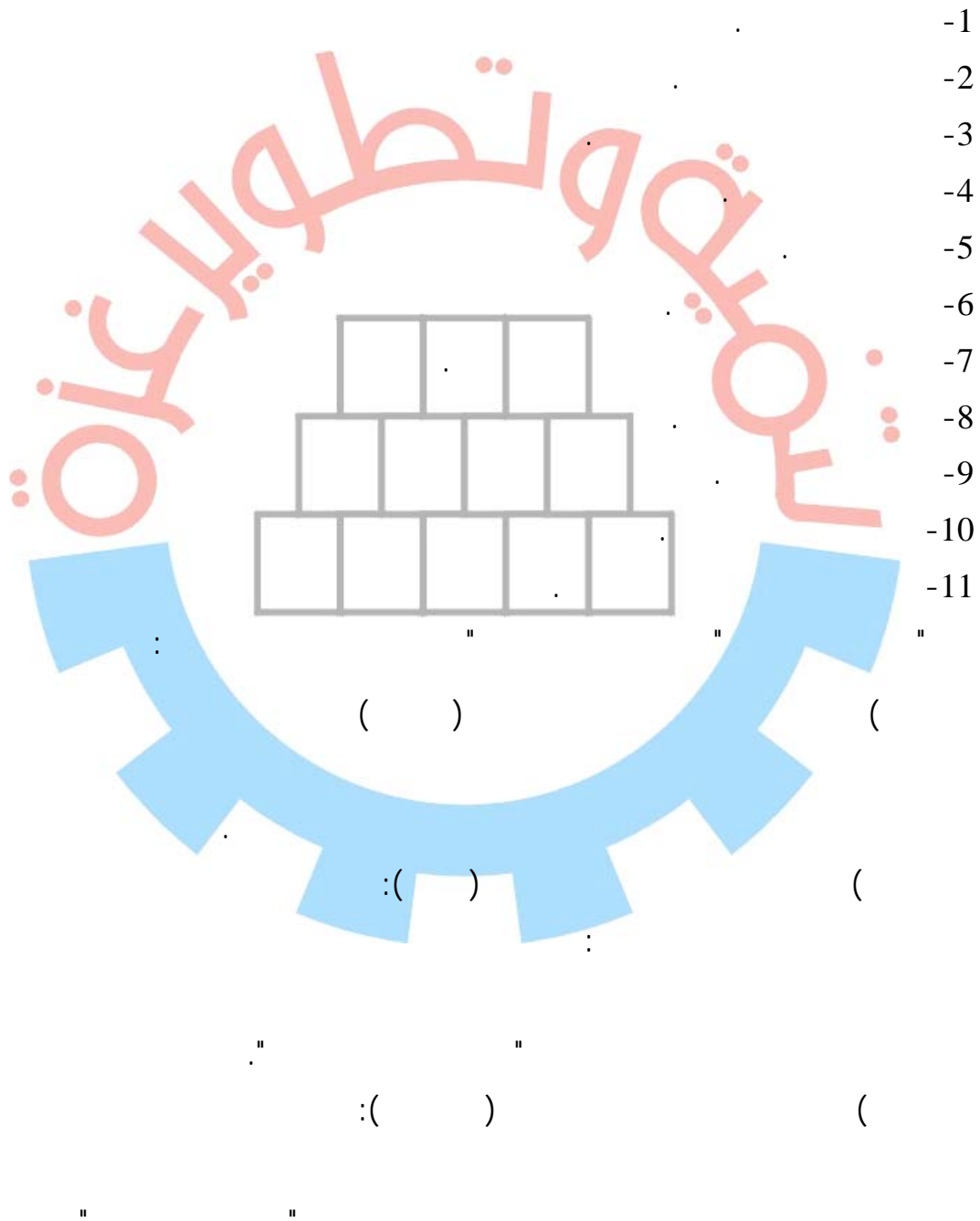
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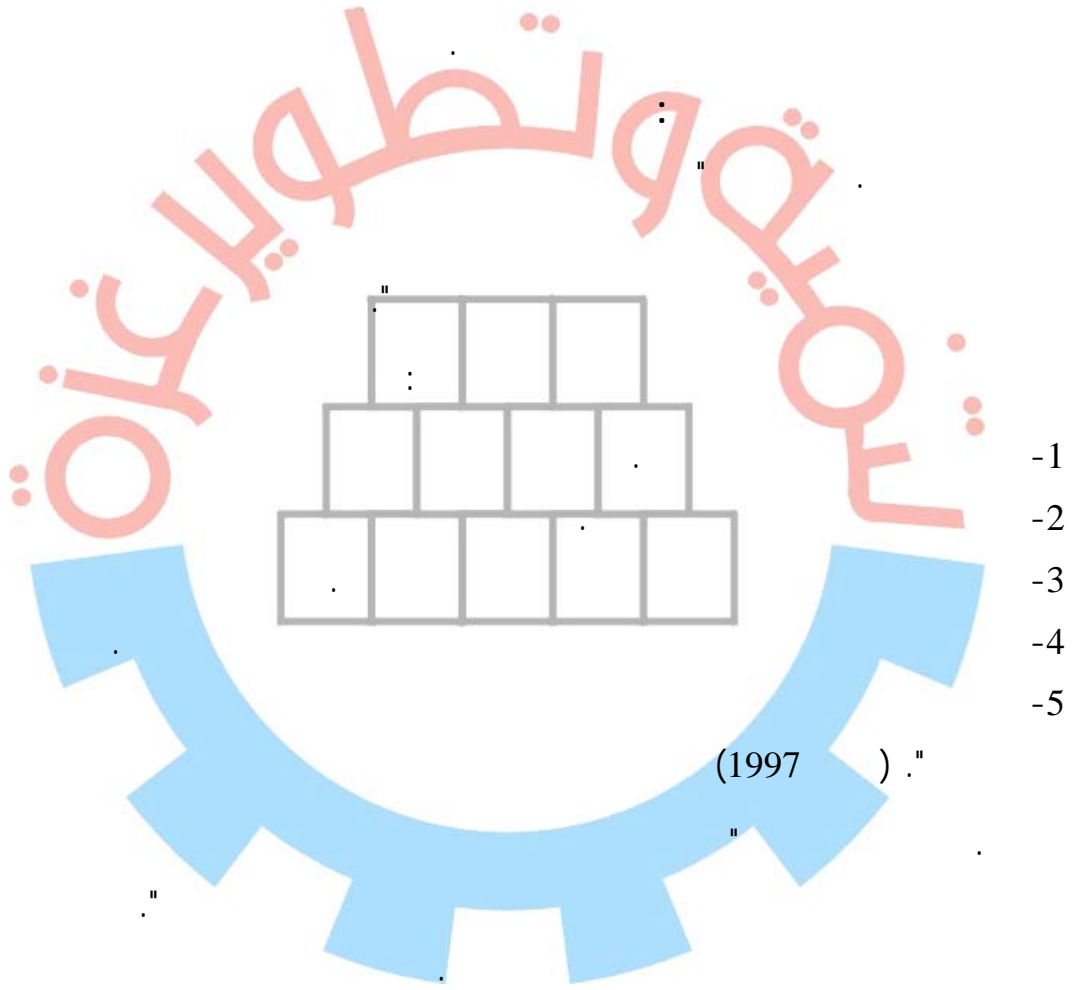


" (www.moh.gov) "





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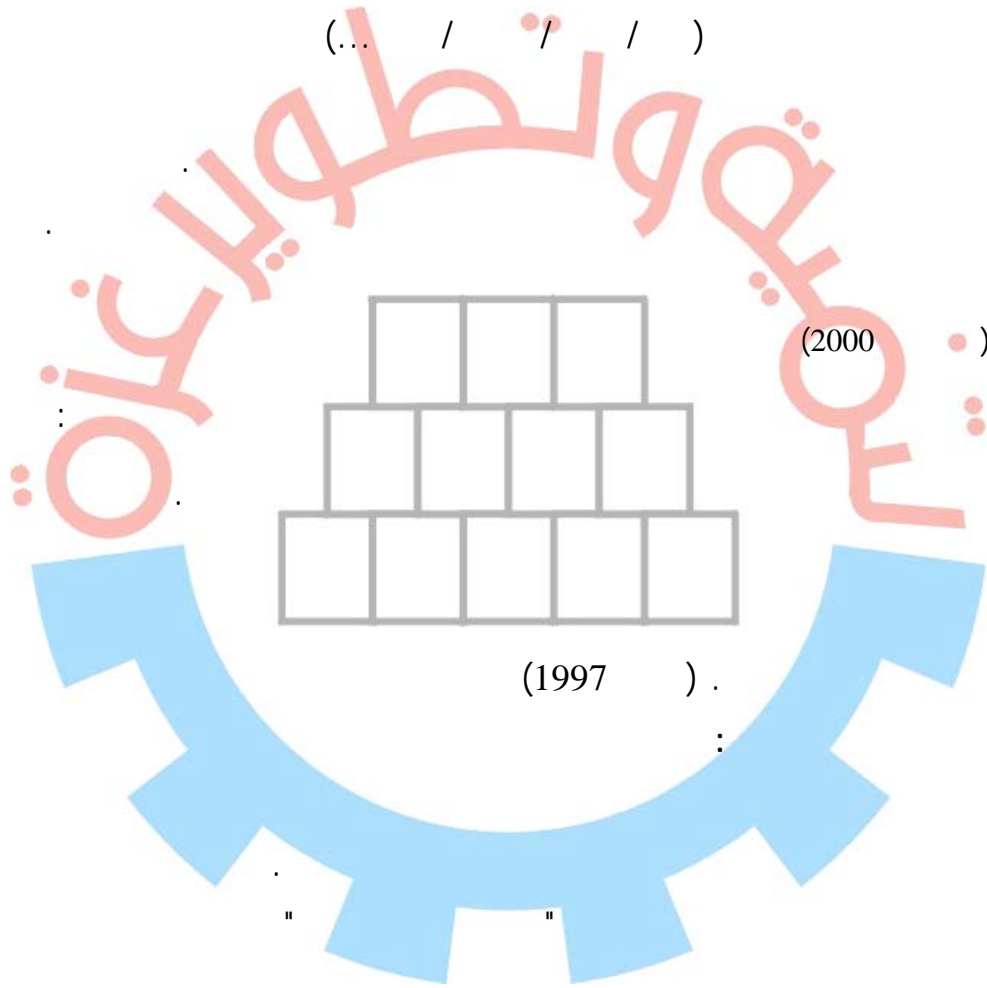
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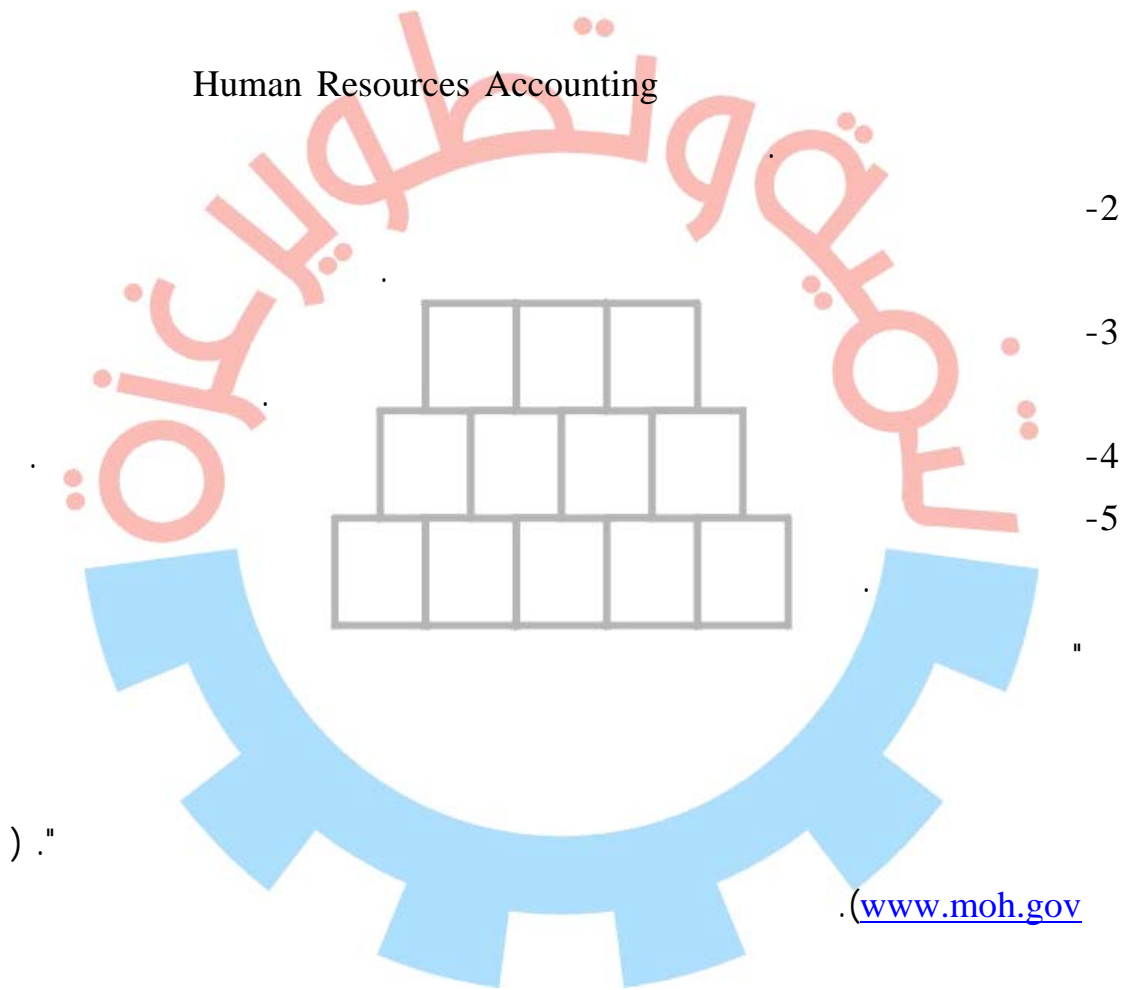
Human Resources Accounting

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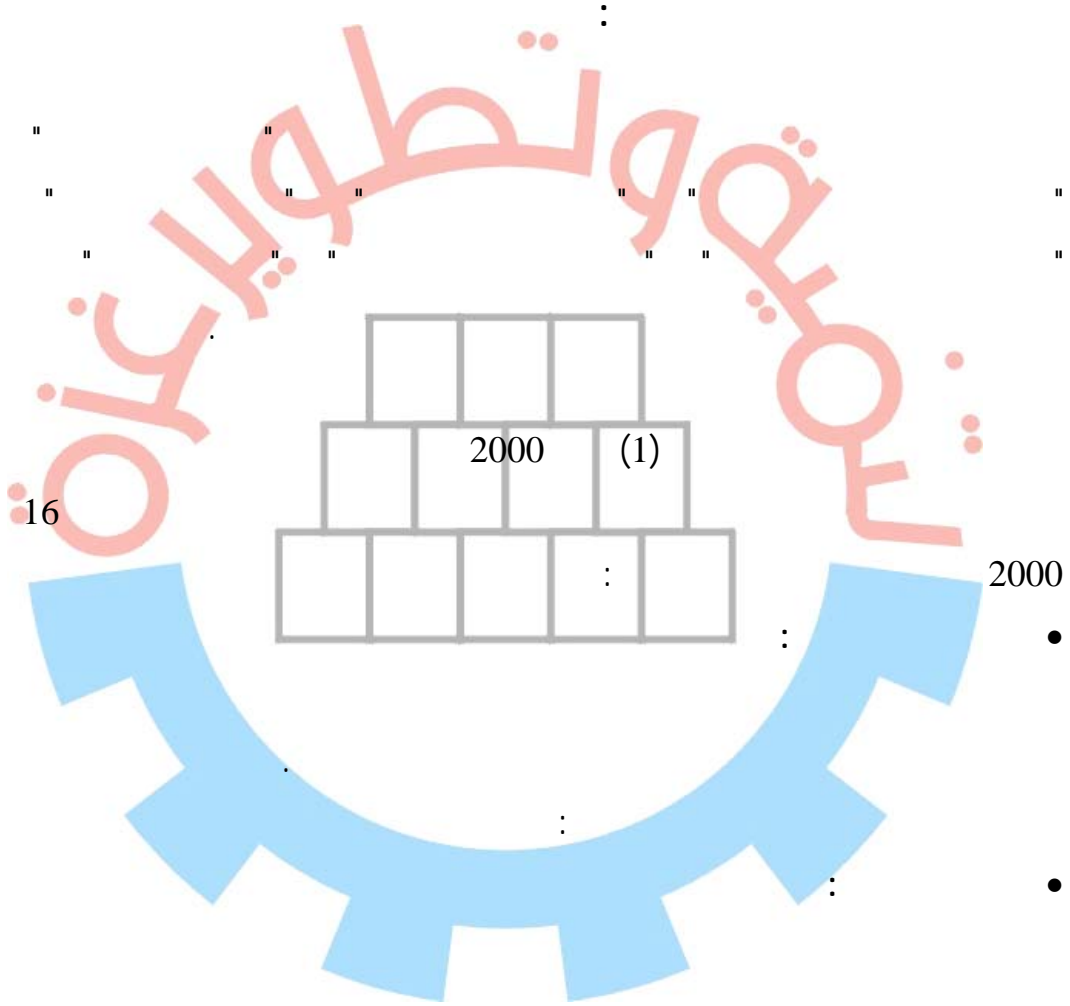
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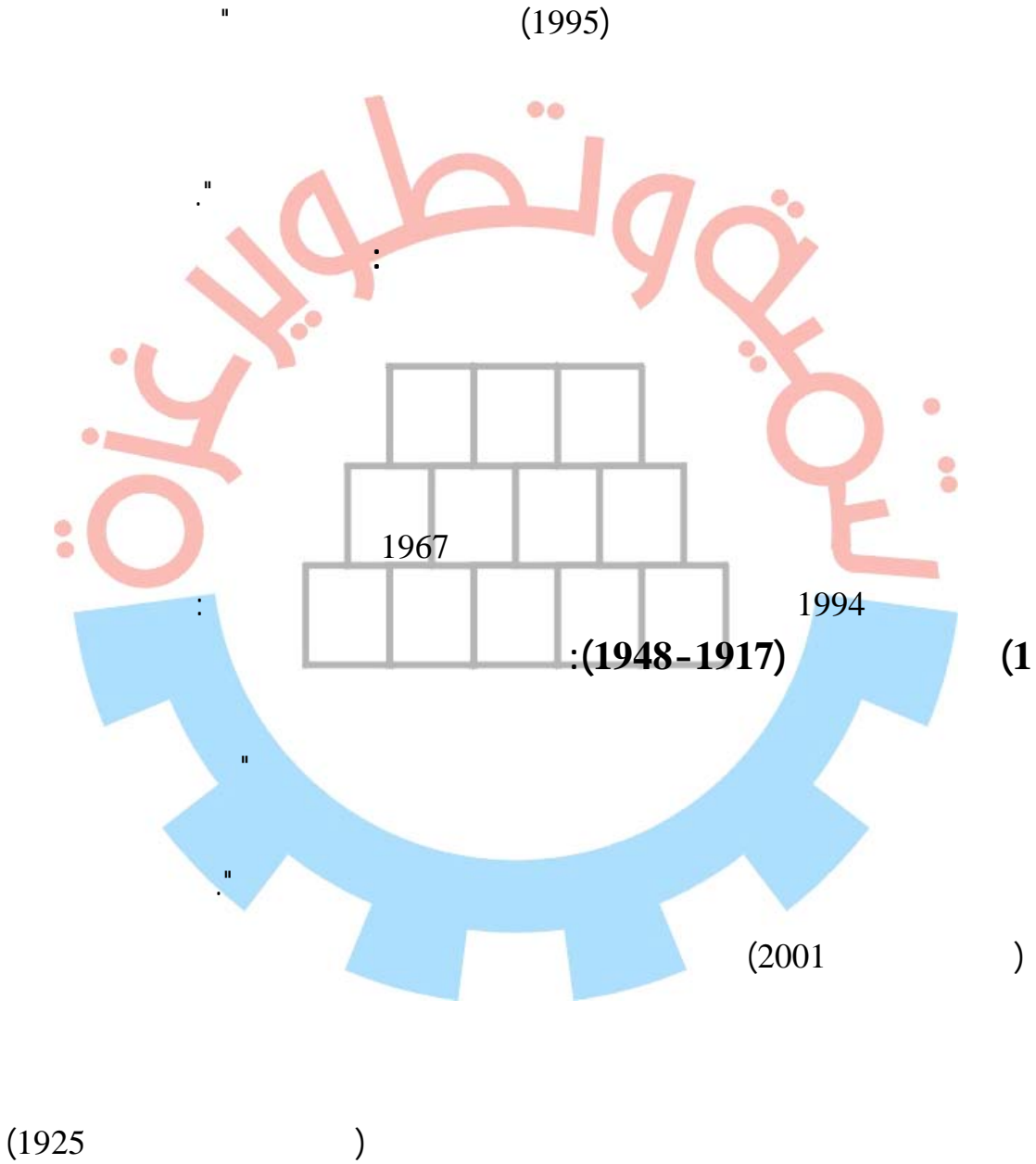
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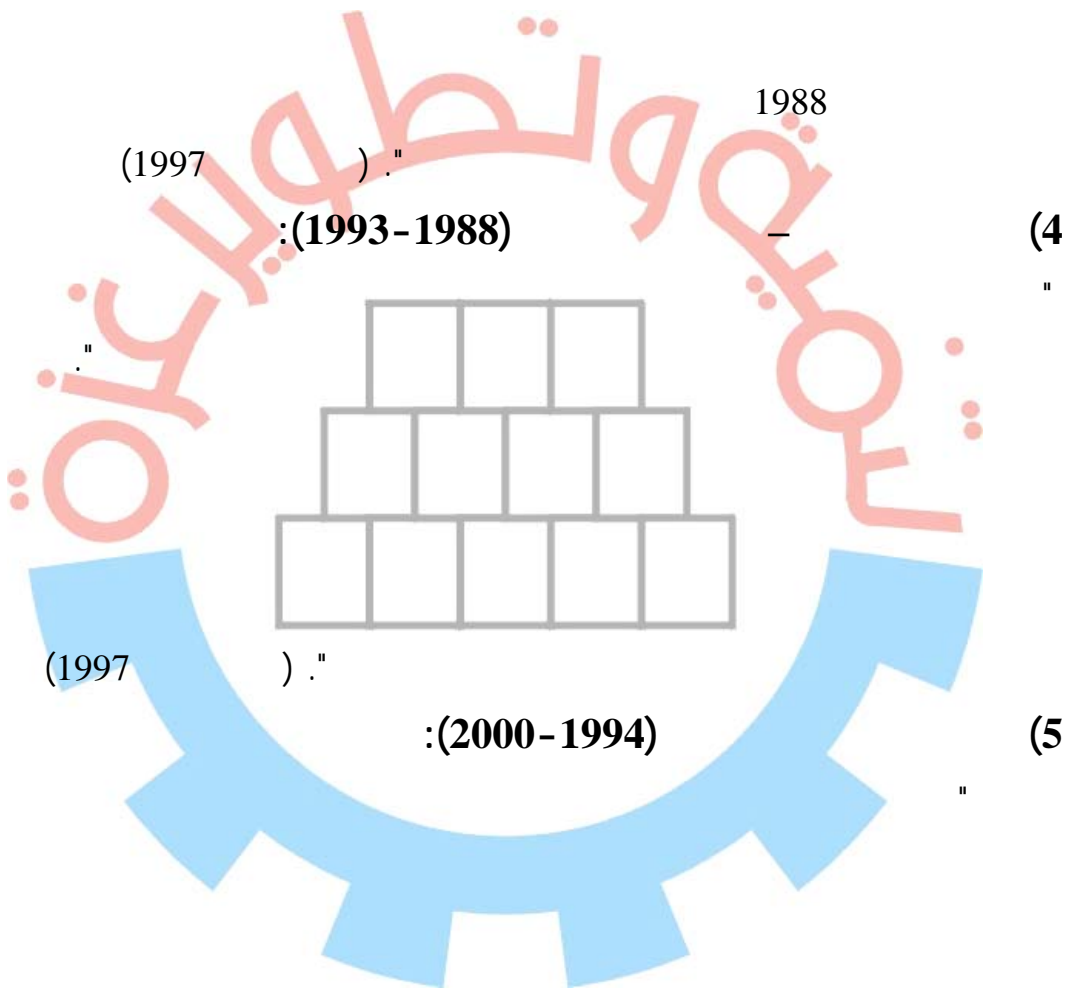


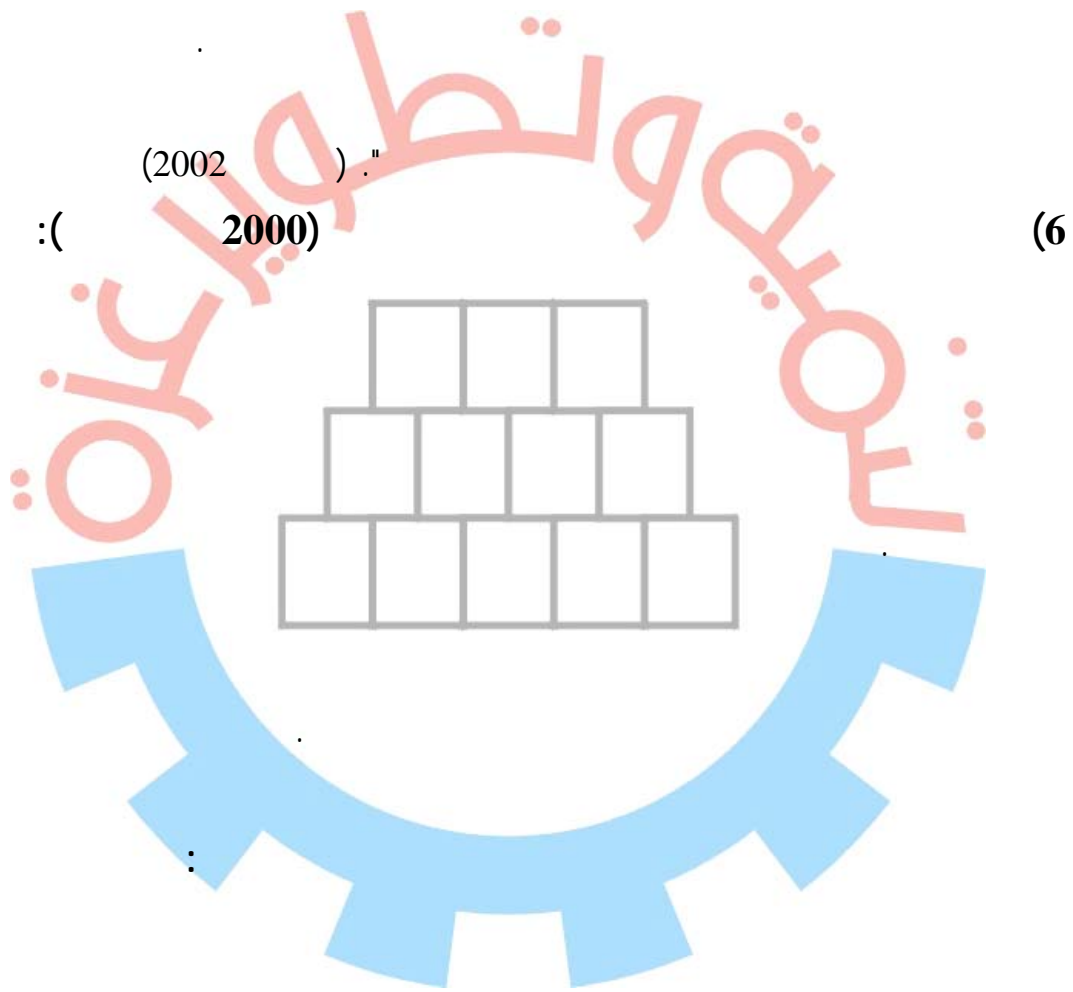
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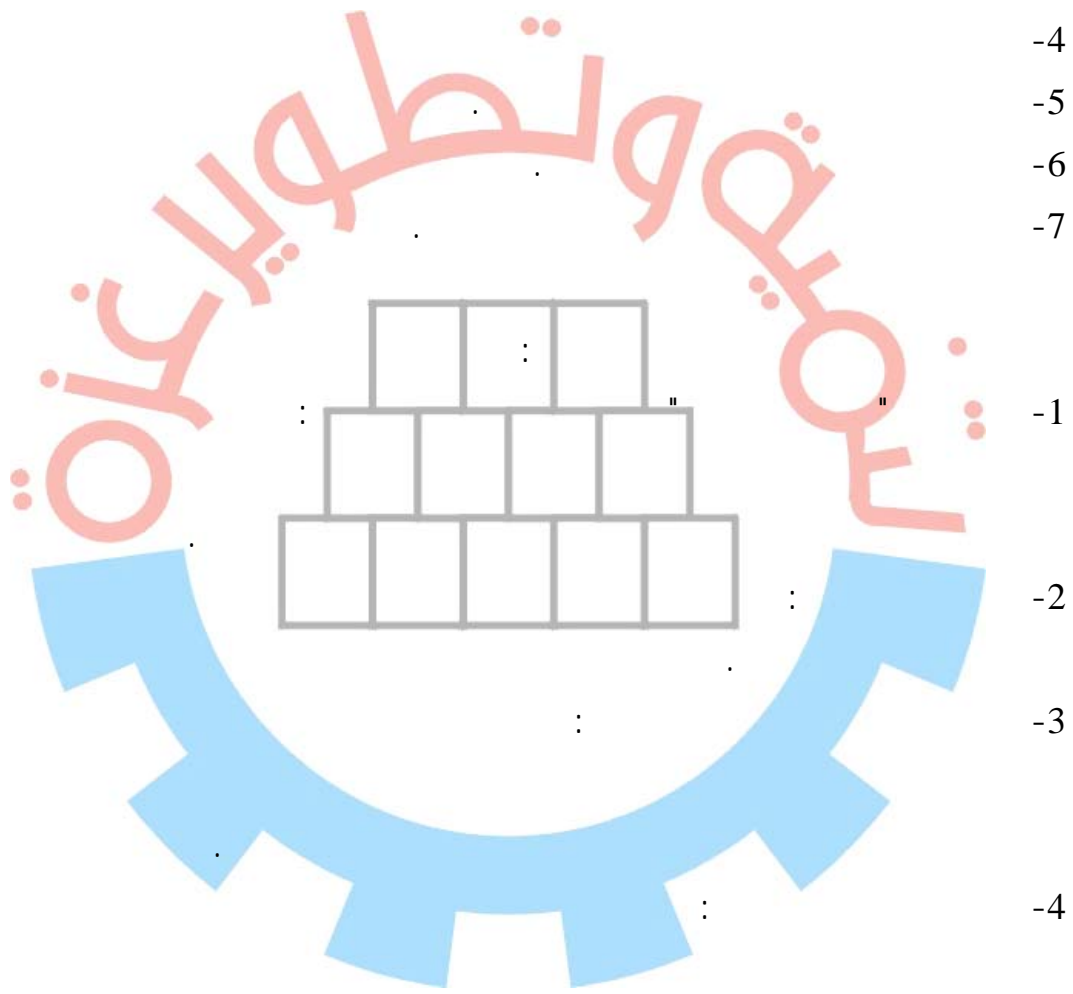




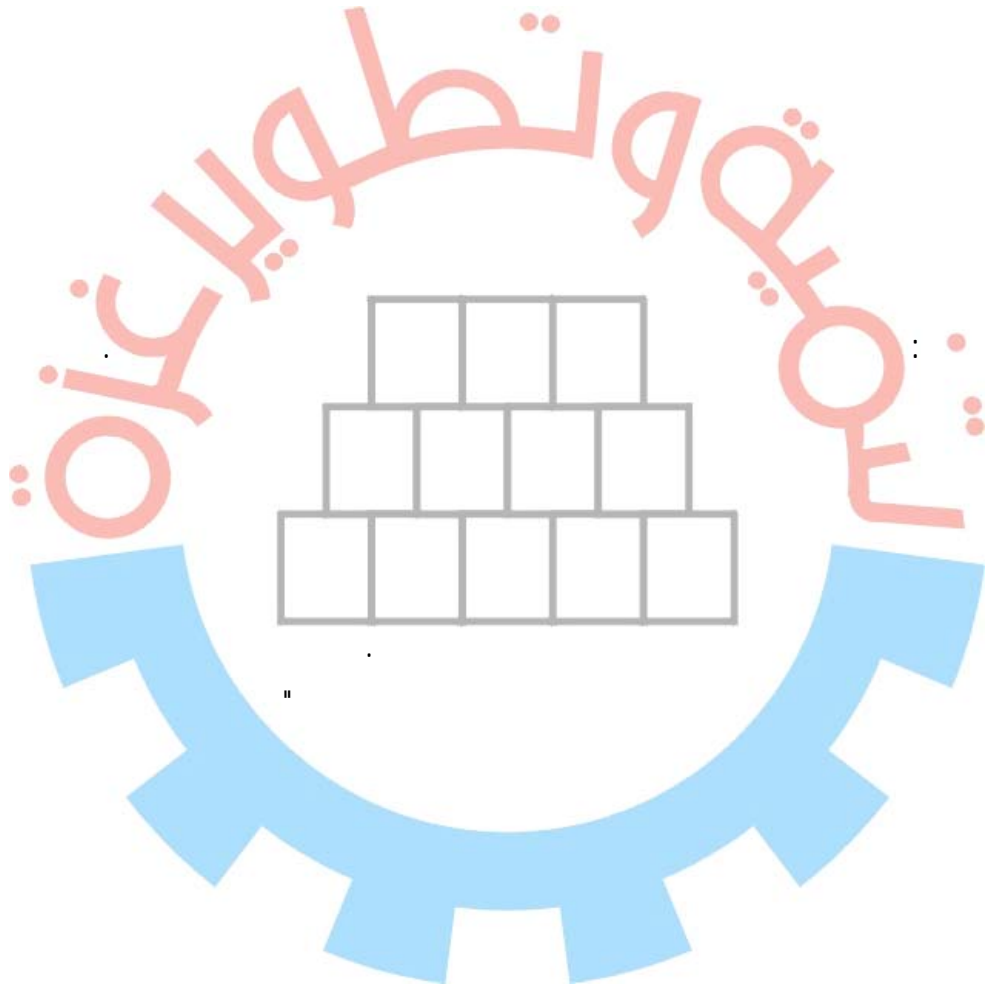


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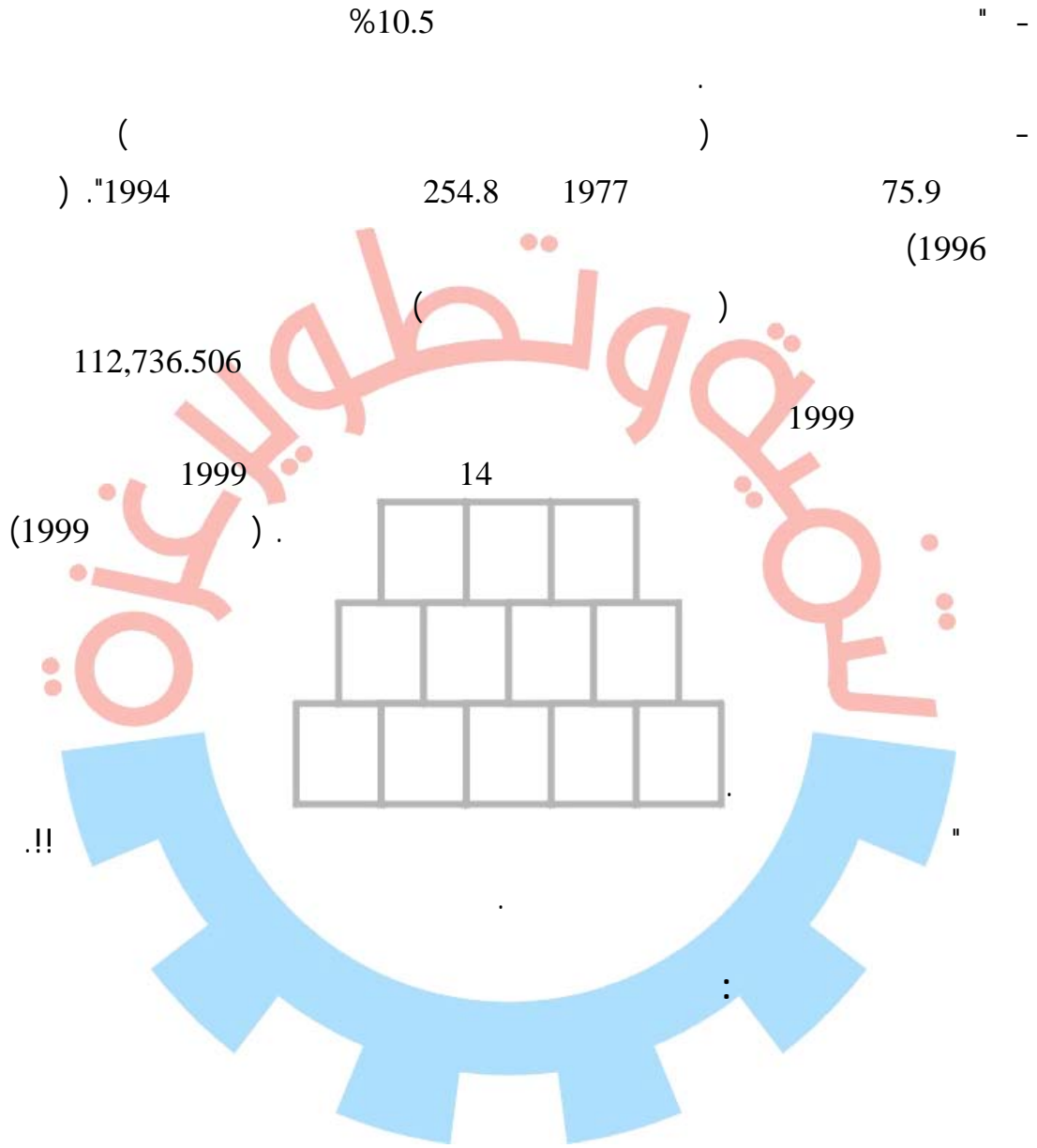


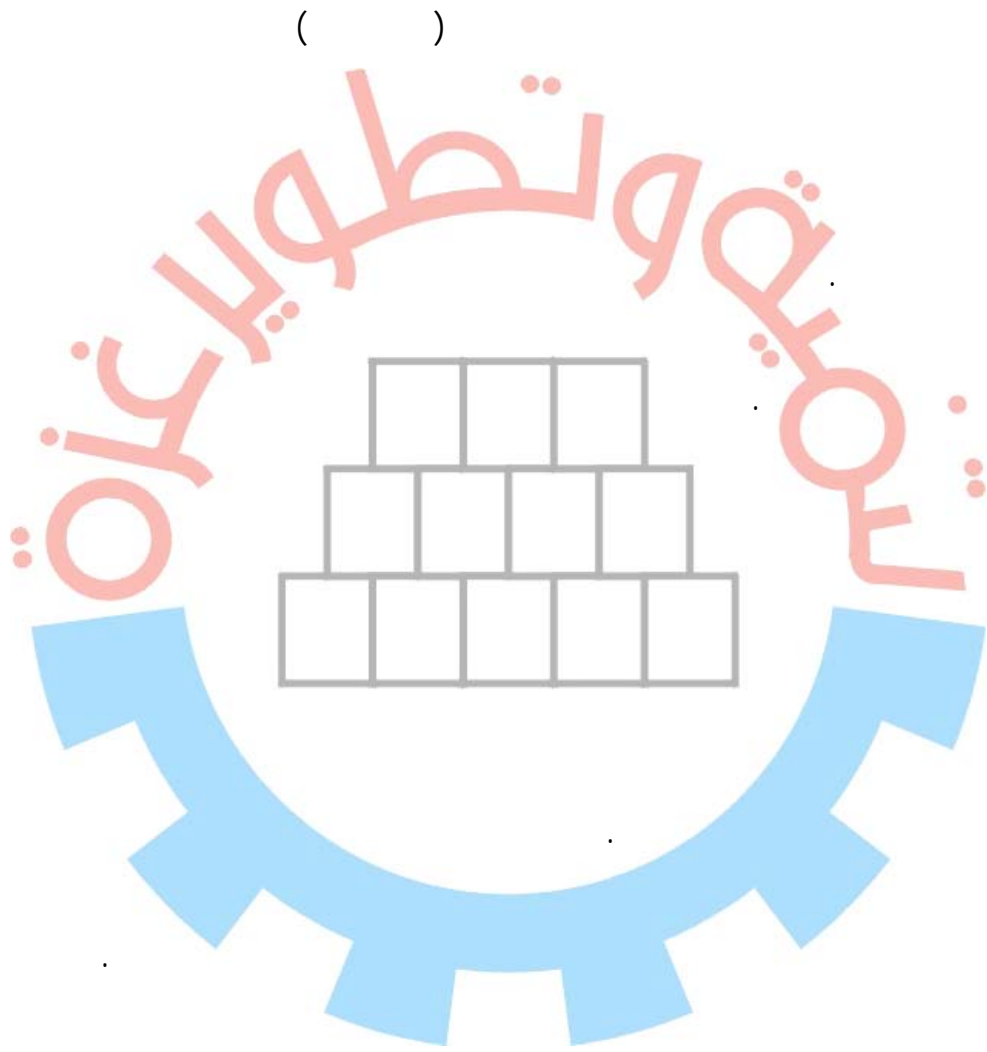
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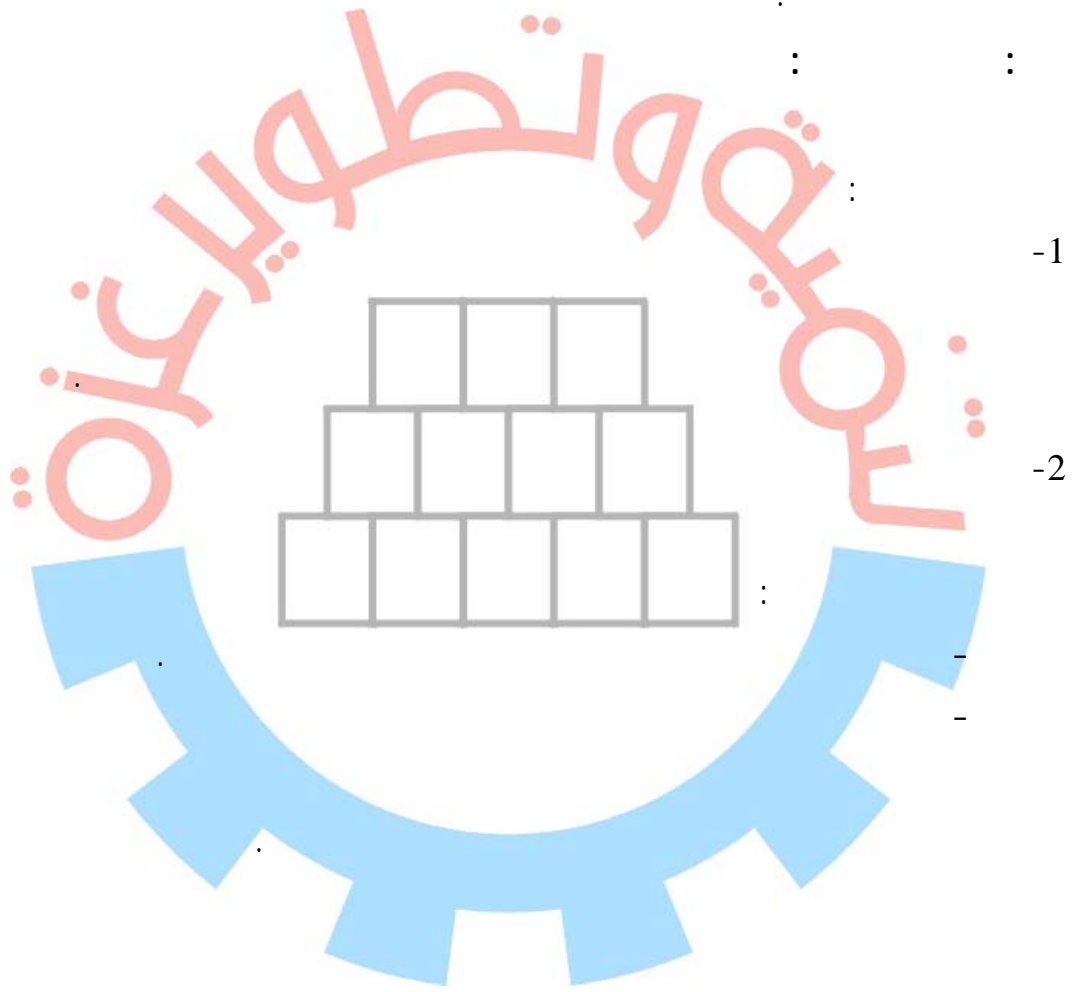


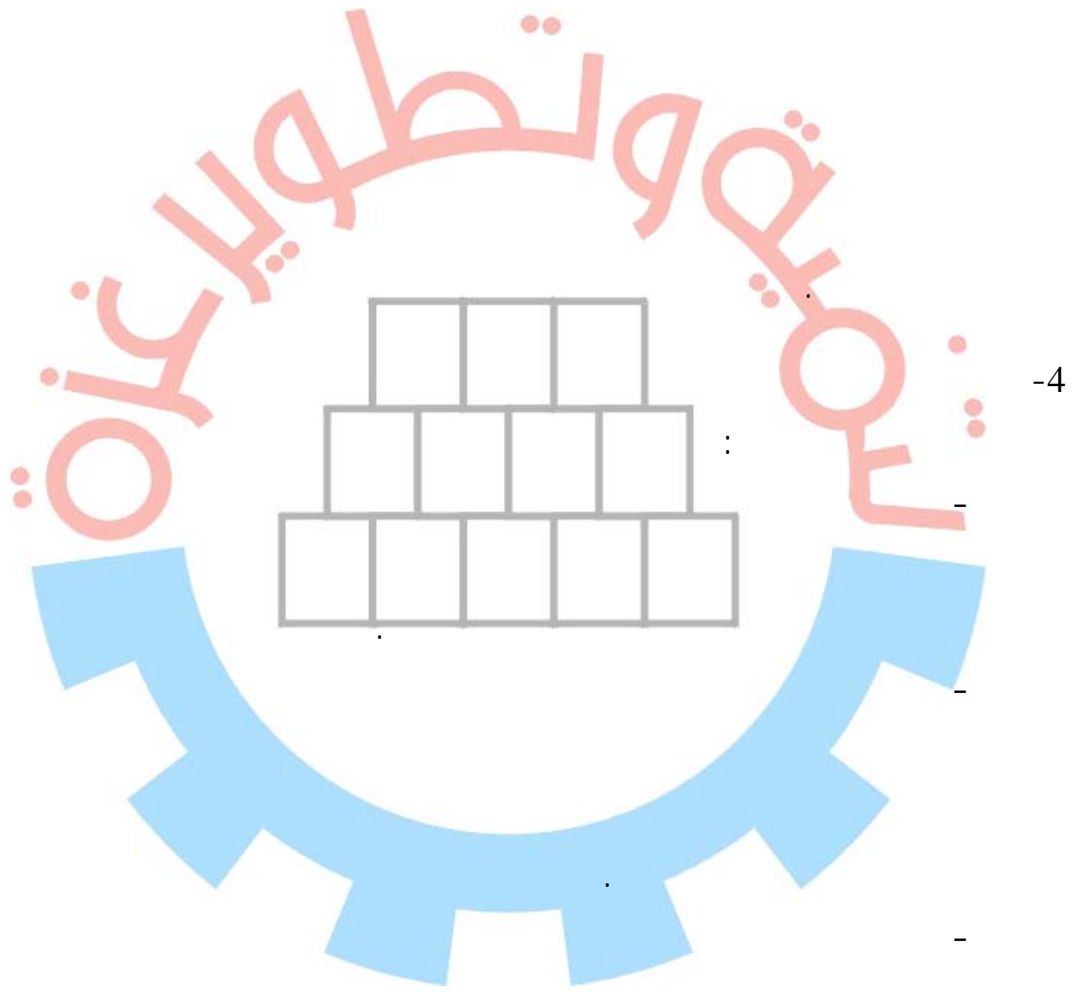
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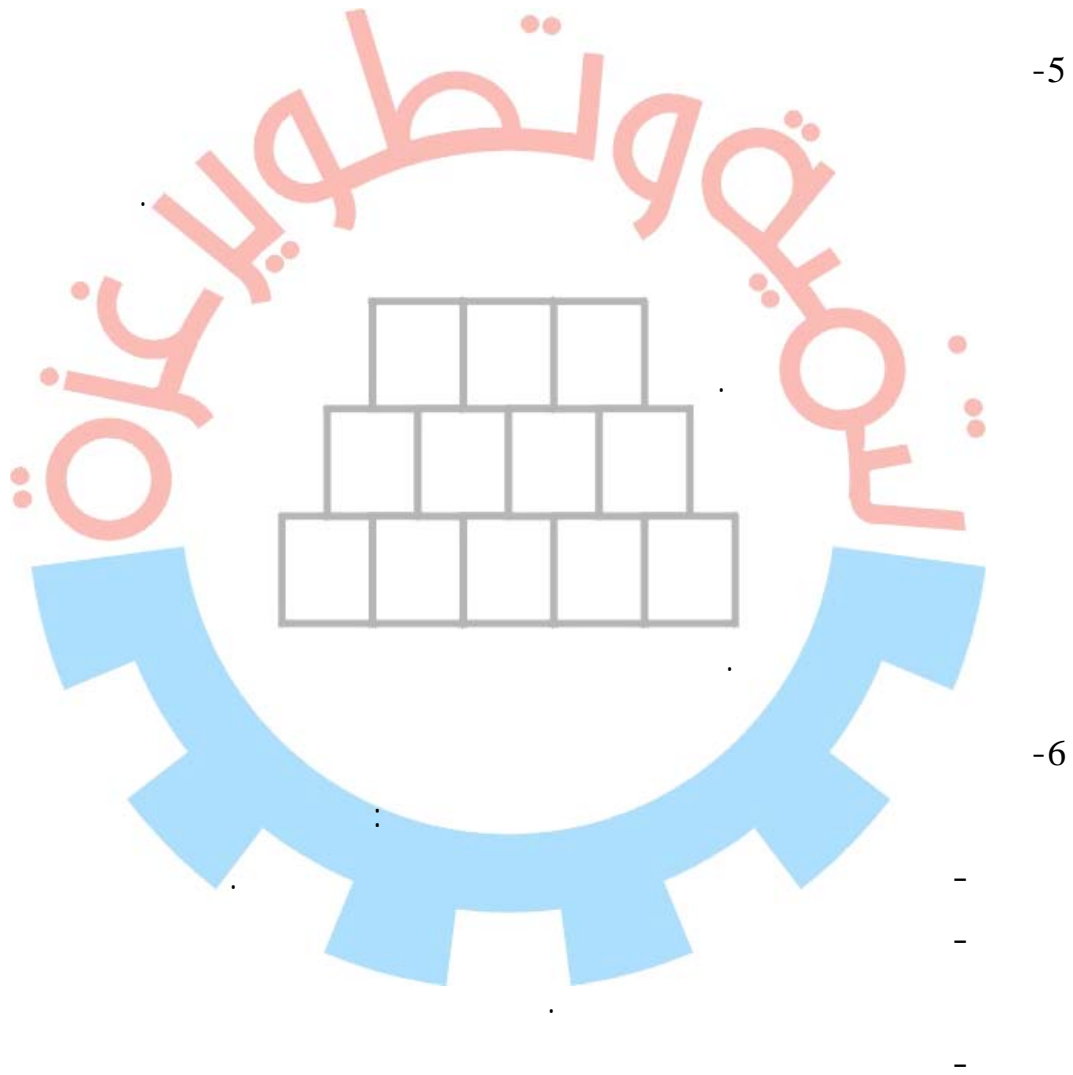




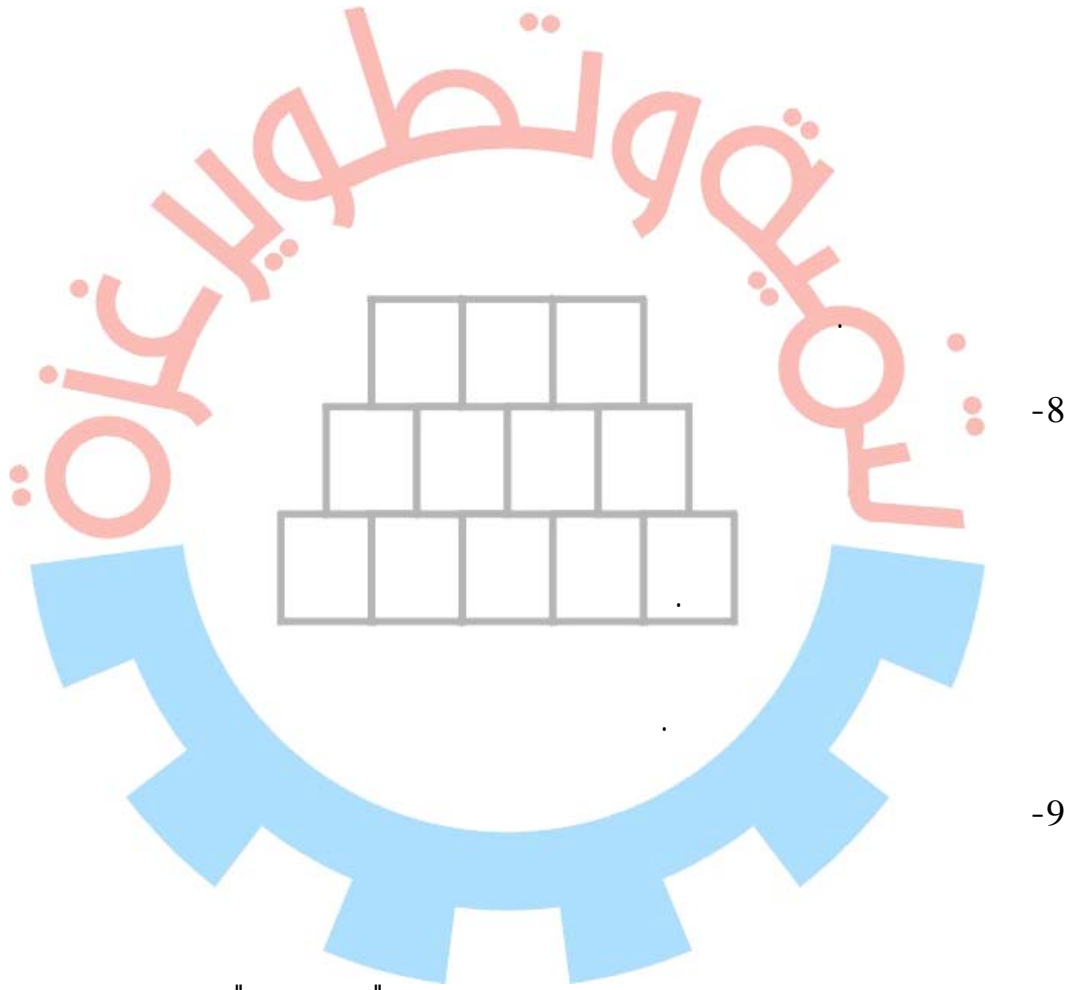


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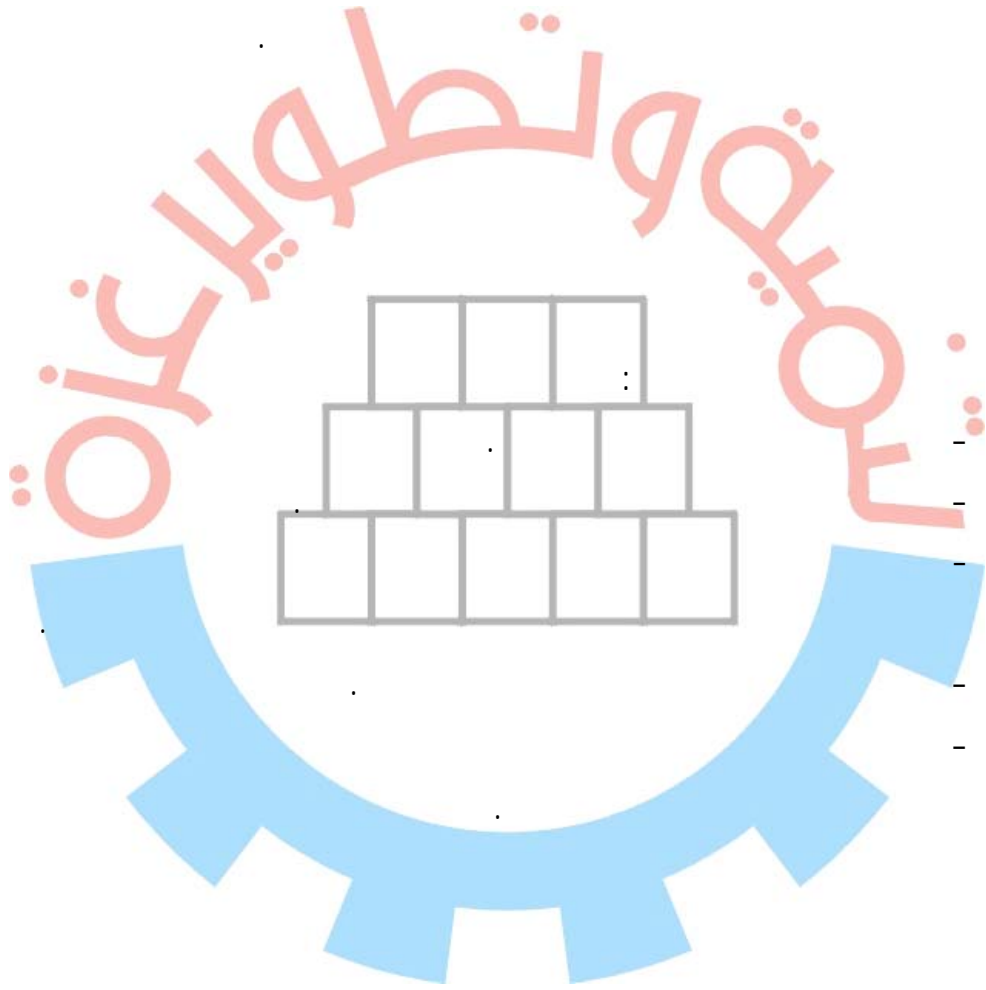
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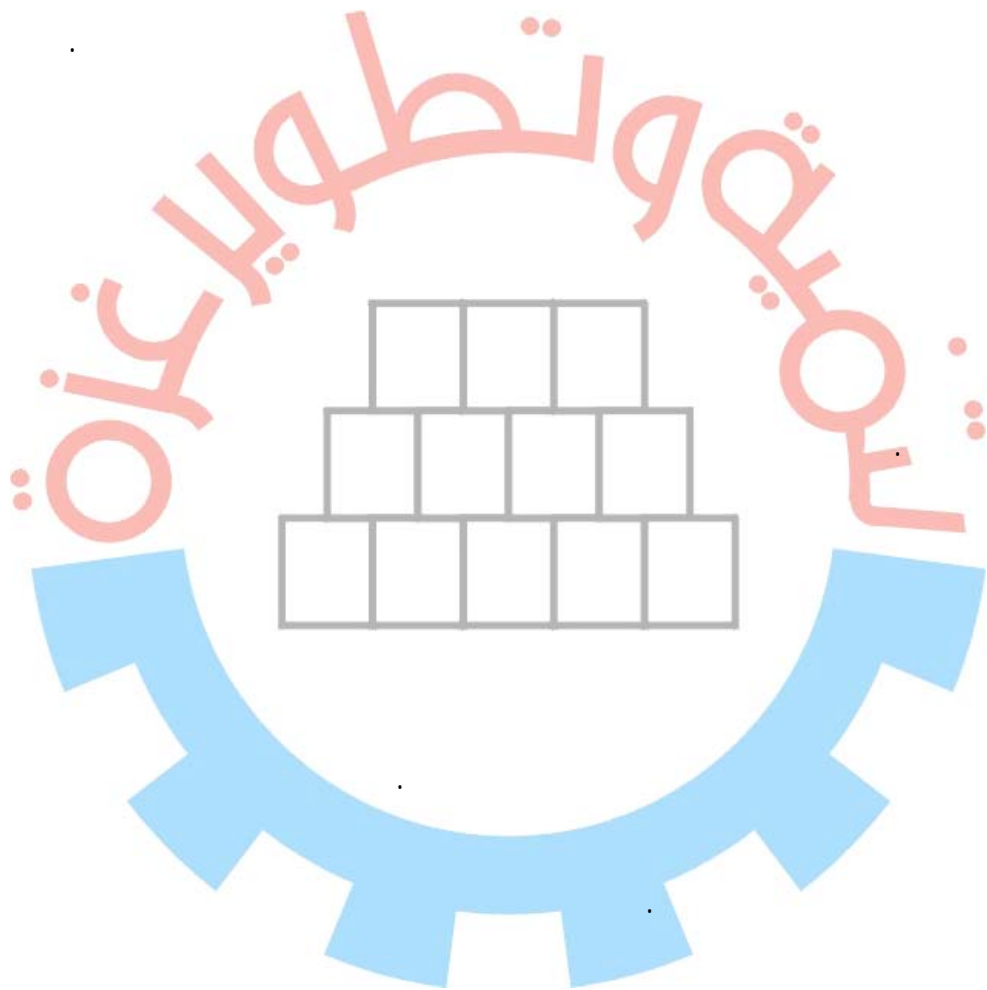
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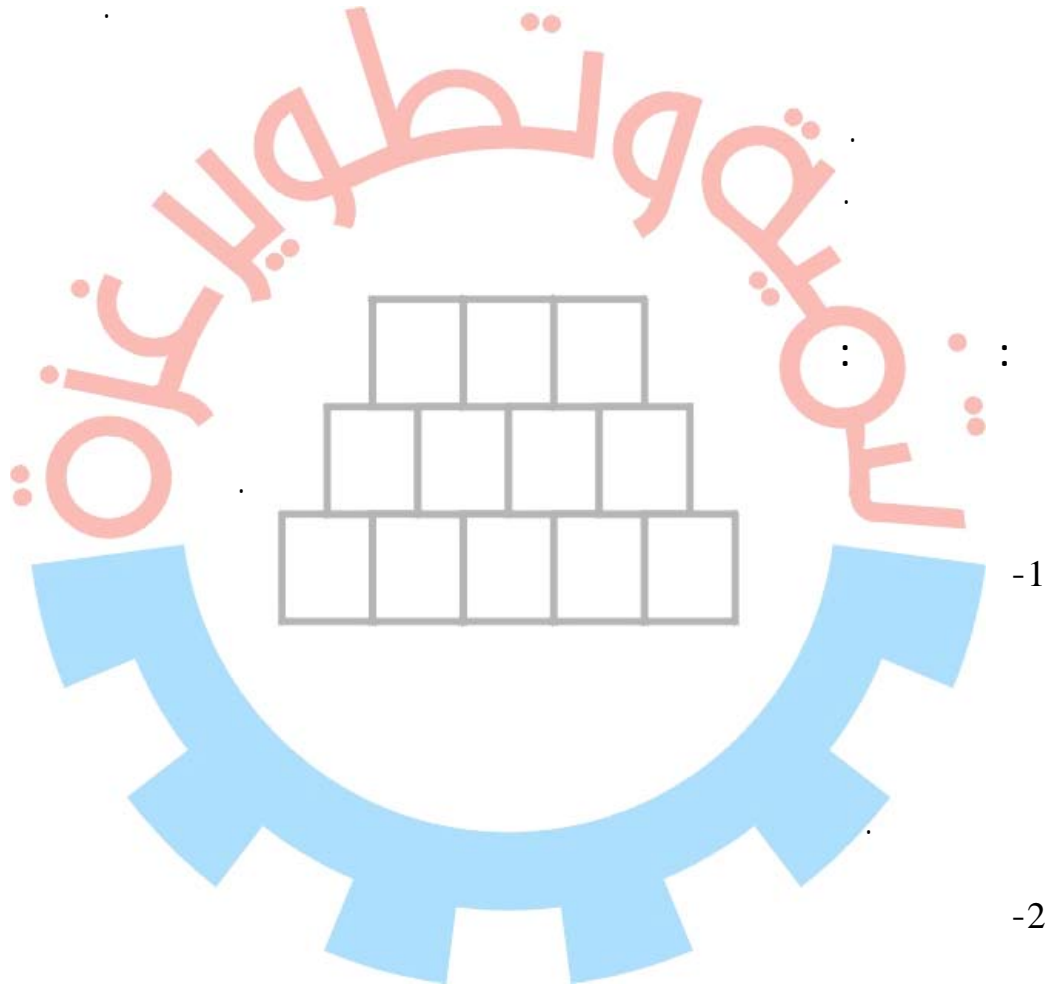
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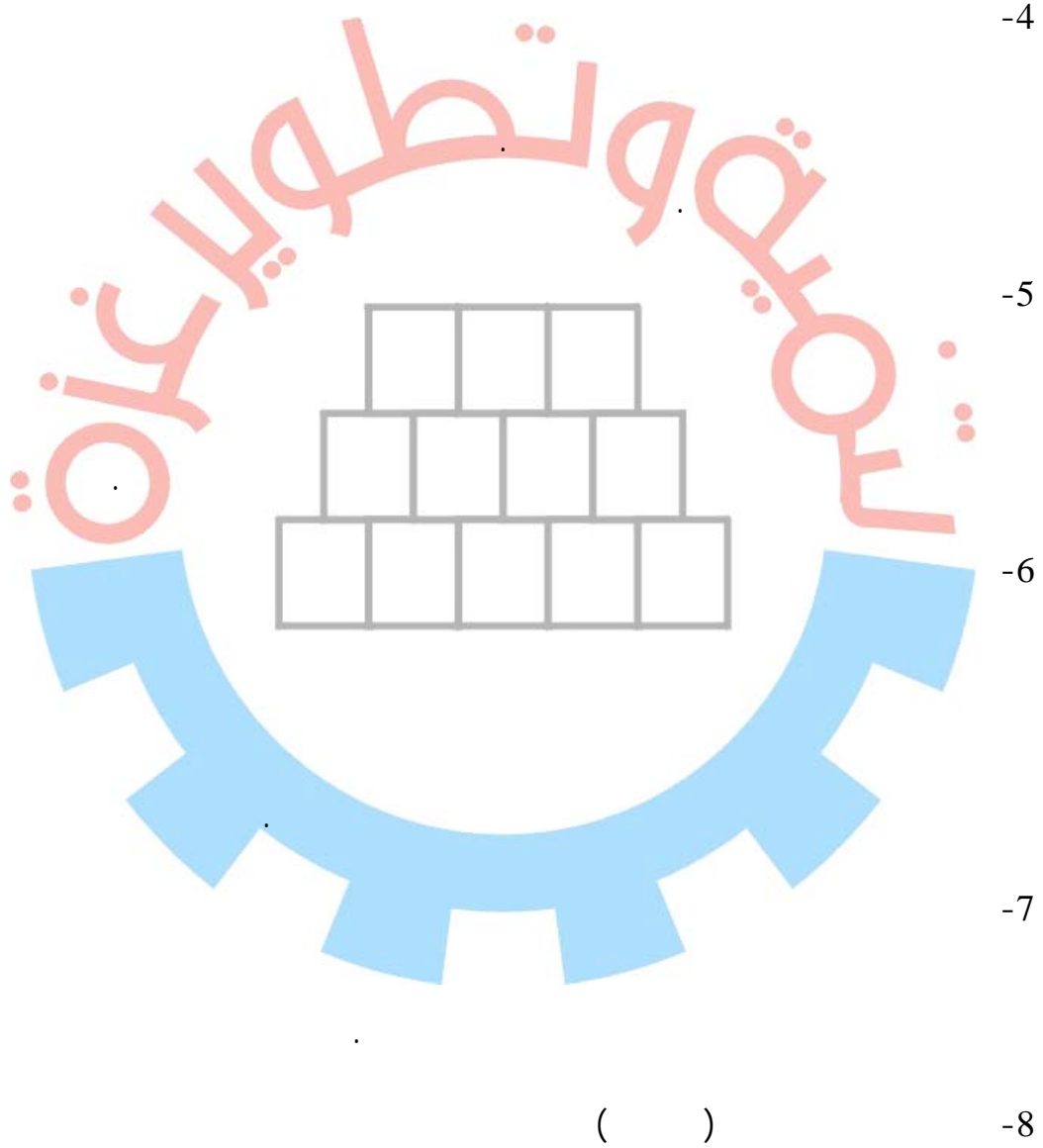
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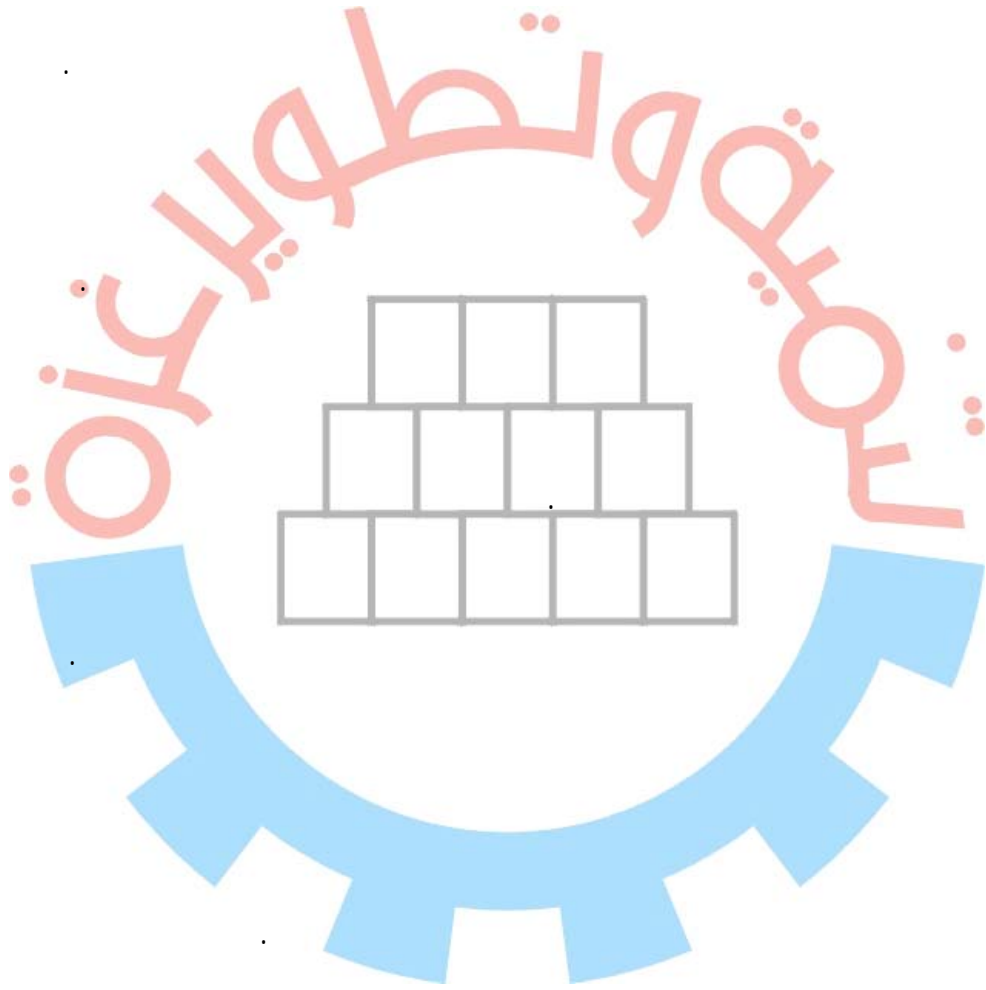
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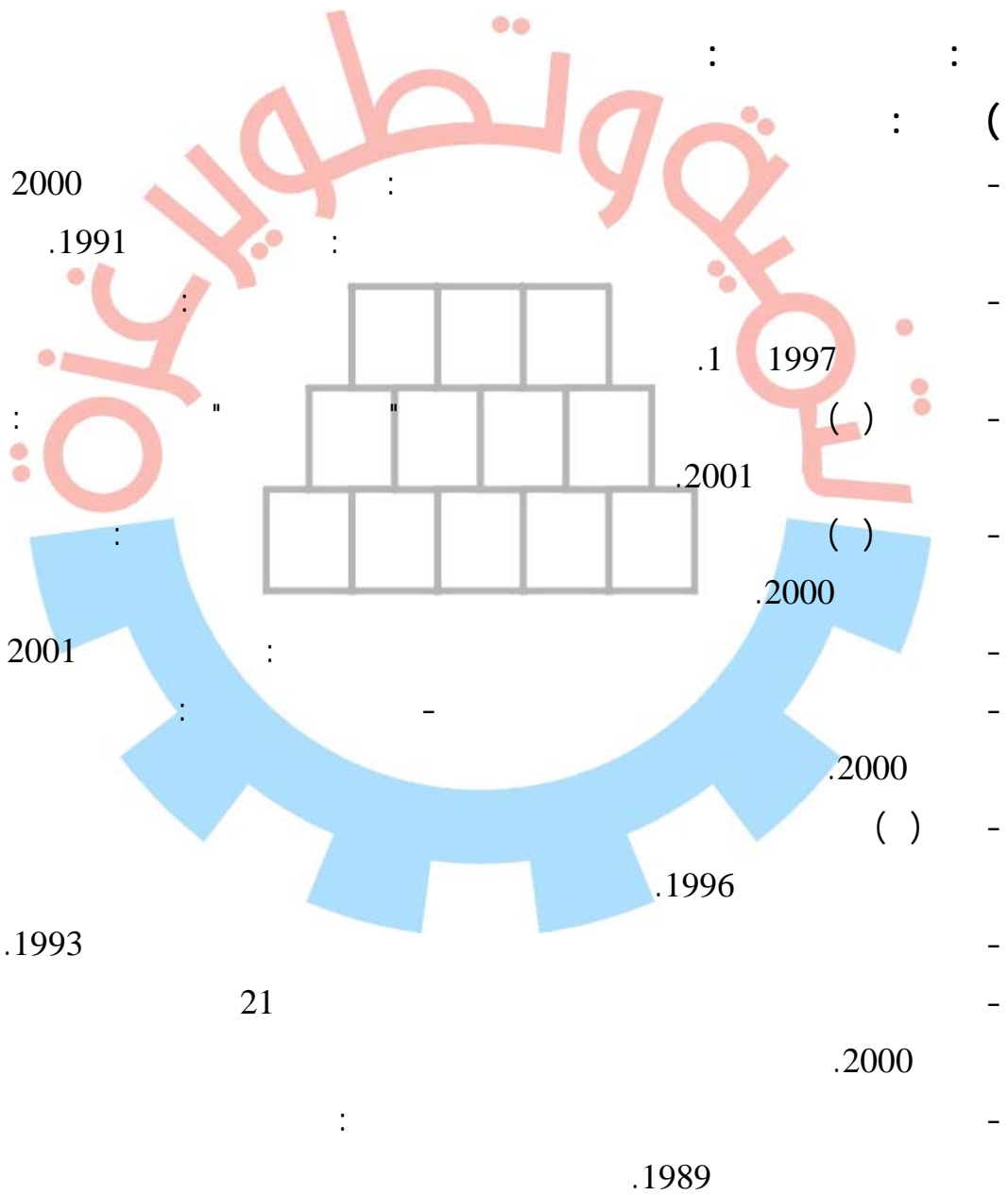
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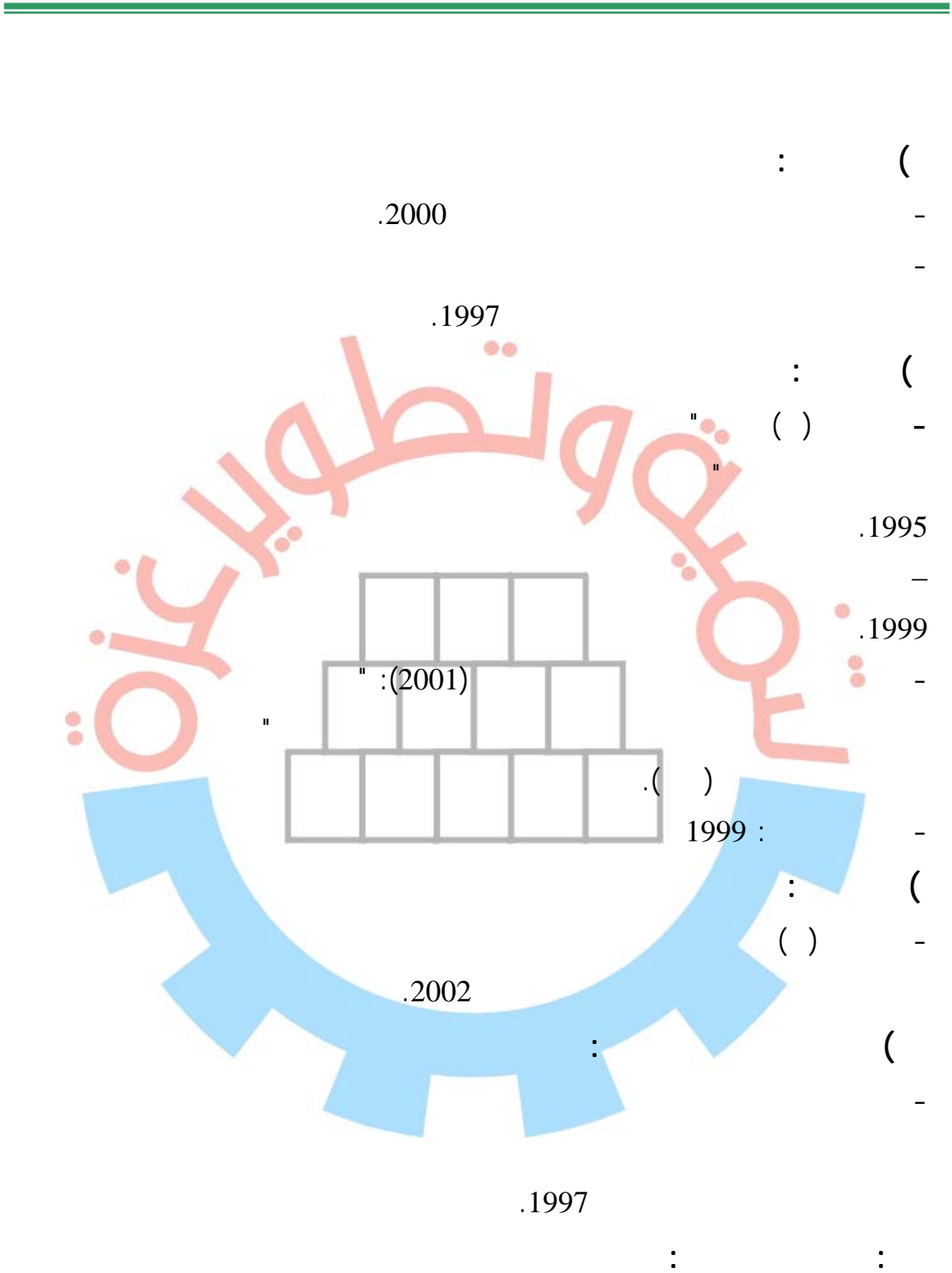
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a)Books :

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b) Periodicals :

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