ملخصات طلبة الماجستير
Title of project: A study To Examine the Relationship between Service Quality and Customer Satisfaction in the Banking Sector of Oman.

Abstract

Service quality and customer satisfaction are the key success points for any business organization. Service quality is very important for the customers and requires measuring the perceived service if it meets customer’s expectation or not. Understanding the customers’ requirements and needs help organizations to deliver the best services especially in the banking sectors. This result or leads to higher customer satisfaction.

The main purpose of this study is to find out the relationship between the service quality and customer satisfaction by using SERVQUAL model in banking sector of Oman. This study describes the customers’ expectation, customers’ perception of service quality and customer satisfaction. Five dimensions of SERVQUAL were measured in this research using a questionnaire similar to the one used by Parasuraman, Zeithaml and Beny in 1988 in their study of expectation and perception of consumers in retailing organizations.

Customer expectation was found more than their perceived service quality in the banking sector of Oman and therefore there was no satisfaction among customers. Banks must work harder to improve their perceived service quality in all dimensions. A positive action by the bank in this regard will bring perceived service quality in higher level and will result in satisfied customers. There is a relationship between service quality and customer satisfaction that is supported by the analyses. Tangibility dimension had a positive impact on customer satisfaction and other dimensions (reliability, responsiveness, assurance and empathy) did not reveal the positive impact on customer satisfaction.

Banks could improve their service quality either by customer suggestions from the responses of open question asked in this study or by frequently conducting surveys on quarterly basis.

SERVQUAL model is an effective model used to measure the service quality in any service organization and this dissertation is one of the examples of this model.
Achieving satisfactory performance of employees is not an easy task. For this reason, many organizations have adopted the appraisal program as a way of documenting and evaluating the job performance of employees and the organization at large. Despite the fact that every business organization aims at achieving its goals, objectives or targets successfully, organizational failure situations have been numerous in the recent past. Experts in the previous studies have argued that organizational failure is unexceptional if much attention is not paid to the employees’ performance or efforts well, and hence, there is a great need for focusing on performance appraisal. Performance appraisals should be well-linked with a goal of attracting incentives to employees to enable them to demonstrate higher levels of productivity. The appraisals are very beneficial to employees too. Many employees look at it as the only time they can get access to their supervisors uninterrupted. Hence, the impact of appraisal is the intense interaction between employees and their employers. A majority of the employees claim that the existence of an appraisal program is an indication that the organization is genuinely interested in their individual development and performance. The prevalence and strength of this natural human desire for one to be recognized should be acknowledged. This study will aim at conducting an analysis of the impacts of annual appraisal on employees and organizations. The study will investigate if the annual appraisal influences the employees’ motivation and overall performance. The study will further investigate the overall impact of the annual appraisal on the organizational performance. A Mixed research methodology will be adopted together with a descriptive research design. Data will be collected using both closed and open-ended questionnaires. The collected data will be analyzed using modern tools of analysis where both descriptive and inferential analysis will be conducted.
Over last decades many of GCC has established several plans to promote higher participation of national workforce in private sector. They have come up with policy of localization of Labor force the term "localization" carries specific socio-economic reference derived from the term "locals" which is distinctly used to indicate nationals and issues related to nationals. Localization programs such as Bahrainization (Bahrain), Emiratization (UAE) and Omanization (Oman) aim to reduce the number of job seekers by replacing the expatriate workforce in public and private sectors with national workers (Naithani, 2010). Omanisation policy started in 1988 aim to reduce the dependence on expatriate in order to minimize unemployment in the country. The policy started in public sector then, it has been implemented actively in private sector in 1995. This study focuses on analyze secondary data on Oman's labour market with a view to support policies on labour market nationalization. The market analysis has been carried out in 10 years from 2006 to 2015. Data collected from national censuses, information collected by government departments such as The Ministry of Manpower and NCSI, organizational records and data that was originally collected for other research purposes. The data collected in three main ways; Online annual reports from The Ministry of Manpower website and hardcopies of annual reports for some years from The Ministry of Manpower. Data from The National Centre for Statistics and Information (NCSI) collected through e-mail and from their website. The study analyzed three main point in order to see the impact of localization policy (Omanisation) in labour market in Oman. The analysis includes employment, education and skill level of labour force in private sector. The results of the study indicate that the Omanization policy played a major role in changing the Omani labour market and employment, where Omanisation contributed to increase the number of Omani workforces with 12.4% growth rate annually. Furthermore, as a result of Omanization policy, the Government has established a number of technical colleges, in different regions of the Sultanate to meet the needs of the private sector of the national workforce in technical disciplines. After Omanisation and according to data from the Ministry of Manpower, number of institutions has devoted their attention to training and qualifying the national workforce to improve their skills level. This study come up with three main recommendations related to the point of analysis part.
It's not easy to find a successful creation of projects or business without risk, issues and losing of money and time. As we are Omani, we are all working whether in oil and gas facilities or other organizations to raise Oman’s economy and add the same value to our budget by increasing its net income. Successful Project depends on several parts such as: opportunity realization process, project delivery, front end engineering design, key project activities, project execution activities, contracting and procurement, project services, quality assurance. Oil and gas facilities are working for Oman vision and mission to be renowned and respected for the excellence of our staff and the value they create for Oman and all their stakeholders. Any projects have issues that are faced during construction or before during research, designing and procurements. The oil and gas facilities are looking forward to eliminating and dealing with the problems by creating an excellence solutions and procedures that help to reduce errors created through human or economic conditions. The purpose of this research is to define the issue that oil and gas facilities are faced during an execution of a project. Question which is coming in minds is what is the reason behind this delay in project issues and how as engineer could eliminate these errors.
The most common problems in the construction project are delays. Delays of a construction project can be defined as the late completion of works as compared to the planned schedule or contract schedule. It can be minimized only when their cause is identified. The objective of this study was to critically investigate the reasons for the delay in the construction projects; to deeply investigate the effects of delay in the construction projects and to investigate and find a result for the delayed in construction projects.

Delaying factors related to the contractor, client/owner, material, equipment, and labor factors on delay in constructions projects were measured. Data on the study variables have been collected through structured questionnaire from 210 samples in Oman. The results of the study reveal that the factors related to Labor, client, consultant, and equipment have a significant impact on delay in construction project whereas contractor and material factors found to have indirect effects on delay. The findings of the study provide reported that the delay in project execution could lead to total abandonment and the issues causing the delays are not resolved on time. Also reported that delay in completion might end up in spoiling the reputation and such bad reputation can affect the future work irrespective of whether the person is working with contractor, client or supplier.
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<thead>
<tr>
<th>Researcher:</th>
<th>Aisha Abdulaziz Abdullah AL-Magharibi</th>
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<tbody>
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<td>MBA</td>
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<td>Title of project:</td>
<td>The Effects of Diversity Management on Job Satisfaction &amp; Individual Performance.</td>
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**Abstract**

This project investigates the effects of employees’ perception of diversity management on job satisfaction and performance. It is based on 77 respondents who responded to a questionnaire sent to them electronically. The participants of this study are Omani and non-Omani employees who work in companies in Suhar Industrial Zone. Quantitative method was used to gather the data for this research with "Diversity Management Scale", "Minnesota Satisfaction Questionnaire" and "Self-Reported Individual Performance Scale". As a result of the analyses done, significant correlations were found between diversity management and job satisfaction; and between individual performance and diversity management. In addition, it was found that diversity management sub-dimensions like the company’s polices, administrative practices and top management attitudes can predict job satisfaction and employee’s performance.

In this project, the effects of employees' perception of diversity management on job satisfaction and performance were studied. This research was based on 77 respondents who responded to an electronic questionnaire. The participants were Omani and non-Omani employees working in companies in the Suhar Industrial Zone. Quantitative methods were used to collect the data for this research using the "Diversity Management Scale", "Minnesota Satisfaction Questionnaire" and "Self-Reported Individual Performance Scale". As a result of the analyses conducted, significant correlations were found between diversity management and job satisfaction; and between individual performance and diversity management. Additionally, it was found that diversity management sub-dimensions, such as the company’s policies, administrative practices, and top management attitudes, can predict job satisfaction and employee performance.
This study focuses on the perception of Social Welfare Members (SWMs) registered in the Directorate of Social Welfare at Sohar department. The research project has sought to prove or disapprove four hypothesis that include establishing whether Oman SWMs have high interest in starting businesses and finding out whether there is a possibility of becoming members of the high-income group to leave the SS lists and being own boss. In addition, the study seeks to find out what are the major factors that encourage SWMs to start their own business. It has also sought on whether offering capital and training can encourage SWMs to start their own business. The literature including different theories, concepts and previous studies on perceptions and attitudes of starting businesses have been analyzed. It also utilizes a mixed methodology to collect both the qualitative and quantitative data through interviews and structured questionnaire.

The SWMs were found having high interest in starting own business as most of the respondents have high interest in starting their own business. Majority of the respondents choose the need of being own boss as one the major motivator of starting-up and the need of earning capital as the second most important motivator. Lack of government support and capital were found as major obstacles for SWMs to start-up. The respondents feel that the limited support of the Oman government prevented them from pursuing a career in entrepreneurship. They also explained that the lack of capital was a major challenge despite the fact that most of them are receiving monthly financial supports and can raise money from the current support salaries. The majority of the respondents felt that training could help them in understanding the importance of opening personal business. Most of the respondents also view that they could not succeed without being supported by commercial banks through the provision of capital.
Abstract

Training programs provide multiple benefits for employees and the company, and that will happen only if they are sensibly planned and well implemented by training provider and well observed by training department. Training is a means to a specific end, so keeping goals in mind during the development and implementation stages of the training program will assist in creating a clearly defined and effective program. However, there are many factors which influence the effectiveness of the training and there are many studies focuses on that factors.

This study aimed to examine two factors that influence employees’ training effectiveness. This study is an exploration of the practices and perceptions of NBO employees about training effectiveness using questionnaire which were sent out to NBO employees in deferent levels which were attend several training programs provided by training department in NBO.

The critical variables were discussed on factors that influence employees training effectiveness. Random sampling Method used to gather the data. The questionnaire was distributed to 80 of NBO employees in 4 branches in North Al Batinah Region, out of 90 employees in all branches. Regression analysis was used for estimating the relationship among variables. The result shows a relationship between independent variables (expectancy and motivation to learn) and dependent variable: employees training effectiveness. The assessment was obtained from the NBO employees’ perspectives across different department, and data was collected using a questionnaire.

The paper contributes to both research and practice by providing support to the department heads and the management on ways to increase training effectiveness among employees. This paper considers few factors that enable to enhance training effectiveness at NBO. Future research directions and practical implications of the results are discussed.
Quality is one of the most important factors that needs by higher education to meet the optimum level and to ensure the best form of education quality. The connection between the customer's requirement and the education services provided by university can be reached by applying Quality Function Deployment method (QFD) which is one of the Total Quality Management (TQM) techniques. This applicable technique is used in this research to establish the comparison between Chemical and Process Engineering (CHPE) program from Sultan Qaboos University and Chemical Engineering (CHE) program from Sohar University. This research based on Secondary data is the data that have been already collected by and readily available from other sources and primary data obtained through the direct efforts of the researcher through collected from 221 copies of questionnaire to the students and 18 copies to the academic staff from Chemical programs in Sultan Qaboos University and Sohar University. The data is analyzed by using QFD and the Statistical Package for the Social Sciences (SPSS). The quality house is build based on the feedback from the questionnaire and the correlation relationship between requirements are highlighting the important areas of improvement need in chemical programs education services provided in both Universities. In addition, the benchmark of which program translate the perception and requirements more than other.
The study focuses on analyzing the investment opportunities available to the entrepreneurs of Tourism in Oman; to critically analyze the challenges faced by the Tourism Entrepreneurs in Oman and analyze the facilities and assistance provided by the Government which are available to tourism entrepreneurs of Oman.

250 respondents were chosen for this study for a simple random sampling. The data was collected through a well-defined questionnaire. To ensure that questionnaire will not be limited to Sohar. Used online questionnaire and hardcopy paper questionnaire too. The collected data was compiled, processed and analyzed using statistical package for Social Sciences (SPSS). Chi-square test, ANOVA, and Kolmogorov-Smirnov tests were used analyze.

Entrepreneurs are interested to invest in the tourism sector, so entrepreneurs should move to start their own business as tourism has a lot of opportunity. The government should support enterprise to invest in to tourism and provide require training to be able to manage their business. Also, the government should simplify the procedures to attract more investors towards tourism sector.

It is observed that impact of investment, government support and starts up procedures on Tourism Entrepreneurship, i.e., entrepreneurs are willing to enter in the tourism sector and are looking for opportunities that allow them to start their own business in tourism sector but expecting support and initiative from the Government and the related sector.

Further to this, startup procedures for an entrepreneur in tourism are not conducive and simple. The procedures are time-consuming, not easier and challenging for the entrepreneurs of tourism.

Title of project: Entrepreneurs involvement in Tourism Sector in Oman.
This research discusses about impact of brand image on consumer buying behavior. The main purpose of this study is to know if there are any difference between males and females with respect to the impact of brand on consumer buying behavior. The second purpose is understanding the difference between males and females with respect to brand image of clothes and the buying behavior in Sohar University. Also, it aims to compare the influence of brand in buying behavior between male and female. The last aim to provide recommendations and solution based on influence of brand in buying behavior between male and female.

In this research the researcher tries to test several hypotheses. The first one is about there is no statistically significant difference between males and females at SU with respect to brand image effect on Consumer Perception. The second hypotheses there is statistically significant difference between males and females at SU with respect to consumer awareness effect on Consumer Perception. The third hypotheses there is no statistically significant difference between males and females at SU with respect to consumer awareness effect on Consumer Perception. And the last one there is statistically significant difference between males and females at SU with respect to perceiver effect of brand on buying behavior.

The researcher was using questionnaire for collected the data. The questionnaire distributed among 235 students in SU. Data collected was analyzed by using SPSS. After that researcher interpret the useful of information generated from the study and tried to give opinions in addition to more analysis related to the research questions and final results. The descriptive and inferential statistics were the methods researchers used to analyze the incoming data from questionnaires.

The Researcher found from the result there is statistically significant difference between males and females at SU with respect to consumer awareness effect on Consumer Perception. And difference between males and females at SU with respect to brand image and consumer awareness effect on Consumer Perception. Moreover, there is statistically significant difference between males and females at SU with respect to perceiver effect of brand on buying behavior. But there is no statistically significant difference between males and females at SU with respect to brand image effect on Consumer Perception.
Online purchase is a type of e-commerce. Because there is a lot of consumers purchase online in Oman nowadays, this research focus on the factors affecting online purchase intention for consumers in Oman. The purpose of this study is to show the relationship between the dependent variable online purchase intention and the independent variables such as perceived usefulness, perceived ease of use, perceived enjoyment, trust and perceived risk. The questionnaires were conducted to 130 respondents that use online shopping. The study reveals that there is significant relationship between the independent variables perceived enjoyment and trust with the dependent variable online purchase intention. In addition, the study confirms that there is no significant relationship between the independent variables perceived usefulness, perceived ease of use and perceived risk with the dependent variable online purchase intention. Therefore, it has been recommended that to find an Omani website that sell local and international products and services. Moreover, there is a lot of suggestions such as make the buying transactions more easily, include all languages in the world, make the online websites more enjoyable and provide coupons for the consumer’s purchases.
Skills can be assumed as the most important assets that graduate need in the transition to the labor market. That is way governments invested heavily to well prepare graduates (and later employers) to the workplace. The current study aims to identify and analyze if the skills that business management programs offer at Sohar University matching labor market requirements or not. Tow questionnaires were designed and distributed to business management graduates who entered to the labor market and to their supervisors at the work place. The sample was 237 graduates and 115 supervisors. A total of 40 responses were received regarding to the graduate’s survey and a total of 29 responses were received related to the supervisor’s survey. The results of the study showed that there was mismatch between the graduate’s skills and labor market requirements regarding the possession and practice degree of those skills. The results also considered Ability to work and contribute to the group/team, Ability to write effectively in Arabic language, Ability to be self-employed, Ability to negotiate with subordinates or Colleagues effectively, and Ability to speak Arabic language fluently as the highest possessed skills that graduates gained at the university level.
The recruitment procedure and process is changing today where the employees' uses different recruitment tools to determine their next employees especially in the case of top managers. Personality and academic qualifications have been on the forefront in regard to the recruitment process especially that of top managers. This research with a focus case study of Oman Oil Marketing Company will discuss whether personality is more important than academic qualification when selecting top managers. The study was qualitative and quantitative research, undertaken through an interview of 17 middle-level managers at various branched of Oman Oil Marketing Company. Despite personality and academic qualifications having advantages for their application in the recruitment process of the top managers, they also have differences, which prompt the factors to be applied in different occasions, where an organization has to choose one of the factors over the other. Nevertheless, personality and academic qualifications are both important factors in the recruitment process of executive employees. Additionally, the research recommends that organizations should analyze their priorities first when choosing between personality and academic qualifications. This research with a focus case study of Oman Oil Marketing Company will discuss whether personality is more important than academic qualification when selecting top managers.
Information and communication technology is the technologies that generate access to different information over telecommunication. It is similar to Information Technology but more focuses on technology of communication like the cell phone, network, wi-fi and etc. The purpose of this study is to know the ICT adoption in SMEs in Oman and the relationship between the dependent variable which ICT adoption and independent variables which are the Perceived usefulness, perceived ease to use, trust and awareness. The study was conducted with 150 respondents using stratified simple random sampling. The study has focused on the ICT adoption in SMEs, which is the key driver for economic growth and sustainability. The study encourages SMEs owners to increase the level of ICT adoption in their business to be in success way. The study confirmed that Oman government always adopts their effort to provide services and programs to encourage both genders to participate in SMEs like Al-Raffd program. The study also confirmed that there is insignificant relationship between perceived ease to use and ICT adoption in SMEs. In addition, there is a significant relationship between ICT and other factors which is perceived usefulness, trust and awareness. Thus, it has been recommended to affect the future researchers and related institutions to search more in this side as Expand the geographic area to be whole Oman instead of specific place as Al-Batinah region to diversify the type of business, ICT tools and other characteristics. Also, suggested that, in future studies the researcher recommend to distribute more than 150 questionnaires for butter finding and not limited for SMEs owners but also the employees in it to facilitate the data collection process.
Researcher: Sheikha Mohammed Ali AL-Balushi
Programme: MBA
Degree: Master
Year: 2017
Title of project: People's Preference of Private Hospitals over Public Hospitals

Abstract

Oman Government has invested a lot in providing health services to the public of Oman through Ministry of Health through using establishing health centers and specialty hospitals in every region of Oman. However, people prefer to get the medical treatment in private hospitals rather than public hospitals. The objective of the study was to analyze the expectations of the patients in relates to the integrated hospital in the Sultanate Of Oman; To critically analyze the factors which influence patients to go to private hospitals against Public Hospitals of Oman and to critically determining the factors which influence the patients choosing hospital outside Oman. The study was carried out with a well-defined questionnaire and through survey 251 samples were collected on a random sampling basis. The research revealed that there is an association between the selection of Hospital and Services and the cost of the services - offered in the hospital and it is found that the cost of services incurred makes an impact in the selection of hospital for medical treatment. The study also revealed that in private hospitals patients could easily approach anyone and the reception staff were also very helpful, and the private hospitals are equipped with modern equipment, and doctors treat patients in a friendly manner. It is recommended that sufficient medicines should be provided in all the health centers and periodic inspection should be conducted at regular intervals to maintain the standards with respect to cleanliness, treatments and the front-line servicing personnel and at the same time suggestions and public opinions should be taken to improve the quality of the services.

استثمرت الحكومة العمانيات الكثير في تحسين الخدمات الصحية لعامة عمان من خلال وزارة الصحة واستخدام المراكز الصحية والمستشفيات المتخصصة في كل منطقة من مناطق عمان. ومع ذلك، يفضل الناس الحصول على العلاج الطبي في المستشفيات الخاصة بدلاً من المستشفيات الحكومية. هدفت الدراسة إلى تحليل توقعات المرضى فيما يتعلق بالمستشفيات الخاصة في سلطة عمان. تحليل عوامل العلاج التي تؤثر على المرضى للذهاب إلى المستشفيات الخاصة عند المستشفيات الحكومية في عمان، وتحديد العوامل التي تؤثر على المرضى الذين يختارون المستشفى خارج سلطة عمان. أجريت الدراسة باستخدام استبيان محدد بدقه ومن خلال المسح تم جمع 251 عينة بشكل عشوائي. وكشف البحث عن وجود ارتباط بين اختيار المستشفى والساعات وتكلفة الخدمات - المقدمة في المستشفى، وتبين أن تكلفة الخدمات المتزامنة لها تأثير في اختيار المستشفى للعلاج الطبي. وكشفت الدراسة أيضاً أن العلاج في المستشفيات الخاصة يمكن أن يكون معززًا بشهولة من أي شخص وأن موظفيه الأطباء كانوا أيضاً مساعدين جدًا. كما أن المستشفيات الخاصة مجهزة بالخدمات الجيدة والأطباء يعالجون المرضى بطريقة ودية. يوصى بتوعية الأدوية الكافية في جميع المراكز الصحية. يجب إجراء الفحص الدوري في المستودعات الصحية للحفاظ على المعايير، فيما يتعاون بالمحافظة والعلاج وموظفي خدمة الخط الأمامي، وفي نفس الوقت يجب أن تكون الاقتراحات والأراء العامة الموجهة لتحسين جودة الخدمات.
Nowadays, due to the importance of the Stakeholders Engagement from each individual organization, SOHAR Port and Freezone Company has decided to established a "Stakeholder Engagement Plan" to help the company to improve and enhance its relationship with the stakeholders whom have big roles to archive the company’s vision and mission. Therefore, the company formed a team consists of internal employees and chaired by the Author Of this research project. Several sources of literature were referred to understand the subject and to know where the international organizations stand in the same, curently. Based on that, the research methodology plan has been determined. The first step in this journey was to identify the stakeholders who had any sort of involvement with the company. Using the desk research, 80 such stakeholders were identified. After that, the most important step in this research, the stakeholder analysis was conducted, following a well-known model known as the Power-Interest Grid. According to this model, each stakeholder should be analyzed based on its power and interest towards the company. Therefore, in order to avoid subjective analysis, a dedicated tool was contextualized to analyze the stakeholders using the Power-Interest Grid. The tool consists of two major dimensions: Power Dimension and the Interest Dimension, each weighing 100%. with a breakeven point of 50% to demarcate their intensity as high and low. The Power Dimension was accounted as: Dependence (25%), Contractual (20%), Claim (10%), Connections (15%), Knowledge (15%) and Influence to other Stakeholders (15%). Whereas the Interest Dimensions as: Impact (30%), Accountability (30%) and Business Opportunities (40%). Based on this tool, each stakeholder was analyzed in each individual dimension and the total score was calculated accordingly. No subjective calculation was made to assess these dimensions. The above-mentioned step took the majority of the projects time. Once the stakeholder’s analysis was approved, the next step was to map the stakeholders into the power-Interest Grid. The grid consisted of 4 quadrants as per the following; Quadrant 1 (High Power-High Interest named as Players), Quadrant 2 (High Power-Low Interest named as Context Setters), Quadrant 3 (Low Power-High Interest named as Subjects) and Quadrant 4 (Low Power-Low Interest named Crowd). Therefore, all stakeholders are grouped accordingly and the final outcome identified: 18 stakeholders in Quadrant 1, 4 stakeholders in Quadrant 2, 25 stakeholders in Quadrant 3 and 33 stakeholders in Quadrant 4.
Small and Medium Enterprises are considered as strategic busters for the 'economy of a country'. SME needs a high level of strategic management of their operations so that these businesses will always run in a successful manner. The Government of Oman has shown concern in the development and growth of Small and Medium Enterprises in the past few years. SMEs of Oman do not have enough resources to manage the increase in customer’s demand, lack of production capacity in terms of finance, lack of finance, adoption of new technology and complication of governmental policies. The objective of the study is to critically investigate the financial problems faced by the SMEs, to analyze whether SMEs can adopt to the new technology and to critically investigate the complications involved in the procedures and policies of Government.

The study reveals that most of the respondents got delay in the commencement of business due to lack of finance. There are lots of problems in obtaining finance / bank load for their projects. It is also found that SMEs are in dire need of technical support at the time commencement of their businesses and need support to establish IT infrastructure and facing difficulties to adopt new technologies. Further, they have difficulties through adopting policies and procedural formalities in establishing their businesses.

It is suggested that the primary support during the initial setting up of businesses units can be rendered by the General Authority for SMEs. In case of delay in obtaining finances, an Interim advance can be released by financial institutions. Governmental authority should monitor and follow up SMEs to avoid them becoming sick units and technical support and nursing / guidance should be given. Last not the least, the licensing for the SME units should be made easier through single window system.

**Abstract**

Challenges faced by SMEs in Oman.

**Title of project:** Challenges faced by SMEs in Oman.

**Researcher:** Abdullah AL-Buraiki

**Programme:** MBA

**Degree:** Master

**Year:** 2018

**Title of project:** Challenges faced by SMEs in Oman.

**Abstract**

Small and Medium Enterprises are considered as strategic busters for the economy of a country. SME needs a high level of strategic management of their operations so that these businesses will always run in a successful manner. The Government of Oman has shown concern in the development and growth of Small and Medium Enterprises in the past few years. SMEs of Oman do not have enough resources to manage the increase in customer’s demand, lack of production capacity in terms of finance, lack of finance, adoption of new technology and complication of governmental policies. The objective of the study is to critically investigate the financial problems faced by the SMEs, to analyze whether SMEs can adopt to the new technology and to critically investigate the complications involved in the procedures and policies of Government.

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**Abstract**

تعتبر الشركات الصغيرة والمتوسطة بمثابة الاستكشاف الاستراتيجي للاقتصاد بلد ما. تحتاج المشاريع الصغيرة والمتوسطة الحجم إلى مستوى عالية من الإدارة الإستراتيجية لتعليماتها بحيث تحقق هذه الشركات دائماً نجاحاً. أبدت حكومة سلطنة عمان اهتماماً بتطوير ونمو المؤسسات الصغيرة والمتوسطة في السنوات القليلة الماضية. لا تملك الشركات الصغيرة والمتوسطة في عمان ما يكفي من الموارد لإدارة النزاع في ظل العامل، وتعتبر الفئة الإحصائية من حيث التمويل، وتضيق التمويل، واعتماد التكنولوجيا الجديدة، وتفعيل السياسات الحكومية. الهدف من هذه الدراسة هو التحقيق في المشاكل المالية التي تواجهها الشركات الصغيرة والمتوسطة تجليعاً ما إذا كان بإمكان الشركات الصغيرة والمتوسطة أن تعتمد على التكنولوجيا الجديدة والتحقيق الحاسم في التعقيدات التي تتعلق فيها إجراءات وسياسات الحكومة. وكشفت الدراسة أن معظم المستجيبين أظهروا في بحث العمل بسبب نقص التمويل. هناك الكثير من المشاكل في الحصول على التمويل / الفرض المصرفى للمشاريع.

كما يتبين أن الشركات الصغيرة والمتوسطة في حاجة متزايدة إلى الدعم الفني في الوقت الذي يجب فيه أعماقها واتصالها إلى دعم إنشاء بيئة تكنولوجيا المعلومات والعملات ومواد الادارة التي تدعم الشبكات الصغيرة والمتوسطة بحالة عالية على ذلك. فإنه يلاحظ مجموعات من خلال استخدام السياسات والإجراءات الشكلية في تأسيس أعمالهم. كما يتم تقديم الدعم الأساسي خلال الإعداد الأولي لوحدات الأعمال من قبل الهيئة العامة للمؤسسات الصغيرة والمتوسطة. في حالة التأخير في الحصول على التمويل يمكن للمؤسسات العامة الإعداد عن سلة في بيئة على السلطة الحكومية مباشرة و{/ل הסphants הסחרים מה鏡式}ائزتم تداعيات تحوّلها إلى وحدات مورية وتفادي الدعم المالي والفاعلية، أخيراً وليس أخرًا، يجب تسهيل عملية التدريب / وحدات المشروعات الصغيرة والمتوسطة من خلال نظام النظام الوارد.
This study investigates employee satisfaction from the viewpoint of the employees of Oman Chamber of Commerce & Industry, the level of employee satisfaction, and factors that account for the current state of employee satisfaction in the organization. The study has used a survey strategy where 150 employees were randomly sampled and their views sought through the use of structured questionnaire. The employees of Oman Chamber of Commerce & Industry consider the extent to which their work meet their needs as the main definition of work satisfaction. A closer relationship with the employees is, therefore, the critical aspect of Human Resources Management (HRM) in the organization, as that enhances the possibility that the employees will open up on their needs. The organization performs well in psychological and physical factors, though averagely in environmental factors. Key sources of satisfaction lie in job health and safety as well as job security and working responsibilities, the payment, and satisfaction with co-workers. The organization addresses employment dissatisfaction by undertaking salary review, paying overtime work, awarding bonuses and ensuring conflict resolution. However, conflict resolution with superiors, reviewing employee work overload and giving employees a voice remains critical threats to employee satisfaction. It is critical that the organization pay more attention to these areas that are poorly scored. The organization is advised to invest in empowerment programs geared towards helping the employee’s key needs, such as helping them secure and service low-cost development loans, mortgages, school fees among other needs. There is a need to enhance work environment and mechanisms for conflict resolution for junior workers who may have issues with their seniors. Employees also need to be involved more in work-related issues.
The entire study mainly puts focus on the different reasons based on which the construction projects in Oman get failed. In addition to that, the study has also provided an ample amount of information regarding the reasons based on which the title can be justified. Therefore, it can be said that we can have a good and clear overview of the different construction projects in Oman and the reasons based on which they get failed. In the literature review part, the study has derived the different factors that affect the completion of the project. In addition to that, the literature review also denotes brief overview and the different components of a project when it comes to the methodology. The study also defines the suitable steps based on which the entire study gets completed. It derives the proper research philosophy with research design and research approach. Moreover, it also provides a brief description of the data analysis methods. The study has taken a sample of 45 employees who have worked under different construction projects and 3 project managers who can provide an ample amount of details regarding the reasons of a project failure. In the analysis part, the study has analyzed all the gathered set of data and based on that it derives a suitable conclusion with a set of recommendation.
In country value (ICV) is the total spent in-country that can benefit business development, contribute to human capability development and stimulate productivity in the Omani economy. ICV was introduced by the Government of Oman to enhance the socio-economic development of the country by augmenting the contribution from Oil & Gas Sector. The ultimate motive is to trigger the growth in the economy and maintain development by means of local sourcing. The objective of the study is to analyse the opportunities created for the new entrepreneurs through the in-country value scheme; to analyse the benefits earned through the entrepreneurs on the selected companies of Oman and to thoroughly analyse the impact of in-country value in the economic growth of Oman.

The study reveals that In-country value strategy opens opportunities to the new entrepreneurs from the local community to come up with self-employment and the bigger in Companies in the local community encourage local entrepreneurs to take up contracts with their companies through innovative value addition. Further it is also found that the ICV strategy adds value to the growth of local economy and thereby the national economy through the efforts of SMEs of Oman. Further it was also noticed that the selected companies are following their own pattern of schemes, programs and strategies and there is no uniform pattern to adjudge their performances. Few of them have published their results of performances through dashboards etc. Further it is also observed that many of the selected companies are not publishing their reports and the ICV performances as the details are kept confidential. Thus, clear guidelines should be defined by the Ministries and periodic reports should be generated and should be publicized that will boost up the morale of the budding entrepreneurs and the local SMEs.
The change in Omani culture in general in the past few years and specifically in the giving culture led to change the types of gifts. As a result, the demand on the floral has clearly increased, but it hasn’t been until recently that demand for floral arrangements has gradually increased in the Sultanate.

This study will focus on reaching, attracting and retaining customers by doing qualitative data gathering from the owners of floral shops and some of their loyal customers. This is to evaluate the marketing strategies of the floral shops and on the other hand is to understand from the loyal customers what make them loyal to that particular shop.

There are limited studies on related topics in Oman or the gulf countries in general. This study will provide a basis for further studies for different students, retailers and/or for those who are planning on starting their own businesses. They will have an idea on some of the successful strategies to attract and retain customers plus some of the things that drives customers away.

Hopefully this study will help improve understanding customers and improve the business in A1 Buraimi city and the Sultanate in general. After all Oman in need to diversify its source of income and the private sector is one of the sectors needs improvement to increase the contribution of this diversification.
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<td>Title of project:</td>
<td>Consumer Perception of Brand Personality: A comparative Study Between Oman &amp; Libya: Case of (Apple- Mercedes- Benz- Zara)</td>
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<td>Key words:</td>
<td>Brand Personality, Cultural Differences, Oman, Libya.</td>
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**Abstract**

This research is aimed to investigate brand personality of three well-known brands - Apple, Mercedes-Benz, and Zara - in two countries (Oman and Libya). In order to measure brand personality perceptions, brand personality scale of Aaker (1997) was utilized. A specific factor — religion - was created for the purpose of this study. The analyses were performed for each of the selected brands to investigate what are the dimensions of brand personality that most describe the brands in Oman and Libya. Then, a comparison for the two different cultures was performed to see if cultures influence consumers in the way of perceiving brands, which may have similarities and differences in perceptions. Research findings revealed both differences as well as similarities of these global brands in brand personality perception between Oman and Libya. The Omani participants rated that the dimensions which describe Apple were Competence and Sophistication. However, Competence is rated as the best dimension that describes Apple for Libyans. The Omani participants revealed Excitement and Competence dimensions are associated to Mercedes-Benz brand more than the other dimensions, while Sincerity and Competence were the best dimensions that describe this brand according to the Libyans’ responses. Finally, the Omani participants rated that Zara brand can be well described by the ruggedness dimension - and Sophistication dimension for the Libyan participants. In addition, both rated sincerity and excitement as the best dimensions to describe Zara.
If work is paid or unpaid, formal or informal plays a significant role in the people's life throughout the world. Work is the only thing through which people can play roles in the society in which they are living. Although work can bring income satisfaction in life but it may bring risk as well to health and safety. Banking sector is one of the oldest industries and plays a vital role in the development of the economy of Oman.

Hence this study has identified those factors of motivation which increase the work performance level of employees in banking sector of Oman. There are two different aspects of this study. Firstly, what is the effect of both intrinsic and extrinsic motivation on work performance? Secondly, identified the needs of motivation from the side of employees in banking sector of Oman. The hypothesis is H1: Work performance and intrinsic motivation is having significant relationship, H2: Work performance and extrinsic motivation is having significant relationship and H3: Employees of different ages is having significant differences in motivation.

100 questionnaires were distributed through which primary data was collected from different employees who were the layoff survivors. These respondents were working in banking sector of Oman. The access of research was gained through special and professional contact. Sampling technique was simple random sampling, the respondents replied with 78 questionnaires back and the response rate was 78%.

The overall analysis revealed that work performance is having positive relationship with intrinsic motivation and extrinsic motivation. In the current scenario work performance was treated as dependent variable, intrinsic motivation and extrinsic motivation was treated as independent variable.
Abstract

Work environments has a great role in influencing the performance of employees in organizations, whether it was the physical or none physical part.

This research focused on studying the influence of the physical work environment on architects' performance in Amman, Jordan. The research used survey method to collect data from 324 participants about their work environments, to get better understanding about how their work environments influence their performance.

The research also aimed to study if there are certain elements or features in the physical work environment that should be available to enhance performance, and if there is a difference between males and females in terms of the satisfaction and their perception of the surrounding physical work environment, in addition if the work environment effects employee's retention or accepting a new job offer.

Results showed that there is a relation between physical work environment and architects' performance, and that they believe that the availability of certain elements in the workplace can enhance their performance and creativity.

The results of architect's satisfaction and perception of their physical work environments showed that 65% of male's participants were satisfied with their physical work environments and 55% females' participants. Finally, the study showed that there is a relation between employees' retention and the physical work environment they work in.

Therefore it has been recommended that managers should show more attention to the design of work environments, listing what features and elements architects find important to enhance and support their performance and creativity at work, so that they would feel more satisfied about their work place and provide better designs and output.
The significance of health human resources (HHR) is widely acknowledged as an essential part of building a strong and stable healthcare framework. In the context of healthcare employees in Oman, a more rigid and meticulous health workforce planning is necessary especially in consideration to the effects of nursing Omanisation in Buraimi Region, Oman. The purpose of this case study is to analyze the impact of nursing Omanisation in Buraimi Region, Oman in terms of work performance, employee training, and job satisfaction. To achieve the aims of this qualitative study, interviews and content analysis were employed as methods in determining the perceptions of employees in Primary Healthcare Centers, Buraimi Polyclinic, Nursing Administration, and Buraimi Regional Hospital in Al-Buraimi, Oman. Based on the findings of the study, it was found out that communication is key to the satisfaction, happiness and effectiveness of employees and members of an organization. In addition, majority of the respondents considered professional trainings as beneficial to them and that further training for emerging future needs are needed. When it comes to job satisfaction, it is typically obtained through positive recognition from the leader and supervisors themselves who highlight and value the efforts made by their staff and subordinates. In relation to these key findings, it is recommended in this study that nursing Omanization must facilitate better communication, provide quality training for the staff, and promote positive work environment and employee recognition.
Technology is becoming an important part of our lives. Businesses use all kind of technology driven tools to enhance customer experience (Fagerberg 2004). Enabling technology driven innovation increases customers’ satisfaction. In addition, loyal customer’s grow thanks to the increase in population and enhancing shopping experience. Thus, it will be translated as more profits for the firm. The collected data shows that the impact of technology is outstanding, to a point where companies which do not promote technology in their business model, fail drastically. Moreover, the study shows that managers are hesitant to implement customer experience management due to the limited budgets in small businesses. Customers’ ease of shopping has been greatly improved (Kraft 2012; Prahalad and Ramaswamy 2004; Porter 1990; Shaw and Ivens 2005). However, there are consequences in depending on technology. Online robberies are increasing rapidly and customers’ privacy is left in the wind. Social media has grown to become an essential part of our daily life. It became the ideal tool for advertisement. Startup shops in Oman use social media to open virtual shops. This gives the owners an opportunity to sell their services and products with zero expenses. As a result, goods and services are becoming cheaper and cheaper thanks to the technology driven tools. Customers will have variety of choices, easiness of shopping and at a lower price.
Abstract

Technological updating in higher education institutions is highly significant and a priority. Information Technology plays an important role in the survival and growth of the institution and brings results. In Sohar University academic staff are with the opinions that technology implementation has increased burden for them. They think the electronic devices usage and introduction has increased the burden in their teaching and academic administration. so, there is need to find out if there is difficulty and problems faced or if this only in their mind. The objectives of the study are to find out the ways through which Technology introduced in Sohar University is helping the lectures teaching in the University; to find out the how-to improvements in the research activities after technology introducing in Sohar University and to analyze the methods Of administrative works Of lectures working in Sohar University.

To conduct the research study, samples from 133 academic staff working in Sohar University were collected. The questionnaire was containing two parts - the first part containing the personal details and second part with teaching, research and administrative works. The study reveals that. the academic staff feel that the technology implementation has improved the teaching pattern and standards of the university and their teaching style has changed. It is shown that the academic staff feel the technology implementation has helped to improve the research career. It is also shown that the academic staff feel the technology implementation has helped to reduce their administrative work.

However, it is reported that the technology implementation will successful only when adequate training is given beforehand and mostly time is wasted for rectifying the technical bugs arising due to technological implementation. For that reason, they suggested that technology implementation is successful only if technical staff regularly maintains computers. They also suggested that there is need for software skills training thought it is time consuming.
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<td>Title of project:</td>
<td>Impact of HRM incentive on improve performance A case study of Oman chamber of commerce &amp; industry.</td>
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**Abstract**

Effective HRM incentives is an essential element of effective global management and achievement of organizational goals. The study sought to investigate the impact of HRM incentives on performance in Oman Commerce & Industry. The objectives of the study were: to examine how HRM incentives improve performance in Oman chamber of commerce & industry. To investigate how HRM incentives improve organizational service delivery in Oman chamber of commerce & industry, to examine how HRM incentives improve governance in in Oman chamber of commerce & Industry. The study employed a descriptive survey where twenty respondents was interviewed. The participants were selected randomly. The study established that HRM incentives to employees help in enhancing the performance of the organization. Hence there is productivity and profitability. The study recommends that firms should motivate their employees to provide service effectively.
One cannot deny the importance of SMEs to the economy of any country in the world. They represent the support and economic infrastructure of the country’s progress and well-being, although they are local and may be simple, but they play a large role in the economic activity as a whole. In this simple research, the importance of the role of entrepreneurial women as an integral part of the role of small and SME’s, which would make the area for women that can participate with men in community building. But the research examines some of the challenges and factors that such as the educational level of women, the managerial skills that women should have which can help them to progress and succeed, and the role of government in supporting small and medium enterprises is of great importance to the success of these businesses.

In this research, there are three chapters: Chapter One, which deals with the introduction on this topic, which is of interest to the study. The second chapter is about some studies that preceded the subject of the study, although there are no previous studies in the Sultanate of Oman presented on this matter. The third chapter is about the methodology taken for this study. The fourth chapter, contains the results and analysis presented by the questionnaire on the factors chosen for this study. Finally, chapter five, which is a summary of the conclusion of the research with some suggestions that may be used in the future.

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<td>Challenges facing small interprise of omani female.</td>
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Abstract

Performance appraisal process is major challenges management function through which an organization powerfully transforms the organization’s culture into a performance-based culture. An effective performance assessment can help to build various functional decisions in an organization. The objectives of the study were to determine the impact of systematic appraisal system on the employee’s motivation in the ministry; to critically investigate whether the performance appraisal system (PAS) in the ministry of environment and climate affairs measures the employees’ performance accurately and to critically investigate the employees’ satisfaction towards PAS used in the ministry. 210 samples were collected for conducting the study from a sample of 1000 employees who were working in the ministry of environment and climate affairs. A well-defined questioned was used to collect the data from the selected sample of study. The results from empirical study reveals that the employees were not satisfied with the existing performance appraisal and not fairly rewarded for their hard work. Their performances were not evaluated accurately and the current performance appraisal is Neither matching their skills nor their qualification. There seems to be lots of Rater| Errors prevailing in the evaluation process. Performance evaluation is a good way to encourage employees to carry out valuable Achievements in the Ministry and Performance appraisal helps in building a good relationship with the line manager as well as other employees in the ministry. study suggests that the PAS should encourage the employees to implement their. ell, help them to plan for their career advancement/job promotions and the: Bes Should be encouraged with either financial rewards or recognition and: go for their efforts and hard work.I.
### Abstract

Employee performance is the key problem in the organization. The study focuses on the impact of performance evaluation on employee performance and the relationship between planning & margining & rewarding performance against employee performance. Two hypotheses were analyzed using sampling techniques: for 150 employees were selected as samples using a simple random sample in Orpic-Sohar refinery operation suction and the data were collected through the standard questionnaire, out of 150 employees that survey send to them, 140 feedback were received. To analyze the data, the research applies the correlation coefficient through the programs and the result show a positive correlation between performance evaluation and employee performance. On other hand there is some of the result show the negative correlation with regards to employee performance. ORPIC can use the evaluation system as a strategic to approach by Integrating it with business policies and human resource practices which can improve performance standards for its employees.

### Key words:
Performance appraisal, Motivation, Employee’s performance
This research aimed to study the impact of leadership styles - transformational, transactional and laissez-faire - on the employee’s performance. The main objective of the project is to illustrate the result of leadership styles on employees' performance at ORPIC. A random sampling was used to ensure that the sample represents different categories of employees. The main target is leaders and some subordinates following them. A modified Multi factor Leadership Questionnaire was used to measure the leadership styles which were developed by Avolio and Bass (1995), the scale used to measure employees’ performance is Yousef scale (2000). The two techniques were used for data analysis were descriptive and inferential statistical. Pearson’s correlation and regression analysis were used to measure both relationships and effects according to the study hypotheses. Pearson’s correlation and regression analysis are inferential statistics. The findings or result showed that transformational leadership style is the most exhibited style at ORPIC followed by the transactional leadership style and laissez-faire. Overall, scores in Transformational leadership style were strongly correlated with employee performance as well as Transactional and Laissez-Faire were strongly correlated with employee performance. The results showed that leaders in ORPIC need to use a lot of Transformational leadership behaviours followed by Laissez-faire leadership and finally Transactional leadership style.
This research aims to explore a methodology for the identification and management of risk in Private Universities and Colleges in Oman. It measures the awareness and the importance of risk management for ensuring the quality of institutions. Moreover, it seeks to understand the implementation of risk management system in the private HEIs and how the risk management adds value to the institutions. In addition, this study seeks to understand the relationship between strategic plan, decision making and risk management. The project contains six main chapters around project scope. The study contains two methods which are qualitative and quantitative. The qualitative data obtained from the information collected from interviews with the specialized staff in the target institutions and also through reviewing the relevant documents in the targeted Colleges and Universities. The quantitative data obtained through the questionnaire.
Job satisfaction of employees is one of the most challenging concepts in any organization and the most important fundamentals and priorities for organizations that are seeking toward goals; and quality in its work. Moreover, it is important for management to take strategies to increase its productivity and efficiency. Job satisfaction is influenced by many factors including environmental, pay and promotion, safety and security, nature of work, respect from co-worker, worker’s flexibility and creativity in job. The purpose of this research is to explore the levels of satisfaction of the employees at the Central Bank of Oman, (Government Organization) responsible for Monetary Policy, Regulatory, Supervision of the Banking Sector, and Issuance of the National Currency), following high level of the employee turnover rate during the last 3 f: years. Job satisfaction is a very important attribute which is frequently measured by; organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions relate to level of pay, work a’ responsibilities, nature of tasks, promotional opportunities, nature of work, training and / development opportunities, and co-worker’s collaboration. The research aims to study the factors affecting employees job satisfaction in Central Bank of Oman and finding the relationship between those factors and Job satisfaction. This study will be addressed two research questions -namely, (i) what is the relationship between the factors (working condition, pay and Promotion, appreciation, relationship with co-workers and relationship with supervisor) and Job satisfaction of CBO employees? (ii) what are the major factors that influence CBO employees job satisfaction? The study conducted at Central Bank of Oman. The data analysed, through Statistical Package for Social Sciences (SPSS). Descriptive statistics, correlation, and multiple regression were used to analyse the result. Study regression result indicated that there We statistically significant impacts like, pay & promotion and working condition on employees. Job satisfaction in Central Bank of Oman. However, appreciation, relationship with co-worker and relationship with supervisor has no impact or less level of impact on employee’s job satisfaction. Finally, study indicated pay & promotion as the most important factors affecting employees Job satisfaction.
The aim of the research is to determine the extent to which students in Oman particularly Al Batinah North Governorate are interested in starting their own business after graduation from universities and colleges. The research aimed to target a certain segment of students to measure their entrepreneurial desire (intention). A total of 146 students (106 female and 39 male) from the vocational colleges of Shinas and Saham participated in the manual questionnaire. Four main constructs were adopted to measure the extent of their impact on students and their contribution to the creation of students’ pioneering desire (Attitude toward Behavior, Personality traits, Social Norms and Entrepreneurship Education). The Ajzen’ Theory was sufficient to explain the factors that influence the entrepreneurial intention to practice a certain profession actions and the extent of ability to convey the negative attitude to positive attitude. So, four basic hypotheses were formulated in the research in order to reach the goal of the research and the results did not support three hypotheses related to Attitude Toward Behavior, Social Norms and Entrepreneurship Education, while they supported one hypothesis associated to Personality Traits. The final findings demonstrated that the personality traits of students are the only determinant of business intention among Omani students particularly in Al Batinah North Governorate.
It has been noted that women participation in the workforce or labor market has increased globally. This is due many reasons, some women work due to financial needs, some want to provide their family a higher standard of living and some have just passion to work equal to men. All these factors urge the women to work in the society or in the organizations. However, a gap has been found between the behavior with men and women at the workplaces, participation rate and women find a lot of difficulty at the workplaces or also in the wages. At different regions of worlds, many different solutions have been proposed and established to provide equal opportunity, rights and support to the working women. This research paper focuses on the policies, rights and privileges provided to the working women and working mothers by the government, support from the organization and staff and implementation of those policies which were regulated by the government at the workplaces. Dependent and independent variables were included in the study. A hypothesis was generated based on the research objectives. A sample of 50 participants was selected in which 30 were government sector employees and 20 were private sector employees. The data was collected through a questionnaire. From the results it is concluded that since motherhood and job is a dual responsibility. So, the organizational cooperation will act as the catalyst for the employees. It is supposed that good type of support will add up in the organizational culture of business. Employees loyalty will be improved as well as the business will result in better outcomes. Moreover, it will also provide strengths to the working mother and women.
The present study aims to identify the role of instructional competencies in the use of educational robot for teachers of information technology in the schools of the second seminar (5-10) in the North Batinah Governorate, in addition to revealing the existence of statistically significant differences in the role of teaching competencies in the use of educational robot according to the gender variable. The questionnaire was used as a tool for collecting data. It consisted of 64 sections divided into six axes. The sample of the study was 70 teachers who were selected in the simple random sampling method during the semester (2018/2019). The authenticity of the questionnaire was verified by presenting it to the competent arbitrators, and the structural truth was verified by calculating the correlation coefficients between the score of each axis and the total score of the questionnaire, which ranged from 700 – 849. The internal consistency coefficient of stability was Cronbach’s alpha $\alpha = 0.88$, indicating that the tool was applicable. The results showed that the degree of teaching competencies in the use of educational robots among the teachers of the points of the questionnaire as a whole was average with an average of $M = 3.23$. As indicated by the results that there was no statistically significant difference at the level of significance $\alpha \leq 0.05$ between respondents’ responses to the role of teaching competencies in the use of educational robot due to the gender variable, while there are statistically significant differences at the level of significan $\alpha \leq 0.05$ in teaching competencies for the use of educational robot due to the variable of experience and the differences in favor of experience more than 10 years. Conduct training courses for teachers before and during the service in the field of teaching competencies for the use of educational robot, especially for experienced teachers 1-5 years that need to pay attention to the preparation and implementation of educational meetings on a continuous basis for teachers to exchange experiences in the field of robotics educational.
Abstract

Unemployment is a growing concern for countries across the world. As a problem, it affects both developed and developing countries. The levels of unemployment increase with each day because on every single day, there is a group of trained skilled workers seeking employment and the level of employment creation is nowhere close to matching these demands. Long gone are the days when being qualified in terms of education, skills and experience was a guarantee of employment. Today, finding a job is really difficult.

There is increased access to education and training; the world being a global market meaning that you are not just competing with local job seekers but international as well; and the growth in population. This study narrows down to the unemployment situation in Oman, an Arab country located on the Arabian Peninsula in the southeast coast. The country prides of a population of approximately 4.6 million. It looks at where the unemployment rates stand and the counter measures the government has put in place to solve the unemployment problem. One of the main government programs is the In-country Program, whose aim is to bring stakeholders in the oil and gas industry together and solve the unemployment problem by focusing on building the country’s capacity. This study will look at the role of this program in resolving the issue of unemployment and how effective it is. It will also focus specifically on the contribution of Petroleum Development of Oman (PDO); which is one of Oman’s largest gas and oil companies, towards dealing with unemployment. The study shows that unemployment is indeed a serious problem in Oman and that a lot more needs to be done to resolve it. It also shows that the government programs such as the In-country Program are helping in dealing with unemployment but so much more can be achieved if they are properly implemented.

Title of project: The role of in-country in sultanate of oman in solving unemployment: "An applied study on petroleum development of oman"

Key words: Unemployment, in-country program, Oman
This project is a case study focusing on privatization challenges of health-care delivery system in North Batinah governorate (NBG). Although privatizing the North Batinah health-care system has some benefits, challenges are there while implementing. The shortage, which we face recently in North Batinah public health system related to availability of medical supplies, labour and resources are increasing dramatically. Generally, these problems happened in developing countries in public sectors. There are some comparisons in some financial indicators. The difference in the financial position in the last decade is highly clear. The financial crisis effects the financial situation of the country although North Batinah Governorate Privatization of public health may be a solution for North Batihan Governorate to reach the challenges. The report concludes although not many, of the issues experienced by a lot of places in the health-care systems within the country that particular privatization of health services has got the potential to address some. A properly created and also maintained method of partnership in between the general private and also the public sector, rather compared to complete elimination of the role of A the government in healthcare is advocated depending on the experiences of various places with privatization of the health care systems within the country.

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<th>Researcher:</th>
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<td>Impact of oil price in the omani nation income.</td>
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<td>Key words:</td>
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**Abstract**

This paper describes the role of crude oil as a factor of progress in global economy. Periods of applying different pricing systems in the crude oil sector and the dynamics of world’s crude oil prices, including the Middle East and my country Oman are highlighted. Factors, affecting crude oil prices are dwelt on to show how the impact of each factor changes. A methodology of oil price forecast is suggested and a forecast of prospective prices is given. The impact of crude oil prices on the economy of industrialized countries and Russia is retraced. Also, review history of oil production and oil export of Oman and an overview of Oman economy as well as the most important economic sectors, their products and their impact on the non-oil sector of Omani economy. The Author of this research and report has also discussed the negative consequences of oil price fluctuation and the trade sanction in Oman. Based on the international experiments (developed countries and growth exports model) it shows that productivity can compensate exports and that will lead economic development through comparative advantages. Relying solely on oil exports for payment of: imports might lead to immersing growth. When the oil prices are low, foreign earnings will a fall and this can lead to slower economic growth.
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<th><strong>Researcher:</strong></th>
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<td><strong>Title of project:</strong></td>
<td>Measuring Jindal shadeediron &amp; steel supplier satisfaction.</td>
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**Abstract**

The aim of this project is to measure the level of satisfaction of Jindal Shaded Iron and Steel suppliers in communication, delivery process and ordering process. A quota sample of 150 suppliers (Mechanical, Electrical and Raw material) chosen to response the questionnaire. Analysis of the responses analyzed by SPSS and smart PLS and the results show that the suppliers are satisfied with communication, delivery process and ordering process. Some limitations were found such as, low number of participants and confidentiality of the raw material suppliers.
The various of scholars identified that the staff training and development very crucial to any organization. Organizations are therefore encouraged to train and develop their employees in order to enhance their performance. The ministry of social development in Muscat provide training and development to ensure the staff has the requisite knowledge and skills, in additional to meet the new challenges. The assess of the outcomes of their training programmes is the critical step while the ministry is keeping on training their employees. This study was therefore conducted to determine the impact of training and development on employee’s performance. Furthermore, the study assessed the training and development programs and see whether it is improved staff performance. The researcher was using both qualitative and quantitative methods. The data was collected by using questionnaires to 136 and interview for Director of Administration and Human Resource. The participation of participants was voluntary and confidential, and they had the freedom to withdraw at any time without giving any reason. The target for this research was the staff of the Ministry of Social Development in Muscat of different ages and of both genders. After collecting the data from the questionnaire, the second step was to analyse these data, and the researcher used the Statistical program (SPSS) to analyse the data. The system was taken and encoded in the system using numbers to show real data. Then give this data to the system (SPSS) using the input interface of this data, then the system to analyse it. The analysis was performed using a Statistical tool such as a summary of the case report through this tool which will obtain a clearpicture of the participants’ answers. Use the standard deviation and t-test. Finally, the researcher used the hypothesis test using the regression model. After analysing the questionnaire through the SPSS program and interpreting the interview it became clear on the validity of the relationship between training and development that it positively affects the performance of the employees within the ministry.
The employees in any organization interact with each other to achieve the goals of these organizations in an exemplary manner. This leads to agreement on some things, but it also often leads to conflicts because of differences of views or understanding of the matter. Organizational conflict is natural, but not addressing this conflict in a timely manner and not managing it will lead to bad administrative consequences. From that, every successful administrator must be familiar with the methods of dealing with the conflict and how to turn it into positive action and avoid its bad effects. From this, the researcher decided to study the reality of the organizational conflict in post-primary schools in Muscat, and it is important to mention that there is no study in this aspect by any Omani researcher before that.

The researcher chose to study the reality of the organizational conflict in post-primary schools in Muscat in five main areas:
1. Types of organizational conflicts in post-primary schools in Muscat from the point of view of managers and heads of departments.
2. The causes of organizational conflict in post-primary schools in Muscat from the point of view of managers and heads of departments.
3. Levels of organizational conflict in post-primary schools in Muscat from the point of view of school managers and heads of departments.
4. Strategies used to manage organizational conflict in post-primary schools in Muscat from the point of view of school managers and heads of departments.
5. Identify the differences between the opinions of the study members about the reality of the organizational conflict in the post-basic schools in Muscat according to the variables of age, sex, occupation, administrative experience, scientific qualification.

The researcher used the descriptive approach, and the questionnaire was the tool for this Study. The target population in the questionnaire was all school managers and heads of department in post-primary schools in Muscat.

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<th>Researcher:</th>
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<td>Title of project:</td>
<td>Study of organizational conflict between principals of Muscat schools for post-primary education.</td>
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This empirical study aims to study the effects of leadership style on the organizational performance in one of a leading oil company in Sohar (Oman) - ORPIC Company. The research, assesses the relationship between leadership and performance using Leader-Member Exchange (LMX) theory. The performance factors for this study will be relating to employee’s trust, leaders supportive and leader’s behaviors. The study is focusing on reveal the importance of implementing good leadership in improve the organizational performance in a company in Oman. It is investigating the impact of leader-member exchange theory on organizational performance, effects of ORPIC leadership on employees trust on their leaders, impact of ORPIC leadership in achieving organization goals and reveal the influence of leadership behaviors on organizational performance.

Data collection is through primary data, through using questionnaire related to LMX theory is designed to 100 respondents through using google survey channel and secondary data, collecting data from previous literatures, books, journals and reports. The research uses the SPSS program in order to analyze the survey data as well as to get the results and suggestions of effects of leadership in organizational performance in ORPIC Company. This paper is going to presents all possible results which I hope it will stimulate discussion that will help to assist in refining the aspects of the research. It has been found that Leader-Member Exchange (LMX) theory relating to effective leaders who take advantage of leadership through communicating the decisions and policies as well as the effective communication can appear if employees and their managers have good association. The LMX theory has a contribution in promoting positive employment experience and it extend to promote organizational effectiveness.
Researchers:  Sharifa Khalfan Albadi
Programme: MBA
Degree: Master
Year: 2019
Title of project: This study is submitted in fulfillment of requirement for the degree of master of business administration from Sohar University.
Key words: Counterfeit brand, luxury brand

Abstract

The purpose of this study was to explore the intention of Consumer towards counterfeit brand, to know the awareness level of respondents and the consumer behavior when purchasing cosmetics by using Theory of Planned Behavior of Ajzen. This study will give us better understanding of the consumer’s image of original and counterfeit luxury brands. Also, the Differentiate between the counterfeit brand and original luxury brands. In addition, this study will give a better understanding of reason effect during purchasing counterfeit brand. The questionnaires were conducted to 101 respondents. The study reveals that there is significant relationship between the independent variables (Attitude, Subjective norms, Perceived Value, and Perceived Quality). In addition, the study confirms that there is no significant relationship between the independent variables Behavioral Control with the dependent variable intention to purchase counterfeit cosmetic brand. Therefore, it has been recommended that the cosmetic producer needs to provide the customer with all information and knowledge about how to differentiation between the original luxury brand and the counterfeit.

المخلا

الفام من هذه الدراسة هو استكشاف نية المستهلكة شراء العلامة التجارية المزيفة، لعمة مستوي الوعي لدى المجموع، وسلوك المستهلك عند شراء هذه الدراسة مستحضرات التجميل باستخدام نظرية السلوك المخطط في Ajzen. هذه الدراسة ستكون صحة أفضل للمستهلك حول خدمات العلامة التجارية الفاخرة والمرتبطة. بالإضافة إلى ذلك سوف تعطي هذه الدراسة فهماً أفضل لتأثير السبب أثناء شراء العلامة التجارية المزيفة. ثم أجري الاستكشافات على 101 من المجيبين. كشف الدراسة عن وجود علاقة بين المتغيرات المستقلة (المواقف، المعايير الذاتية، القيمة المدركة، الجودة المدركة). بالإضافة إلى ذلك، تؤكد الدراسة أنه لا توجد علاقة بين المتغيرات المستقلة Behavioral Control مع النية المتغيرة التابعة لشراء ماركة مستحضرات التجميل المزيفة. ولذا، توصي هذه الدراسة بأن تقوم منتج مستحضرات التجميل بتزويج المعمل جميع المعلومات والمعرفة حول كيفية التمييز بين العلامة التجارية الفاخرة الأصلية والمرتبطة.
This research examines the impact of prolonged lower oil prices on financial sector using monthly prices of MSM 30 index, financial index and oil price from 2005 to 2015. The results indicated that there is low impact of oil price changes to the financial sectors during this period. This is due to inefficiency of oil price and financial index through testing weak form of efficiency. Also, I took a new period from 2005 to 2010 where researcher found from trend analysis that financial index is moving along with change in oil price. However, results were same as old period with slight changes. Therefore, there are other factors affect performance of financial sector and one of them is government expenditures. By using Central Bank of Oman yearly report from 2005 to 2012 to look especially at combined balance sheet of commercial banks and their profitability indicators.

I focused on three elements which are credit to private sectors, total government and public enterprises deposits and net profits. Using correlation analysis, all three elements have a positive and strong correlation with oil price. As results, I found on the mid of 2008 where oil price declined significantly, all three elements have been affected significantly by this shock on oil price. The total government and public enterprise deposits reduced which leads banks to not provide credits to private sectors and it also leads to delay payments to corporations which affected corporation’s cash flow. Also, net profits of commercial banks dropped significantly because they made a lot of provisions to cover bad debts which caused by corporations. Therefore, there will be significant negative impact on financial sectors if oil price continues to decrease in the future. The fact is when banks make a lot of provisions and companies is not operating profitability lead to drop in listed shares prices in MSM 30 measured by change in MSM30 index as well as drop in shares prices of financial institutions especially commercial banks which measured by change in financial index. Also, if average oil prices assumed to be at $60 in 2015 and in the future, this will lead to drop in total government deposits by 66% and drop in total credit to private sectors by 52.5% which lead net profit to go down significantly.
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<th>Researcher:</th>
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<td>Title of project:</td>
<td>The Role of Social Media Usage on Consumer’s Purchase Intention in Oman.</td>
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<td>Key words:</td>
<td>Social media, need recognition, information search, evaluation of alternatives, purchase intention.</td>
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**Abstract**

Social media is a vital aspect in the life of many people around the world. It has transformed the ways of communication between people and their friends. The main drive of conducting the research was to study the role of social media usage on consumers’ purchase intention in Oman. Data were collected using an online questionnaire through Google forms. The respondents were selected based on purposive sampling where I ensured that all respondents are current users of social media. The analysis was carried out using SPSS using Pearson correlation and linear regression methods to check the relationship between each phase of the decision-making process. The results of this study indicated that there is a relationship between social media usage and purchase intention in Oman. Many people are using social media have recognized some needs. In addition, people in Oman are using social media to search for information about products and to evaluate various products’ alternatives on social media. Moreover, social media have an important role in the purchase intention of Omani consumers. Business owners can take advantage of the significance that social media brings to their business in Oman. This can help them in the marketing of their products to potential consumers.
The Research paper is solely based on the aspects of how a business house runs and about its multidimensional activity areas. This particular study paper will focus on the concept of Business intelligence tools. How and why it is important for any business house to adopt it. This is a comparative study of profit and consequences of implementing the tool in the workplace. The easily available business tools in the market and in what ways it can be fruitful to the work patterns of any business organization.

This is a study paper to give away basic ideas about MIS, Oracle, IBM Cognos, Sisense, Spreadsheet etc. The required proficiency and skills of managers and administrative persons on board for business intelligence work pattern. Empowering the employees of the company can contribute to better performances. Explaining why budget is an important factor in the growth of the business run. The customer perspective and data collection about peer from the market can be done by BI tools. The lack of knowledge among people regarding BI software will be discussed and explored. The company’s responsibility towards its employee and customer can be determined using these BI tools. Through this study paper, let’s try to find out the solutions these queries. Along with these factors, this study paper will also conduct a survey of 100 working people to take their feedback.
This research aimed to identify and assess the financial performance of waste management. Fifty-five responders who are working in different organizations including Omani and non-Omani participated in the survey to express their perceptions about the benefit that organization can get from the waste management. The analyses revealed that there is a relationship between waste management and financial performance. Research finding clarify that organizations are not facing problems in waste generation as they are depending to apply recycle, reduce and re-use of the waste management. Furthermore, organizations had minimal impact in their waste generation with the concept of waste management which improved their cost effectiveness as well as the profit gaining. Moreover, these help the saving of the area that used for dump and save the environment of the earth.
The first chapter deals with background of the study, which highlights that few female engineers perform operating and technical roles, while the most critical works are done by male engineers. The research background also highlights that oil and gas companies need to engage both women and men employees for enhancing organizational productivity. It can be done by changing culture of company and updating policies of HR. The second chapter is named as Literature Review, in which different resources are used for framing the structure if the chapter. It is found that different theories, like theory of gender constancy, feminist theory, Maslow theory are used by researcher for covering gender-gap in present sector. The third chapter; research methodology highlights different techniques and tools used by researcher for completing the task. Descriptive design is used by the researcher for describing the proper connection between the selected variables of research. Apart from this, three hypotheses are shown, based on which the entire study has developed. SPSS statistics is selected Quantitative analysis and close-ended questionnaires. In the fourth chapter, demographic analysis is done, which shows that female employees are not satisfied in the present industry. Very few females are working in the sector for longer period of time. The fifth chapter concludes the entire study and shows that gender-gap is the greatest challenge affecting females’ performance in sector. Moreover, it has made the researcher overcome some important factors and challenges affecting the career of female engineers. The implication of study includes providing financial security, training, education and increasing growth opportunities for women employees.
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<td>Key words:</td>
<td>stakeholder, organization, port, Free zone, sector, policy, engagement</td>
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**Abstract**

Sohar Port and Free Zone Company has made a significant step to revise its "Stakeholder Engagement Policy" to improve and deepen its relationships with the stakeholders due to its great position in articulating both the vision and the purpose of the business.
Researchers: Suhaila Mubarak Said AL Balushi  

Programme: MBA  

Degree: Master  

Year: 2020  

Title of project: A Study of Omani Employees’ Human Resource Development Needs in the Retail Sector  

Key words: Human Resource – Strategy – Skills

Abstract

The diversification of the Omani economy and the growing demand to hire more Omani workers in the private sector through the Omanisation initiative set by the government. The retail sector is very important because it is a major employer and it is projected that it will continue to grow due to various factors like a rise in tourism, growth in per capita income, and economic growth. This research project seeks to identify the reason for the high number of expatriates in the retail sector at the expense of Omani employees. In particular, it will identify the human resource needs of Omanis working in the retail sector. The researcher adopted a mixed-method approach to give the participants a voice and ensure that the findings are grounded in their experiences. The main findings were that many Omani employees working in the retail sector lack the requisite skills to work in the industry and especially hold supervisory and managerial positions. Besides, they have a negative perception towards the retail sector and use it as a fall back plan when they lack job opportunities or as they look to grow and work in more lucrative sectors like the energy or banking sector. Stakeholders should increase training and development programs to offer a path for growth and development and also advertise the numerous opportunities available in the retail sector to make it more attractive.
Abstract

The Sultanate of Oman is one of the Gulf Cooperation Council (GCC) countries in the Middle East, is an oil-based economy. The run out of its oil resources in less than 20 years, has mooted the government to diversify its economy towards tourism.

The objectives of the study are to critically examine the challenges faced by entrepreneurs in tourism business in establishing their businesses in Oman; to critically analyse the typical challenges faced by tourism entrepreneurs in Oman; to critically analyse whether the entrepreneurs in tourism business are motivated to establish tourism business in Oman; to critically analyse the prospects for entrepreneurs to venture into tourism sector in Oman.

The results of the research show that the initial capital, working capital and good location are the essential factors required to establish a tourism business in Oman. It was confirmed that the prevailing rules and regulations are strict and rigid to start a tourism business in Oman and it takes lots of time to start the operation of tourism businesses. Further, the social factors such as age, level of education, population growth rate etc. are making negative impact on the tourism business. Cultural values and physical working conditions do not encourage tourism related businesses and non-preference of Spouse from tourism sector is another major constraint for Omanis in taking up businesses in tourism sector.

Therefore, it was suggested that Government should provide strategic support to the tourism related entrepreneurs; Government should provide financial guidance to encourage tourism entrepreneurs irrespective of their ages. Governmental licensing authorities and all licenses to set up tourism business need to be obtained in one place. Government should invest in super-structure projects to enhance scope for tourism. Training must be provided by the Government to enhance tourism business in Oman.
Abstract

The aim of this study is to find out the impact of the compensation on motivation and job performance. This research aimed to make evident and understanding employees’ reactions to the compensation system in private sector in Sohar. This research is centered on information obtained from 80 employees in private sector in Sohar through questionnaire that distributed to them. Analysis of the responses analyzed by SPSS and the results shows that compensation dimensions have positive and significant impact on employee motivation while there is no positive relation between compensation and employee performance.

ملخص

الهدف من هذه الدراسة هو معرفة تأثير التعويض على التحفيز والأداء الوظيفي. وكان الهدف من هذا البحث هو أن توضح وفهم ردود فعل الموظفين على نظام التعويض في القطاع الخاص في صحار. ويتركز هذا البحث على المعلومات التي تم الحصول عليها من 80 موظفاً في القطاع الخاص في صحار من خلال استبيانات توزع عليها. تحليل الإجابات التي حصلوا عليها SPSS والنتائج تبين أن أبعاد التعويض لها تأثير إيجابي كبير على تحفيز الموظفين في حين لا توجد علاقة إيجابية بين التعويض وأداء الموظف.
Abstract

Most organizations face the challenge of employee’s satisfaction. Training is one of the effective programs that help it to increase employee’s satisfaction. The purpose of this paper is to evaluate the effectiveness of current training programs in achieving job satisfaction for administrative employees at Sohar University. Sohar University annual report around four years ago showed a job satisfaction of 69% to the question about the training job satisfaction by administrative employees. Consequently, the main objective of this study is to know how current training leads to job satisfaction for administrative employees by studying the reality of the training programs, the level of satisfaction for administrative employees, check the effectiveness of training programs for administrative employees, identify the link between training programs and job satisfaction and suggest recommendations to improve the effectiveness of training programs to ensure higher administrative employee satisfaction at Sohar University. The data analysis is carried out using Excel. It is a strong relationship between training and job satisfaction, and that most of administrative employees at Sohar University are satisfied about training programs they received and that helped to improve satisfaction in the work place. The results show that Sohar University strives to deliver suitable training programs for its staff, and this was indicated in chapter 4 where it has been indicated that staff who are not satisfied with the current training programmers and the arrangements are represent only 20 to 30%. This shows 50 to 60% are satisfied whereas approximately 20% of the staff are neither satisfied nor unsatisfied with the current training arrangements.

المتخصصة

تواجه معظم المؤسسات تحدي رضا الموظف. التدريب هو واحد من البرامج الفعالة التي تساعد على زيادة رضا الموظفين. والفرض من هذه الورقة هو تقييم فعالية برامج التدريب الحالية في تحقيق رضا الموظفين الإداريين في جامعة صحار. الأمر بالتفصيل: التقرير السنوي لجامعة صحار قدر نحو أربع سنوات رضا الموظفين بنسبة 69% عن السؤال حول الرضا الوظيفي التدريبي من قبل الموظفين الإداريين. وبالتالي، فإن الهدف الرئيسي من هذه الدراسة هو معرفة كيف يؤدي التدريب الحالي إلى رضا الموظفين الإداريين عن خلق دراسة واقع البرامج التدريبية، ومستوى رضا الموظفين الإداريين، والتحقق من فعالية برامج التدريب لموظفي الإداريين، وتحديد الفجوة بين البرامج التدريبية والرضا الوظيفي، واعتماد توصيات لتحسين فعالية البرامج التدريبية لضمان أعلى رضا إداري للموظفين في جامعة صحار. يتم إجراء تحليل البيانات باستخدام Excel. وهي علاقة قوية بين التدريب والرضا الوظيفي، وأن معظم الموظفين الإداريين في جامعة صحار راضون عن البرامج التدريبية التي تلقوها. مما ساعد على تحقيق رضاهم في مكان العمل. وتبين النتائج أن جامعة صحار تسعي جاهدة لتقديم برامج تدريبيّة مناسبة لموظفيها. وقد أشار إلى ذلك في الفصل الرابع حيث أظهر أن الموظفين غير الراضين عن برامج التدريب الحالية والالتزامات لا يشكل إلا 20 إلى 30% وتحديداً 50 إلى 60 في الفئة راضون من حين أن قرابة 20 في المائة من الموظفين غير راضين ولا غير راضين عن ترتيبات التدريب الحالية.
The purpose of the study is to examine the Green behaviour of Municipality Employees by adopting green human resource practices in Municipalities of North Albatinah. The data was collected from the public sector employees working in six Municipalities of North Albatinah (Shinas, Liwa, Saham, Khaboura, Swiaq and General Directorate for Regional Municipalities and Water Resources). We collected 255 responses which distributed randomly among the employees of the Municipalities of North Al-Batinah. Furthermore, analysed the data and found there is a significant relationship between the independent and dependent variables when we run the correlation analysis. However, we were unable to claim that green HRM cause green behaviour. The reason could be that in the public sector of Oman, there could be less awareness about Green HRM practices. The result was partially consistent with older studies and we found no impact of Green Behaviour and all independent variables.

The abstract is translated into Arabic as follows:

الغرض من الدراسة هو دراسة السلوك الأخضر لموظفي البلدية من خلال اعتماد ممارسات الموارد البشرية الخضراء في بلديات شمال الباتينة. وقد جمعت البيانات من موظفي القطاع العام العاملين في ست بلديات في شمال الباطنة (شناس، وليوا، وسهام، وخابورة، وسوياق، والمديرية العامة للبلديات الإقليمية والموارد المائية). جمعنا 255 رداً ووزعت عشوائياً على موظفي بلديات شمال الباطنة. وعندما جرّبتنا التحليل الارتباط، لم نتمكن من القول بأن إدارة الموارد البشرية الخضراء تسبب السلوك الأخضر. وكان السبب في ذلك هو أن الوعي في القطاع العام في عمان بشأن ممارسات إدارة الموارد البشرية الخضراء قد يكون أقل. وكانت النتيجة متسقة جزئياً مع الدراسات القديمة ولم نجد أي تأثير للسلوك الأخضر وجميع المتغيرات المستقلة.

ABSTRACT

The purpose of the study is to examine the Green behaviour of Municipality Employees by adopting green human resource practices in Municipalities of North Albatinah. The data was collected from the public sector employees working in six Municipalities of North Albatinah (Shinas, Liwa, Saham, Khaboura, Swiaq and General Directorate for Regional Municipalities and Water Resources). We collected 255 responses which distributed randomly among the employees of the Municipalities of North Al-Batinah. Furthermore, analysed the data and found there is a significant relationship between the independent and dependent variables when we run the correlation analysis. However, we were unable to claim that green HRM cause green behaviour. The reason could be that in the public sector of Oman, there could be less awareness about Green HRM practices. The result was partially consistent with older studies and we found no impact of Green Behaviour and all independent variables.
**Abstract**

Dredged sediments waste is experimentally explored to be used as a potential source of geomaterial for landfill liner. The dredged sediment and desert sand used in this study were brought from the reservoir of Wadi Jizzi Dam in northern Oman and Al-Bidiyah from AlSharqiah region in Oman, respectively. Initially the basic properties of the sand and sediment were determined. Then the dredged sediment was added to the sand at 5, 10, 20, 50, 75, 90, and 95 percent (%) by dry weight of the sand. On the other hand, for the comparison purposes, bentonite was mixed with sand by various percentage 5, 10, 20 and 50%. The sand–dredged sediment and sand–bentonite mixtures were subjecting to mineralogical, chemical, and geotechnical analyses. The X-ray diffraction (XRD) qualitative analysis showed that dredged sediment and bentonite are having the major clay minerals. The chemical compounds and elements for the samples were determine by SEM and elemental tests analysis. Actually, the addition of sediment developed coating between and around the sand grains, which results in filling the voids and reducing the hydraulic conductivity of the sand. The results of XRD and SEM support the low results of the hydraulic conductivity (permeability coefficient of soil). The hydraulic conductivity of the dredged sediment was 7.11x10⁻⁶ cm/s which is slightly more than the specifications for landfill liners (1x10⁻⁷ cm/s) however it can be acceptable. In addition, the results of permeability showed a decrease in the values of permeability coefficient with increase in the sediment content. The geotechnical study, which included grain size distribution, Atterberg limits, specific gravity, compaction, hydraulic conductivity and unconfined compressive strength tests results of dredged sediment values, is also conducted to satisfy the requirements for landfill liners.
Abstract

The subject of banking industry is one of the major topics in the field of scientific research. As the nature of competition in banking industry and the extent of its contribution to the stability of both economic and financial sides. Therefore, it is a reason for growth and improvement of banking quality services provided. The study is an effort to measure the nature of competition of 12 out of 16 Omani banks for the period of 2009-2019 over applying Panzar and Rosse (PR-model). However, to measure the competitive behavior of banking sector, the non-structural model will be adopted. Many studies related to the banking sector are based on Panzar and Rosse model for measuring a competition index, called H-statistic, as it gives a quantitative assessment of the competitive nature of the studied market. The H-statistic is calculated through reduced-form revenue equations and measures the elasticity of total revenue related to changes in factor input prices (Panzar & Rosse, 1977). The Herfindahl-Hirschman Index (HHI) and evaluates the monopoly power of commercial banks over the eleven years period using "H-statistic" by Panzar and Rosse. The result show that we are unable to reject monopolistic competition that H value between zero and one for the banking market in Oman. Thus, Omani banks operates under monopolistic competition.

الملخص

موضوع الصناعة المصرفية هو أحد المواضيع الرئيسية في مجال البحث العلمي، كما طبيعة المنافسة في الصناعة المصرفية ومدى مساهمتها في استقرار الجانبين الاقتصادي والمال. ولذلك، فهو سبب للنمو وتحسين الخدمات المصرفية المقدمة، وقد الدراسة محاولة لقياس طبيعة المنافسة في 12 من البنوك العمانية لأجل 16 بنكًا عمانيًا للفترة 2009-2019 باستخدام نموذج Panzar and Rosse (نموذج العلاقات العامة). ومع ذلك، لقياس السلوك التنافسي للقطاع المصرفي، سيتم استخدام النموذج غير الهيكلي.有许多研究与银行业相关的研究基于 Panzar and Rosse 模型来衡量竞争指数，称为 H-statistic，因为它为竞争市场的竞争性提供了一个定量评估。H-statistic 是通过简化形式的收入方程计算得出的，并衡量了总收益弹性与输入价格变化之间的关系（Panzar & Rosse, 1977）。Herfindahl-Hirschman Index (HHI) 评估了商业银行的垄断权力，并使用 "H-statistic" 由 Panzar 和 Rosse。结果显示我们不能拒绝垄断竞争，H 值在零和一之间。因此，阿曼的银行在市场中处于垄断竞争。
This study aimed to identify the quality of e-services which provided by the ministry of manpower and their effect on user satisfaction. The study was based on the questionnaire which I prepared and distributed to the target sample in this research electronically only because of the Corona pandemic crisis that affected the world as a whole and impeded to get a big number of respondents of this research as required. This research facilitated and examined the relationship between the five variables that I stated in my research (Quality of the e-services, availability, confidence, inclusiveness and technical support) with the user satisfaction. The study was then implemented by distributing the questionnaire to ALBurimi people who use this system (Business men and women and jobseekers and others) I got about 111 who respond to this research. The results showed that all the service quality was one of the most important achieved factors in the system, and the least one was technical support factor. The study also showed the importance of the variables affecting the dependent variable, which is the satisfaction of users. These were respectively as follows: system availability, system quality, system convenience, system inclusiveness, and finally technical support. The study recommended the need to work on spreading awareness about the importance of using electronic services, and the importance of administration’s support to develop and improve the quality of these electronic services. There is a need for training as well to explain all the elements of the website and how to use them for new users then they can use this service themself at home and any time. The study recommended paying more attention to the technical support of the website of the ministry of manpower, especially the e-system to reporting problems.
The purpose of this research is to test the effects of such factors as students’ support, monetary rewards, employees’ resilience, task motivation, psychological resilience, adaptive resilience, and planned resilience on teachers’ satisfaction during Coronavirus Pandemic in government schools in Al-Suwaiq, Oman. The descriptive-analytical design was used to achieve the objectives of the study. A questionnaire was designed to answer the questions of the survey. It consisted of (38) items that were categorized under (7) headings, which were: students’ support, monetary rewards, employees’ resilience, task motivation, psychological resilience, adaptive resilience, and planned resilience. Its validity was achieved by sending it to some evaluators, and Alpha Cronbach was calculated to check its internal consistency. The questionnaire was distributed to (1900) participants who represented (441) from the total population (2541). The outcomes revealed that students’ support, monetary rewards, employees’ resilience, task motivation, and adaptive resilience have a significant positive association with teachers’ satisfaction. In terms of psychological resilience and planned resilience, the outcomes of the current study showed that the two factors had a negative relationship with teachers’ satisfaction.
ABSTRACT

Building research capacity in Higher Education Institutions has been recognized internationally as an important element in order to evaluate the staff ability to conduct research as well as their instructions. Therefore, to build a solid base to support academic staff in implementation of research policies and practices is imperative. There are many activities to increase research capacity that include initiatives to support individuals and teams, organizations and networks. In this study, the researcher aimed to find out how academic staff contributes towards research capacity building in Higher Education Institutions, by taking Sohar University (SU) as the role model. Based on the literature review, the researcher developed five main objectives that were related to research and capacity building at any higher education institution. This study also aimed to find the motivation behind conducting and engaging in research at all levels by putting a number of hypotheses and testing them. The researcher also explored the research barriers and challenges facing faculty staff, the surrounding contextual factor affecting them, and finally exploring different strategies that could enhance research capacity building at Sohar University. This descriptive-analytical study was conducted on 128 faculty staff members from six faculties at SU. However, the researcher could only get 80 responses out of the total population. Data were collected by a valid and reliable online questionnaire, consisting of six sections: demographic information and questions about research motivations, challenges and barriers, the contextual factors, strategies and the funding bodies. The study found that there is a positive relationship between motivation and engagement of academic staff in research in different faculties. Considering the respondents’ backgrounds, the researcher found that the ability, or the lack of publishing in English, is a common barrier to generating international citations. This research study at SU helped to identify two key challenges in the building research capacities - the lack of time for research and limited funding. These challenges will need to be addressed at a wider level by HEIs, government, and the private sector, in order to achieve significant changes. In short, this study is a novel study as researcher was not able to find any studies conducted in Oman so far. The results of this study can also serve as a basis for future similar comparative studies and policy formulations that can promote the research mandate of all institutions. The researcher recommends that by building research capacity at any institution, countries would be able to develop knowledge-based economy that can eventually support the public and private institutions by building human capital.

Researcher: Fatma Gharib Eid Al Jabri
Programme: MBA
Degree: Master
Year: 2019-2020
Title of project: Research Capacity Building in Higher Education Institutions in Oman: A case study of Sohar University

Su.edu.om
The study aims to measure the level of job satisfaction with labour inspectors at the Ministry of Manpower in the Sultanate of Oman. The researcher used the descriptive and analytical method to achieve his goals. The study population consists of 264 inspectors working in all directorates of the Ministry of Manpower. The researcher studied job satisfaction as a dependent variable and the independent variables (nature of work, working conditions, and job growth). The result was that there were statistically significant relationships between the nature of work and job satisfaction, there were statistically significant relationships between working conditions and job satisfaction, there were no statistically significant relationships between motivations and job satisfaction, and there were no statistically significant relationships between growth career and job satisfaction. The researcher made some suggestions that the Ministry of Manpower fully insures the risks of this job to avoid an unexpected accident. Increased attention to the working conditions needs of inspectors, including rental of cars and clothing appropriate to the sites, visited. Conditions for entering his site require special quality clothing. The ministry gives impetus to intangible inspectors. Provides free scholarships and training courses inside and outside the country to ensure inspectors are satisfied with their work.
There is a significant consensus that organizations will learn from the usage of performance appraisal. Furthermore, much research has shown that both managers and staff had adverse responses to the procedure. The study tackles this discrepancy by highlighting the significant key factor to achieve the actual value of the performance appraisal. The overall objectives of performance appraisal is to satisfy and enhance the work performance in the firm will not be made without taking considering the perception of the employee’s to the performance appraisal system. Concerning the importance of this, the attempt of this study is to explore significant factors that may impact the acceptance of employees of performance appraisal using data collected from the various departments at Sohar Port in Oman. The result shows that procedural justice, development use of the performance appraisal, and the quality relationship between managers and their subordinates have a significant positive association with job satisfaction and work performance. A negative correlation exists between distributional justice and job satisfaction, and it is significantly associated with work performance.
Our world nowadays is witnessing many developments in the information and communication technology. Modern societies have become representative by digital transformation and it is imperative that all government agencies are striving towards achieving. The Sultanate of Oman is one of those countries, which aims to build a digital community that is dependent on information and communication technologies through digital transformation. For context, digital transformation is the adoption of digital technology to transform services or businesses. It significantly saves cost, effort, improves quality, and simplifies procedures for obtaining services required by beneficiaries. This study focuses on the effectiveness of digital transformation on services in North Al-Batinah municipality. About 59 different Omani government ministries and municipalities are expected to digitize their services over the next three years studying the reality of this transformation and its benefits on governmental sectors is an important issue that help to assess the success of adopting digital transformation. In this study, the descriptive analytical approach adopted as a research methodology as well as the use of the questionnaire as the main tool for the collection of the primary data from the study sample. This study has applied to a random sample of (217) employees of North Al Batinah Municipal and its Municipal Affairs. In addition, it relied on the statistical software package (SPSS) to unload the questionnaires and analyze it using sufficient statistical tests. Results revealed that digital transformation is positively affecting municipal services from employee perspective. In addition, the study found that the extent of hardware and software use, the use of digital transformation system and the suitable of programs used are factors affecting the success of digital transformations. In light of the study’s findings, the researcher proposes several recommendations to improve the application of digital transformation includes the use of appropriate digital systems, enhancing the level of network security and the necessary training courses.
Abstract

Employee turnover has become a wide problem that caused many firms to lose their most talented labor force. This study investigates one of the most negative phenomena that have been among most employees and cost productivity to fall and eventually quitting their professions. We hypothesized that ostracism levels has a considerable amount of impact on job turnover. We also hypothesized that job commitment types have a mediating role especially when comes to continuance commitment. The study is conducted at Rock International Engineering and Consultant which one of the major companies of maintenance in oil and gas sector. The questionnaires were distributed to all employees of the company. The collected data have analyzed to test the proposed study hypotheses. The findings indicate that ostracism has a strong relationship with turnover intention. The mediating role of affective commitment and normative commitment between ostracism and turnover intention could not be significantly traced; however, continuance found to be significant in results. Finally, the results are discussed in terms of general implication of ostracism, job commitment and turnover. Recommendation have proposed to solve this issue of and to increase teamwork.
Background: Due to the speed of transformation in business process in the world toward being in electronic format which leads to produce huge size of data that produces from diverse types of systems which exchanges between diverse types of systems thus, there is a need to have effective electronic content management system in institutions.

Objectives: The study aims to measure the current situation of the electronic content management in institutions by comparing the current situation with the effective procedures, standards, polices, guidelines and then determining the missing tools that needed to implement effective electronic content management in institutions.

Methodology: the study has used mixed method design through three stages, the first stage is by using the qualitative approach through analysing the current situation of managing the electronic content in institutions the policies and procedures. The second stage is using the quantitative approach through adopting questionnaire to the study sample and then last the third stage is using qualitative approach through obtaining data from open-ended questions.

Conclusion: Having effective electronic content management in the institutions is very important matter that allows large, structure and unstructured information or data to be controlled and managed. Where, this study has highlighted the importance of this matter and it has highlighted also the missing tools and procedures that needed in order to implement effective management for the electronic content in institutions.

Abstract

لملخص

الخلفية: نظرًا لسرعة التحول في عملية الأعمال في العالم نحو أن تكون في شكل إلكتروني، مما يؤدي إلى إنتاج هائل من البيانات التي تنتج من أنواع متنوعة من الأنظمة التي تتبادل بين أنواع مختلفة من الأنظمة وبالتالي هناك حاجة إلى نظام إدارة المحتوى الإلكتروني الفعال في المؤسسات.

الأهداف: تهدف الدراسة إلى قياس الوضع الحالي لإدارة المحتوى الإلكتروني في المؤسسات من خلال مقارنة الوضع الحالي بالإجراءات والسياسات والممارسات الفعالة ثم تحديد الأدوات المفقودة اللازمة لتنفيذ إدارة المحتوى الإلكتروني الفعال في المؤسسات.

المنهجية: استخدمت الدراسة أسلوب التصميم المختلط عبر ثلاث مراحل: المرحلة الأولى هي استخدام النهج النوعي من خلال تحليل الوضع الحالي لإدارة المحتوى الإلكتروني في المؤسسات والسياسات والإجراءات. المرحلة الثانية هي استخدام النهج الكمي من خلال استخدام نسخة قصيرة لهذا النهج من خلال التحليل على البيانات من الاستفادات المحققة. المرحلة الأخيرة هي استخدام النهج النوعي من خلال التحليل على البيانات من الأسئلة المفتوحة.

الخلاصة: إن وجود إدارة مهنية للمحتوى الإلكتروني في المؤسسات أمر مهم للغاية يسمح بمراقبة وإدارة المعلومات أو البيانات الكبيرة والهيكليقة وغير الهيكليقة. حيث سلطت هذه الدراسة الضوء على أهمية هذا النهج وسلطت الضوء أيضًا على الأدوات والإجراءات الناقصة اللازمة من أجل تطبيق إدارة مهنية للمحتوى الإلكتروني في المؤسسات.
**Abstract**

This study has been based on impact of total quality management practices on customer retention and satisfaction for Majid al Futtaim retail company. For this, this study has reviewed several secondary sources and development the literature review chapter. The methodology chapter has been focused on data collection through primary data collection process and the SPSS analysis tool has been applied in this study. Hypotheses have been developed depending the research questions in the first chapter of this research paper. The hypotheses have been tested through the quantitative data collected and SPSS analysis. Results of this study has pointed to the fact that total quality management is an important part for developing the employee satisfaction and consumer retention in the company. The results also underline the fact that total quality management implementation need supportive employee training and communication with different departments in the company.

<table>
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<tr>
<th>Researcher:</th>
<th>WALEED ABDUL RAHMAN HAMDAN AL BLUSHI</th>
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<td>Title of project:</td>
<td>Impact of total quality management practices on customer retention and satisfaction for majid al futtaim retail</td>
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In the last decade, the banking sector has gone through major technological disruptions, and changing consumer behavior. Mobile banking (M-Banking) is among the most recent innovations of recent technological wonders which have implications for both consumers and bank. Therefore, banks are consistently working to increase the usage of mobile banking on one side, and on other side they are ensuring to provide best service to users to enhance customer satisfaction. This research tries to understand the impact of system characteristics on customer satisfaction. The purpose of this paper is to study the impact of service quality, system quality, and information quality on mobile banking user’s satisfaction, using the DeLone and the McLéan model. In this study quantitative method was used using survey research method. A total of 203 respondent participated in the survey. The results indicated that all three independent variables (service quality, system quality, and information quality) had significant effect on customer satisfaction. System quality was found to have maximum effect on customer satisfaction. This insight will help manager to devise the strategies to the provide best services to Mobile Banking users and enhance their satisfaction.

| Researcher: | Yahya Hilal Abdullah Mohammed Al Balushi |
| Program: | MBA |
| Degree: | Master |
| Year: | 2020 |
| Title of project: | Examining the impact of System Quality, Information Quality and Service Quality on Customer Satisfaction: A Study of Mobile Banking Services |
Researcher: Asiya Khalfan Salim Alfazari

Programme: MBA

Degree: Master

Year: 2020

Title of project: Factors Affecting Work-Life Balance for Employees at International Maritime College Oman (IMCO)

Key words: Balance, Employee, performance, work-life, satisfaction

Abstract

Balancing between work and social life is one of the most concern for all employees. People who can cope up the personal and professional life are successful in both fields. But most of the people are unable to handle the stress and causes more health-related issues. In this project, an institution (International Maritime College Oman) is taken for case study on how employees are balancing their personal life with their professional life. Organizational and demographic factors are considered as the factors which affect the work life balance. A questionnaire survey containing around thirty questions will be taken among 160 employees working in various departments of the institution. Then the analysis will be done using chi square method as well as ANOVA test also correlation and regression analysis. The methods of quantitative and qualitative analysis are used for testing the theoretical findings produced in this research. Due to covid-19 pandemic situation determining of sample size is difficult because of sharing through google forms. Also, it can present a deeper understanding of the causal direction of these relationships between work life balance and Job Performance and satisfaction. Future research needs to be study about the potential of the personal factor of the employees and their work life relationship in different cultures.
Remote e-learning is one of the basics of learning in universities, given the current situation and the application of social distancing. This research studies the effect of the quality of e-learning on student satisfaction and we have proposed a theoretical model by integrating the model of system quality and student satisfaction with the success of the system. The study objective is to study impact of quality remote e-Learning factors on student satisfaction and testing system success's mediating role between quality remote e-Learning factors and student satisfaction. The study included information quality, service quality, system usage, student's satisfaction, system of remote e-learning success. The proposed model was verified experimentally as data were collected by using an online questionnaire through google form and evaluated through the statistical approach to modeling the structural equation using SPSS. The results indicate that the quality of information, quality of service and use of the system have a direct positive impact on the success of the system and overall on student satisfaction.
**Researcher:** Hiba Mohammad Al kindi  
**Programme:** MBA  
**Degree:** Master  
**Year:** 2020  
**Title of project:** Factor affecting Job Satisfaction at Dar Al Khaleej Company  
**Key words:** Job Satisfaction, Career Path, Pay Benefits, Fairness and Performance, Healthy Environment, Job Security, and Employee Productivity

<table>
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<td>The paper sheds light on the role of job satisfaction in increasing employee productivity. Job satisfaction among the employees has been a huge concern for numerous companies operating on a large as well as small scale. It is of utmost importance for the companies to accentuate on the aspect of job satisfaction among the workers, as satisfied employees to generate productive results as compared to the ones who are not satisfied with their job roles and responsibilities. It is essential to make sure the same happens because in case the employees turn out dissatisfied with what they are doing they will automatically lack commitment and will not be focused on their tasks, which will lead to reduce their work productivity in an exponential manner. The findings from the survey states that the employees working at Dar Al Khaleej are satisfied with their job because of the pay benefits offered to them. There are certain factors associated with job satisfaction such as pay benefits, healthy environment, job security, fairness, and career path, which influence the work productivity of an employee. There is a presence of positive correlation amid job satisfaction and employee productivity in this case.</td>
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تسلط الورقة الضوء على دور الرضا الوظيفي في زيادة إنتاجية الموظف. كان الرضا الوظيفي بين الموظفين مصدر مقلق كبير للعديد من الشركات العملاقة على نطاق كبير وصغير من الأمور. يمكن أن يركز الشركات على جانب الرضا الوظيفي بين العمال، حيث يعمل الموظفون إذا كانوا على تحقيق نتائج مثمرة مقابلات مع التي لا يرون عن أدوارهم ومسؤولياتهم الوظيفية. من الصعب التأكد من حدوث الشيء نفسه لأنه في حالة عدم رضا الموظفين بعملهم سيتفقون تلقائيًا إلى الانخراط، بل يركزون على مهامهم. مما يؤدي إلى تقليل إنتاجية عملهم بطريقة أشبه بـ 'تشير نتائج التسجيل إلى أن الموظفين العاملين في دار الخليج راضون عن وظائفهم بسبب مزايا الأجور المقدمة لهم. هناك عوامل معينة مرتبطة بالرضا الوظيفي مثل فوائد الأجر، البيئة الصحية، والأمن الوظيفي، والعدالة، والمسار الوظيفي، والتي تؤثر على إنتاجية العمل للموظف في هذه الحالة. علاقة رابطة جوية بين الرضا الوظيفي وإنتاجية الموظف في هذه الحالة. |
The current research study was conducted in Oman and aimed to investigate the factors that influence the electrical sector employees’ ability to identify hazards and assess risks at workplace. One hundred participants from the Omani electrical sector took part in this research through completing a questionnaire which was used as a data collection tool. The questionnaire aimed to elicit the participants’ views about the main aspects of the research namely lack of awareness, safety culture, negligence and employees’ ability to identify hazards and was analyzed using SPSS. The findings of the research generated by the correlation and regression analysis of data showed that although there was a relationship between negligence and hazard identification variables, this relationship was not very significant and was not likely to impact on the employees’ ability to identify hazards. On the other hand, the regression analysis revealed a significant causal relationship between lack of awareness and employees’ ability to identify hazards. Due to the scarcity of research that addresses hazard identification and risk assessment in the electrical sector field locally in Oman, regionally in the Middle East and internationally elsewhere in the world which constitutes a theoretical gap in this field, this study has contributed to bridging this gap. The study has also put forwards very useful recommendations such as implementing in-job trainings, organizing campaigns to raise employees’ awareness and carrying out continuous assessment. These recommendations could be easily implemented and utilized by electrical companies to mitigate the severity of workplace hazards and enhance employees’ ability to identify them.

Researcher: Ahmed Abdallah Al Mamari
Programme: MBA
Degree: Master
Year: 2021
Title of project: Operation Safety Hazard Identification and Risk Assessment in the Electrical sector
Performance Appraisal helps to improve the performance of individuals and institutions thereby increasing their productivity. Moreover, it’s encouraging positive work and increase the quality of performance. This research is about Performance Appraisal System in Sohar University and it’s linking to the Employee’s Performance. The study has conducted in the Academic area at Sohar University. The aims of the study seek to examine the PA in the Sohar University and its effectiveness in employees’ performance evaluation. The study will uncover to what extent SU is implementing the appraisal system in an appropriate way that will achieve its objectives. The study was adapted qualitative approach. The data has been obtained and collected through the interview with different Teachers from each faculty of Sohar University with different ranks. The data was analyzed using thematic analysis based on themes that were gathered from the respondent. The sample size of 22 respondents was selected from different faculty of Sohar University. The Study found that, there is different perception of PAS among the teachers of Sohar University. Also, it’s light that the indicator and measured of PA not clear and not defined. Finally, there is challenges associated with performance appraisal System and its usage.
Career Guidance Services has been recognized as a very important part to influence the career decisions of Sohar University students especially and in different universities in general. Based on the literature review, the researcher developed two main objectives that were related to career guidance influence on career decisions of Sohar University students. This study also aimed to cover to investigate the influence of career guidance on career decision-making for students at Sohar University. The project also looks into the mediating role of Sohar University students' motivation between career guidance and career decision making by involving a few hypotheses testing. The research adopted the quantitative research method to measure via collected data by using questionnaires and analysed the data using descriptive and statistical analysis. This study targeted 331 students and get responses from a total of 324 respondents, which involves 242 respondents (74.7%) having a Bachelor’s degree, while 82 respondents (25.3%) holding a Diploma qualification. Data were collected by a valid and reliable online questionnaire sent through emails to the students. The questionnaire consists of two sections: the first section carries general data about the respondent and whereas the second section involves the questions related to career guidance, student’s motivation, and career decision. The researcher recommends that by develop services and design a good program to support the career guidance in terms of providing a proper facility to the students in the university that will help the students to taken the right career decision.

Researcher: Mariam Saleh Ali Al-Shibli
Programme: MBA
Degree: Master
Year: 2021
The impact of recruitment process on attracting and retaining talents in Oman's energy sector was investigated in this research. In fact, some previous studies on this topic discussed these variables (i.e. recruitment, attraction and retention) independently and several scholars examined the topic inadequately. Therefore, the current study is unique in that it bridges this theoretical gap in the previous researches as it discusses and interconnects the recruitment process and its impact on attracting and retaining talents. Additionally, this study investigates a vital sector (i.e. the energy sector) which was not covered sufficiently by the existing research. It bridges the contextual gap by conducting the research in a Middle Eastern (an Arab) context. This research adopted an explanatory approach and sought insights from reviewing previous research in the field, surveys, interviews, and other evidence relevant to the topic under investigation. The required information for answering the research questions was collected primarily via a questionnaire that targeted employees with different positions and abilities, such as technical staff, higher-level supervisors, and employees who are engaged in their companies’ decision-making process. The findings of the study showed that Companies which have consistent recruiting processes are most likely to have a successful recruitment process. In this regard, the findings have revealed that Oman’s energy sector companies’ recruiting practices are structured in such a way as to ensure the recruitment of talented workers. In general, it was found that there is a strong link between the recruiting process and the attraction of talented workforce in Omani energy sector. This research also revealed a relatively strong relationship between recruitment process and retaining talents. It provided clear evidence that an efficient recruitment process is more likely to result in talent retention in the future. In addition, Oman’s energy sector was found to lack some important elements of recruitment process such as a clear road map or plans for career path for new joining employees and this seems to have contributed to the sector’s inability to retain talented workforce. Moreover, the findings also revealed that there is a desperate need for implementing comprehensive talent management programs in Oman’s energy firms. Finally, the findings of this research suggested a strong relationship between implementing comprehensive talent management programs and attracting and retaining talented workforce. The study is extremely significant for companies in the energy sector because it can assist them in identifying certain best practices in the recruitment process that may impact on attracting talented workforce. Furthermore, this research may assist companies through certain valuable recommendations to attract and retain their talented employees and implement recruitment process in a more sustainable way.

Title of project: INVESTIGATING THE IMPACT OF RECRUITMENT PROCESS ON ATTRACTING AND RETAINING TALENTS IN OMAN’S ENERGY SECTOR.

Abstract

The impact of recruitment process on attracting and retaining talents in Oman’s energy sector was investigated in this research. In fact, some previous studies on this topic discussed these variables (i.e. recruitment, attraction and retention) independently and several scholars examined the topic inadequately. Therefore, the current study is unique in that it bridges this theoretical gap in the previous researches as it discusses and interconnects the recruitment process and its impact on attracting and retaining talents. Additionally, this study investigates a vital sector (i.e. the energy sector) which was not covered sufficiently by the existing research. It bridges the contextual gap by conducting the research in a Middle Eastern (an Arab) context. This research adopted an explanatory approach and sought insights from reviewing previous research in the field, surveys, interviews, and other evidence relevant to the topic under investigation. The required information for answering the research questions was collected primarily via a questionnaire that targeted employees with different positions and abilities, such as technical staff, higher-level supervisors, and employees who are engaged in their companies’ decision-making process. The findings of the study showed that Companies which have consistent recruiting processes are most likely to have a successful recruitment process. In this regard, the findings have revealed that Oman’s energy sector companies’ recruiting practices are structured in such a way as to ensure the recruitment of talented workers. In general, it was found that there is a strong link between the recruiting process and the attraction of talented workforce in Omani energy sector. This research also revealed a relatively strong relationship between recruitment process and retaining talents. It provided clear evidence that an efficient recruitment process is more likely to result in talent retention in the future. In addition, Oman’s energy sector was found to lack some important elements of recruitment process such as a clear road map or plans for career path for new joining employees and this seems to have contributed to the sector’s inability to retain talented workforce. Moreover, the findings also revealed that there is a desperate need for implementing comprehensive talent management programs in Oman’s energy firms. Finally, the findings of this research suggested a strong relationship between implementing comprehensive talent management programs and attracting and retaining talented workforce. The study is extremely significant for companies in the energy sector because it can assist them in identifying certain best practices in the recruitment process that may impact on attracting talented workforce. Furthermore, this research may assist companies through certain valuable recommendations to attract and retain their talented employees and implement recruitment process in a more sustainable way.

Researcher: Adil Ali Al-Hinai
Programme: MBA
Degree: Master
Year: 2021
Title of project: INVESTIGATING THE IMPACT OF RECRUITMENT PROCESS ON ATTRACTING AND RETAINING TALENTS IN OMAN’S ENERGY SECTOR.

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Abstract

The present research aims to find out the impact of implementation of VAT on customers in Oman for which quantitative technique were adopted. The data from sample participants were gathered using questionnaire survey as primary method. 146 questionnaires were completed. In order to test the hypotheses descriptive analysis, ANOVA and regression were conducted in the current study. Three hypotheses were tested to know the impact of VAT on customers behavior this includes Switching intentions, desires and purchase decisions.

The findings reveal that VAT have a significant influence on the consumer desires, consumer purchase decisions and Switching intentions. Therefore, hypotheses H1, H2 and H3 are accepted. However, the policymakers in Oman must take appropriate actions to communicate the benefits of VAT implementation in their economy using digital mediums. This will help the consumers and it would help to make the implementation of VAT successful in Oman.
Abstract

Nowadays the world is facing economic challenges and fluctuations, economists are trying to create programs and offer economic visions that support the growth process and contribute to achieve goals. This study investigates one of the most important aspect in the economy which is the impact of in-Country value on SMEs in Oman. We hypothesized that there is a relationship between in-County value and SMEs development. We also hypothesized that there is a relationship between in-county value and Economic development and there is a relationship between in-County value and social impact. The study conducted to a group of SMEs in Oman and the questionnaire were distributed to most of the SMEs in Oman. The collected data have analyzed to test the proposed study hypothesis. The findings indicate that there is a strong relationship between in-country value and SME development, economic development, and social impact. Finally, the results are discussed in terms of general impact of in-country value on different areas. The recommendations have proposed to have measurement tool to measure the performance of companies regarding their level of implementation of the ICV programs.

الملاخص

يواجه العالم في الوقت الحاضر تحديات وتحديات اقتصادية. ويحاول الاقتصاديون إنشاء برامج وتقديم رؤى اقتصادية تدعم عملية النمو وتساهم في تحقيق الأهداف. تبحث هذه الدراسة في أحد أهم جوانب الاقتصاد وهو تأثر القيمة المحلية على الشركات الصغيرة والمتوسطة في عمان. افترضنا أن هناك علاقة بين القيمة داخل المقاطعة والتنمية الاقتصادية وتنمية الاكتشافية. ونفترض أيضًا أن هناك علاقة بين القيمة داخل المقاطعة والكاتب الاجتماعي. أجريت الدراسة على مجموعة من الشركات الصغيرة والمتوسطة في عمان، وتم توزيع الاستمارات على معظم الشركات الصغيرة والمتوسطة في عمان. تم تحليل البيانات المجمعة لاختبار فرضية الدراسة المقترحة. يشير النتائج إلى أن هناك علاقة قوية بين القيمة داخل الدولة وتنمية المشروعات الصغيرة والمتوسطة والاقتصادية الاجتماعي. أخيرًا، نستند النتائج من حيث التأثير العام للقيمة المحلية على مناطق مختلفة. وقد اقترح التوصيات وجود أداة فعالة لقياس أداء الشركات فيما يتعلق بمستوى تنفيذها لبرامج القيمة المحلية المضافة.
The contribution of women in the development of the economy in Oman has given great attention in the past years. Therefore, to motivate Omani women to be engage in the field of entrepreneurship, we need to understand the growth impediments which impact on their entrepreneurial intentions. This study aims to investigate the impact of social networking, family support and, access to finance on the entrepreneurial intention among Omani women and to examine the mediating role of entrepreneurial motivation and entrepreneurial attitude between growth constraints and the entrepreneurial intention on Omani women. Stratified sampling method is used to collect data from 262 Omani women from nine regions including Al Batinah North, Al Batinah South, AL Buraimi, Muscat, Ash Sharqiyah South, Ad Dakhiliyah, Dhofar, Ad Dhahirah, and Musandam. Findings showed that family support and social networking have significant effect on the entrepreneurial intentions. The result indicates the role of the mediating variables between the growth constraints and entrepreneurial intention. Based on findings, the recommendations of this study offer a novel theoretical strand in the entrepreneurial literature and extend valuable insights for the academicians and policy makers for the socioeconomic development of Omani women.
This research is focusing on a very important item, which affects a wide range of people that working in different sectors. It examined the relationship of talent management succession planning and organizational performance to find out the effect of talent management on organizational performance as well the effect of succession planning on organizational performance and examined if succession planning moderates the effect of talent management on organizational performance. This research was conducted on OQ company employees. The methodology used in this research was the quantitative method by conducting a questionnaire and analyze it using the SPSS tool to get the findings. The hypotheses of this research are talent management has a positive effect on organizational performance, succession planning affects organizational performance, and succession planning moderates the relationship between talent management and organizational performance. It was found that talent management has a positive effect on organizational performance, succession planning has a positive effect on organizational performance as well it moderates the relationship between talent management and organizational performance. A recommendation for OQ company to concentrate and support the activities of talent management and succession planning because these two elements will post the organization’s performance. These results are also applicable for other industries within Oman region as it is sharing almost same demographic, roles, and systems.
Abstract

With the acceleration of globalization in the 21st century, there is a persistent need to emphasize the significance of brand signature as a visual mark for promoting a product or service in order to create a base to attract customers and build loyalty. However, some individuals and businesses are still unaware of the importance of the term “brand signature”. Regarding the current branding situation in Oman, realizing the effect of brand signature which consists of logo and name of the enterprise needs a wide awareness for the success of the brand by appealing customers’ attention visually towards it and creating a specific response in their mind. Therefore, this research was conducted on three perfumes brands in Oman by following a quantitative method where the data was collected through a questionnaire from the customers of these brands which led to valuable feedbacks. The findings of this research emphasized that there is a positive and significant effect of brand signature on customer responses, it was further found that brand experience and brand attitude significantly mediate the relationship between brand signature and customer responses. This research has contributed theoretically to the literature and overall knowledge, and practically to marketing managers, firm’s stakeholders, business field and every economy by setting up favourable brand signature actively (brand name and logo) as well as motivating customers’ awareness and their positive responses which may lead to loyalty and firm’s profitability.
This research study focused on getting employees' life satisfaction in hospitals, hotels, and other service sectors in Suhar city in Oman during COVID-19 Pandemic. The research study considered five (5) factors that have a contribution towards life satisfaction. The first factor deals with the feedback and responses about Life Satisfaction. The second factor talks about Employees' Resilience. The third addresses the participant views about Psychological Resilience. The fourth Factor talks about Adaptive Resilience, and finally, the fifth factor talks about Planned Resilience. One hundred twenty-eight respondents have participated in the questionnaire, and the data has been analyzed and evaluated using the SPSS tool. The findings of this research study have indicated that three of the factors studied in this study (employee resilience, adaptive resilience and planned resilience) have a positive relationship with life satisfaction in hotels, hospitals and other service sectors within Suhar city. Psychological resilience has shown unexpected results and not consistent with the previous studies and expected hypothesis. This research study will provide the decision-makers with a better view of the factors affecting life satisfaction and will improve and have a well-planned structure for dealing with unexpected crises. This study will directly impact the hotels, hospitals, and other service sectors to ensure their motivation remains positive and their performance remains sustainable.
**Abstract**

Online learning is one of the basics of learning in colleges and universities, given the current situation and the application of measures to prevent from corona virus. This research studies the impact of challenges and student acceptance on the implementation of the online learning system, and it proposed a theoretical model by integrating challenges and a student acceptance model with the implementation of the system. The aim of the study is to examine the observation of some of the challenges and study the effect of those challenges on the implementation of online learning from the students’ perspective. The study included culture, communication, cost, self-efficacy, and an online learning implementation system. The proposed model was experimentally validated as data were collected using an online questionnaire via google form and evaluated by the statistical approach to structural equation modeling using SPSS. The results indicate that self-efficacy, culture, and communication have a direct positive effect on system implementation and in general on student acceptance. This dissertation can provide a mature understanding of some of the gaps between implementation of online learning and student challenges and acceptance to reduce its impact and improve student service experience.
Researchers: Aisha Salim AL AL Badi
Programme: MBA
Degree: Master
Year: 2021
Title of project: Factors Influencing ATM Banking Customer Satisfaction (Case of Bank Muscat)

Abstract

In all banks and in Bank Muscat there are big competitive between them to survive in the market. The study was conducted to find out the factors that influencing Bank Muscat customers toward ATMs and to the major and most important factors which affect the level of satisfaction. It has been noted that Bank Muscat has provided substantial amount of interest to look at factors that influencing customer satisfaction. There is a belief that customers that are satisfied have an optimistic impact on business and increase the quality and profits and efficiency of Bank Muscat. Among the important factors for good organization is their customers. Bank Muscat customers has been happy and loyalty with the environment of theirs, amenities and tangible influencing and high level of satisfactions. The customers had been happy with their techniques and strategies for the management of Bank Muscat of convenience as well as with core products and knowledge and competency of staff that, will solve many problems of customers for their satisfaction.

Finally, Bank Muscat should offer new parking for their ATMs banking. The very first factor that inspires the convenience. The third and second elements are core products and image and knowledge and competency of staff, respectively. The factor which located within the last place is leave.
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<td>The Effects of Diversity and Inclusion on Organizational Performance: A Study on Oil and Gas Projects in Oman</td>
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**Abstract**

Previous studies on high-performing organizations substantiated the importance of diversity, and inclusion in achieving a competitive edge. Their constructs are no longer confined to social justice against harassment and inequality and had evolved to become a strategic catalyst for growth and a highly effective organizational culture. The study investigates how underlying diversity attributes (experience levels, education levels, and personality types) affect organizational performance via the mediating effects of inclusion for oil and gas projects in Oman. Research questionnaire provides quantitative data on socio-demographic factors, personality types, as well as diversity and inclusion culture in oil and gas projects. Semistructured interviews provide supplementary qualitative data on human capital market trends in Oman. The study proves that a workforce with diverse experience levels, education levels, and personality types positively affect organizational performance in oil and gas projects in Oman. The study also attests that inclusion, as a mediating factor for diversity, significantly enhances the positive impact on organizational performance. The study provides insight to improve diversity and inclusion policies within Omani organizations by capitalizing underlying diversity attributes to create a broader narrative that is relevant to the whole workforce, rather than isolated fractions based on gender, race, and age. A broader diversity and inclusion narrative provide avenues to rectify the heightened volatility among nationals and expatriates in the workplace due to mass-repatriation, workforce nationalization, and redundancy decisions that have been propagated by the effects of prolonged coronavirus pandemic.
The purpose of this study is to investigate the impact of innovation types on the performance of the organization. In addition, it seeks to investigate the moderation role of government support to Special Economic Zones in the country. The current study is based on the questionnaire, which has been distributed among firms in the Special Economic Zones and Free Zones and covering 160 firms in these zones. A theoretical framework is developed to examine the relations between Innovation types which are organization innovation, product innovation, process innovation and marketing innovation, and the performance of the organization particularly, financial performance, production performance and market performance. However, the data collected were analyzed by the SPSS program to have a clear sight of respondents’ vision. The results are statistically significant where p value less than 0.05 which indicates a positive impact of innovation types on the organizational performance. Therefore, there are certain limitations of this study. Firstly, the research has done on the small sample number. Therefore, the SEZs and Free Zones have been just established; thus, most of the firms are new and small. The study also will increase the collaboration between the government and the private sector, particularly in special economic zones in developing countries. It will motivate the government to offer certain incentives in the newly established SEZs.

Researcher: Ismail Mohammed Sultan Al-Balushi
Programme: MBA
Degree: Master
Year: 2022
Title of project: The Impact of Innovation Types on the Organizational Performance: The Role of Government Support to SEZs in Oman
Key words: Special Economic Zones (SEZs), Sustainability, Innovation, Performance, incentives, competitiveness, Foreign Direct Investment (FDI).
Total Quality Management (TQM) is the most important key of organizational performance in public and private organizations. This study aims to investigate the impact of total quality management practices on organizational performance through the mediating effect of safety culture in Sohar industrial estate in Oman. Malcolm Baldrige National Quality Award (MBNQA) model has been selected to develop TQM practices. This study supported by using Deming’s 14 points theory for TQM. The proposed methodology was quantitative in its nature and survey method has been used. Adaptation questionnaire with the Five-Point Likert Scale used to collect primary data from all 371 companies listed under Sohar industrial estate’s umbrella. In this study 10 hypotheses have been tested and coded using the Statistical Package for the Social Sciences (SPSS V28.0) and SmartPLS V3.0. The result showed that TQM practices have significant effect on organizational performance, and the role of the mediating variable indicated between the TQM practices and organizational performance. Findings of this study proposed valuable insights for Sohar industrial estate’s management to know the most important factors that affect each company’s performance to improve them and implement its vision 2040. Moreover, Sohar industrial estate management will be able to develop the most important factors to support companies, not in Sohar only but in other eight cities around Oman, which are affiliated to Madayn Oman. Based on findings, the recommendations of this study offer a novel theoretical strand in the literature of TQM and safety culture that proposed a theoretical framework as an initial effort to use TQM practices and safety culture, which have rare been studied before.
The research explores the performance of home businesses through Instagram marketing in North Al Batinah region during Covid-19. Instagram program define new communication mechanisms and tools that home-based businesses in North Al Batinah Governorate can rely on to interact and communicate with actual and potential customers. This study discusses online marketing before and during the partial closing of the market and the use of alternative methods for the success of home businesses through Instagram marketing in North Al-Batinah. The study aims to focus on the impact of Instagram marketing performance on home-based businesses and the marketing expenditure and organizational performance to get customer awareness of home business by the correct using of information content, Interactivity, and Trending in North Al Batinah Governorate. It used a questionnaire on community members on Instagram who have small companies, as well as workers in small projects in North Al-Batinah Region and have an interest in marketing business through home business enterprises accounts on Instagram program. The study finding would proposes a vision for the future of home business performance by collecting questionnaire data and analyzing the desired results of users of technology and social media programs whom have answered the questionnaire presented to them.

Researcher: Abdullah Said Ahmed Al Shezawi
Programme: MBA
Degree: Master
Year: 2022
Title of project: The Impact of Instagram Marketing on Home-Based Business Performance in North AL Batinah Region During Corona Virus Pandemic (COVID-19)
The current situation in the consumption of natural raw materials worries many environmentalists, academics, economists and politicians. Countries like Oman tend to raise their economic efficiency without excluding the environmental and social consequences. Circular economy is a strategy that enables the organization to deal with the three main aspects of sustainability (economic, environmental and social). Adopting a circular economy business model begins gradually implemented through SMEs in Oman. This research is proposed to fill the gap of previous literature in circular economy studies. Therefore, this study investigates the impact of circular economy practices on organizations sustainability performance of SMEs in the Sultanate of Oman. This study also tests the mediating role of competitive advantage and firm resources between circular economy practices and organizations sustainability performance. A quantitative research method is adapted using a survey to collect the primary data. 381 Samples are collected from SMEs using random sampling technique. For data analysis, the Cronbach’s Alpha is used for reliability test, correlation and regression test are used through SPSS software. For mediating variables bootstrapped sampling distribution is used. The study results show that circular economy has a positive relationship and impact on the sustainability performance. Competitive advantage plays a fully mediating role between circular economy and sustainability performance. In addition, Firm Resources play a partially mediating role between circular economy and sustainability performance. This study's findings are contributing to a helpful knowledge in the literature of economy and sustainability management, which planned theoretical framework in using economic performance, environmental performance, and social performance through circular economy practices. It also practically contributes to improving social and environmental reports of SMEs in parallel with the economic growth. Moreover, this study directs the efforts of the decision-maker to develop sustainability policies.
**Abstract**

This study investigates the impact of work from home on work-life balance, job satisfaction, organizational commitment on employee retention, and to what extent moderating role of supervisor support can be affected. This study is using a quantitative research design and conducted an online survey by using a cluster sampling method for gathering the population. The population is taken from Sohar University which is one of the private universities/colleges in North Batinah clusters because this study focuses on the educational sector in Oman. The questionnaire was collected from all academic staff in Sohar University who have been and are currently working from home. To recognize the statistics of the respondents, a descriptive analysis is used. Work from home has influenced many employees particularly in their intrapersonal and interpersonal life balance. This study results provide new empirical findings particularly in Human Resource Management discipline and provide suggestions to the company that implements work from home policy.

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<td>Work from Home: The Impact of Work-Life Balance, Job Satisfaction and Organizational Commitment on Employee Retention</td>
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The main purpose of this research was to investigate the factors i.e., lack of finance, lack management skills, market competition and regulation challenges that influence the establishment and growth of Small and Medium-sized Enterprises (SMEs) in Oman. To address this issue, the researcher reviewed the prior literature on the topic, identified knowledge gaps and conceptually developed the model and hypothesis. To test the hypothesis, the researcher adapted a questionnaire survey for the data collection. To make it easy for the local respondents, it was translated in Arabic language and distributed to the randomly selected respondents. The respondents were the entrepreneurs/owners/managers of the SMEs operating in Oman. In response, the researcher received 199 responses. There were incomplete and missing data issues in nine responses. Therefore, the final 190 responses were analyzed by using the descriptive and regression analysis techniques. The results revealed that lack of finance and regulation challenges have positive but insignificant effects on establishing SMEs. However, lack of management skills and market challenges displayed significantly positive effects on establishing SMEs. On the other hand, the results revealed that lack of finance, lack of management skills and market competition displayed insignificant effects on growing SMEs. However, surprisingly regulation challenges had positively significant influence on growing SMEs in Oman. The researcher believes that the findings for implications for the existing literature on entrepreneurship mindset, SMEs development and offers useful insights to practitioners to understand the importance of various challenges that can enable and/or facilitate the establishment and growth of their SMEs. At the same time, the results can be useful for the policymakers to understand and apply the findings to strengthen the business development ecosystem in the country.
**Abstract**

Social media is an important tool for the development of the tourism industry. It can make the tourist experience more accessible, practical, and achievable. These studies examine the role of social media on Oman’s domestic tourism sector. With the sample of 98 residents randomly selected in Oman data were collected and analyzed using Smart PLS. The result shows that there is positive effect of website quality, online word of mouth, and tourist site quality, on tourist satisfaction. Also, tourist satisfaction has positive effect on revisit intention while social media activity does not have significant effect on tourist satisfaction. Furthermore, the result revealed that tourist satisfaction mediates the relationship between online word of mouth, and tourist site quality with revisit intention were as it does not mediate social media marketing and website quality with revisit intention.

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**Title of project:** Role Of Social Media Platforms In Tourist Satisfaction And Re-Visit Intention In Oman

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**Researcher:** Hamood Hamed Rashid Al Maqbali

**Programme:** MBA

**Degree:** Master

**Year:** 2022

**Title:** Role Of Social Media Platforms In Tourist Satisfaction And Re-Visit Intention In Oman
The affectivity of media on children and teenager need a lot of study and research to get more information. As everyone knows that the use of social media tools has facing a lot of difficulties. The ease receiving a lot of the diverse information that the individual needs in this time and in a very easy way which made this easy in the very quickly through discoveries and inventions which development the world around us. However given the positives achieved by the uses of social communication in human development, there are many negatives that dominate the minds, and that is the openness that did not find limits and good evaluation in dealing with these tools, especially with children. As there are a lot of tools that distract children and make them stretch to sit on these fun tools many times, which leads to breaking the minds and causing many diseases, including autism, which has spread widely in the past years and also the cause of many eye diseases and many behavior. Therefore, many studies have evaluated the events resulting from the excessive use of social communication tools, and how to treat and get solutions that reduce reactions and the negative consequences of that.
The purpose of this study was to determine the impact of incentives on employee productivity in N Oman Aluminum Rolling Company. The study employed a quantitative analysis approach which involved descriptive and inferential analysis. The inferential analysis involved multiple linear regression analysis. A sample size of 153 (n=153) was used in the study having been drawn from employees Oman Aluminum Rolling Company. The study established a significant and positive relationship between intrinsic reward and employee performance (p<0.001). The study also established a significant and positive relationship between extrinsic rewards and employee job performance (p<0.001). Additionally, the study found a significant relationship between intrinsic rewards and employees’ turnover intention (p<0.001). The study recommends that Oman Aluminum Rolling Company should raise employees’ salaries. The study also recommends that the company should provide opportunities and environment for employee development and training.
Performance Appraisal helps to improve the performance of individuals and institutions thereby increasing their productivity. Moreover, it's encouraging positive work and increase the quality of performance. This research is about Performance Appraisal System in Sohar University and it’s linking to the Employee’s Performance. The study has conducted in the Academic area at Sohar University. The aims of the study seek to examine the PA in the Sohar University and its effectiveness in employees’ performance evaluation. The study will uncover to what extent SU is implementing the appraisal system in an appropriate way that will achieve its objectives. The study was adapted qualitative approach. The data has been obtained and collected through the interview with different Teachers from each faculty of Sohar University with different ranks. The data was analyzed using thematic analysis based on themes that were gathered from the respondent. The sample size of 22 respondents was selected from different faculty of Sohar University. The Study found that, there is different perception of PAS among the teachers of Sohar University. Also, it’s light that the indicator and measured of PA not clear and not defined. Finally, there is challenges associated with performance appraisal System and its usage. and measured of PA not clear and not defined. Finally, there is challenges associated with performance appraisal System and its usage.

Abstract

Performance Appraisal helps to improve the performance of individuals and institutions thereby increasing their productivity. Moreover, it's encouraging positive work and increase the quality of performance. This research is about Performance Appraisal System in Sohar University and it’s linking to the Employee’s Performance. The study has conducted in the Academic area at Sohar University. The aims of the study seek to examine the PA in the Sohar University and its effectiveness in employees’ performance evaluation. The study will uncover to what extent SU is implementing the appraisal system in an appropriate way that will achieve its objectives. The study was adapted qualitative approach. The data has been obtained and collected through the interview with different Teachers from each faculty of Sohar University with different ranks. The data was analyzed using thematic analysis based on themes that were gathered from the respondent. The sample size of 22 respondents was selected from different faculty of Sohar University. The Study found that, there is different perception of PAS among the teachers of Sohar University. Also, it’s light that the indicator and measured of PA not clear and not defined. Finally, there is challenges associated with performance appraisal System and its usage. and measured of PA not clear and not defined. Finally, there is challenges associated with performance appraisal System and its usage.
Abstract

In recent years, job satisfaction is one of the significant topics in management science because it is touching many considerations which related to the human resource and affected by different issues. Therefore, the aim of this research is to study teachers’ job satisfaction in online learning during coronavirus pandemic in Omani Governmental Schools. In this research four independent variables which are training and development, E-learning platforms, internet services and students’ behavior were tested to see if they have a significant relationship with job satisfaction. The data were collected by using a questionnaire, which is distributed by Educational Gate System and WhatsApp for 381 teachers in Omani Governmental Schools chosen randomly, 119 of them were male and 262 were female. Different statistical approaches were used to analyze the data by SPSS like, Pearson correlation and multiple regression analysis were used to test this relationship. The Pearson Correlation Analysis results depicted that there is a high significant positive correlation between teachers’ job satisfaction and training programs, a moderate correlation between teachers’ job satisfaction and E-learning platforms, a weak correlation between teachers’ job satisfaction and internet services, a weak correlation between teachers’ job satisfaction and students’ behavior. Multiple Regression Analysis showed that training and E-learning platforms affected positively on teachers’ job satisfaction. While internet services and students’ behavior had no significant relationship with job satisfaction. Thus, Ministry of Education and other sectors in Sultanate of Oman should concentrate their efforts on human resource management to maintain teachers’ job satisfaction. The study will be beneficial for Ministry of Education to improve the overall job satisfaction as some suggestions introduced here to help in some strategies which will help in reaching to teachers’ job satisfaction.
This research study focused on getting employees’ life satisfaction in hospitals, hotels, and other service sectors in Suhar city in Oman during COVID-19 Pandemic. The research study considered five (5) factors that have a contribution towards life satisfaction. The first factor deals with the feedback and responses about Life Satisfaction. The second factor talks about Employees’ Resilience. The third addresses the participant views about Psychological Resilience. The fourth Factor talks about Adaptive Resilience, and finally, the fifth factor talks about Planned Resilience. One hundred twenty-eight respondents have participated in the questionnaire, and the data has been analyzed and evaluated using the SPSS tool. The findings of this research study have indicated that three of the factors studied in this study (employee resilience, adaptive resilience and planned resilience) have a positive relationship with life satisfaction in hotels, hospitals and other service sectors within Suhar city. Psychological resilience has shown unexpected results and not consistent with the previous studies and expected hypothesis.

This research study will provide the decision-makers with a better view of the factors affecting life satisfaction and will improve and have a well-planned structure for dealing with unexpected crises. This study will directly impact the hotels, hospitals, and other service sectors to ensure their motivation remains positive and their performance remains sustainable.
M.Sc. Degree in Computer Science
Academic advising of the undergraduate students is playing a fundamental role and one of the most important responsibilities for the academic staff in most of the leading universities. The system is considered as one of most achievement areas in artificial intelligence. It is a rule-based decision engine that helps the non-expertise users to improve their skills. Majority of the students, however, have to meet their advisors in order to schedule their study plan. The thesis described in this thesis is motivated by the belief that successfully being able to develop such academic advisory system will lead to an increase in the breadth and scope of problems to which students, academic staff, and other academic activities can successfully be achieved an excellent level in the university learning process.

However, the performance of any advisory expert system will be limited by the quality of the gained knowledge (i.e., knowledge acquisition), and in the case of academic advisory expert system, performance will depend fundamentally on the quality of the academic expert knowledge acquisition framework that is used. The aim of this thesis is to propose a modification of the exiting knowledge acquisition framework to be suitable to use for higher education institute (e.g., A1-Buraimi University College) in order to develop a prototype rule-based expert system for the academic advising of the undergraduate students. The output of the system also provides an accurate and non-conflict proposal courses for the undergraduate student. The Empirical results show that the implementation of proposed model for undergraduate advisory expert system leads to a significant improvement in performance.
Road traffic accidents (RTA) are one of the main causes of death across the Arab Gulf states. In recent years, many Gulf States have been working hard to reduce the number of RTA fatalities. Billions of dollars have been spent on building road infrastructure, law enforcement, and emergency services. As would be expected, technology is at the heart of efforts to make the roads safer. Cloud Computing can play a significant role in reducing the number of RTA fatalities. The current process for reporting accidents needs an overhaul. Many deaths can be avoided if the post-accident emergency reporting system is improved. The present system limits the ability to acquire crucial information. It based on a voice call to a free phone number and the language options are usually restricted to English and Arabic. This project seeks to design and implement a mobile application for reporting Road Traffic Accidents. It sends an almost instant comprehensive electronic report of the accident to the emergency services. The report includes vital information such as the exact location of the accident, vehicle information, injury status and pictures of accident scene. The use of Cloud Computing increases accessibility to this vital information. The results of the survey revealed that 83.21% of those polled preferred the Car Accident Notification application to the conventional system. This project is useful for the Royal Oman Police.
### Abstract

Cloud Computing has recently appeared in IT industry as a new model for delivering secure, fault-tolerant, reliable, sustainable, and scalable computational services through Internet. However, implementing new development approaches in Information Technology and Communication change the form of work that some universities follow. Students who attend lecturers are looking forward for more accurate information and faster services, in order to do a good job in their studying career. Following the manual recording system causes sometimes to incorrectly register the attendance; it is a waste of time! Likewise, in some cases, students try to cover up their college absence of lectures by signing instead of attending the lectures. This leads to not registering the absences of students accurately. Moreover, repeating this process for each class is going to result an increased level in probability of failure to get accurate results. This research focuses on utilizing Mobile Cloud Computing techniques to implement an automatic attendance registration system. This system will automate the process of registering attendance in classroom in order to reduce the time and effort required to complete the registration of students efficiently. In addition, this research includes two types of identification technologies, which are Bluetooth and near field communication (NFC). Moreover, building and designing a desktop and cross-platform mobile application to control and follow the attendance process and print out the suitable reports.

### Key words:

Cloud Computing, Mobile Cloud Computing, Attendance Registration System, Bluetooth, Identification Technologies
Muataz Salem Al-Daweri

M.Sc. Degree in Computer Science

Master

2015

Evaluation and Selecting Different Classifiers on KDD99 Dataset with Feature Reduction for Network Intrusion Detection

KDDcup99, Classification, Intrusion Detection System, Feature Reduction, Naive Bayesian, Discretization.

With high popularization of network terminals that increases every day, large amount of data is transmitted and shared among distant sites, and that brings a big risk on it. Methods of protection shall be introduced and developed such as network intrusion systems. One of the methods to develop and optimize existing IDS is to optimize the classification algorithms and to achieve a high accuracy and time taken for the algorithm to perform. A comprehensive literature review has been covered in this thesis in order to find the current network security threats and the main algorithms that can be used to improve the intrusion detection systems. Naive Bayes algorithm has been applied with the use of feature reduction and discretization on KDDcup99 dataset. Good results have been obtained using Naive Bayes algorithm in terms of model building time and accuracy. 97.8% accuracy has been achieved with a minimum time of 3.5 seconds to build the classification model. The results that have been achieved after applying the experiments indicated that it is one of the best results compared to found and published works in literature by applying Naive Bayesian algorithm. A framework of an intrusion detection system including the classification has been proposed as well as a diagram of the steps of choosing the suitable algorithm and feature reduction method for the IDS.
This study aims to study the distribution of existing public schools in Sohar by using a Geographic Information System (GIS). It seeks to apply the methodology of spatial analysis to analyze public school locations in Sohar using GIS spatial analysis tools available in ArcGIS software. To complete all requirements of this study we have collected data from a range of different official sources which contributed in building this geodatabase. This study includes analysis of spatial pattern distribution of schools, in terms of proximity to each other, and proximity to some of other land use in surrounding areas, such as main streets, services roads, petrol stations etc. In addition, it proposes a conceptual framework for utilising GIS and its spatial planning tool to study the current school locations. This study demonstrated the ability of GIS to manipulate data by using the functions supported in its spatial analysis process. The results of this study show that there is a clear disparity in distribution of public schools, as most public schools are concentrated in Al-Humbar village. Some public schools have been built without meeting generally accepted criteria. The pattern of distribution of public schools in Sohar is classified in GIS terms as clustered. The study concludes with some suggestions and recommendations including the use of GIS and spatial planning to help decision makers to take good future decisions.
The present study aimed to design a vocational guidance system and measure its effectiveness on a sample of students in grade 12 in North Albatinah in Oman. This study was used XAMPP server including scripting language: MYSQL, PHP, and HTML in designing the online system through three vocational scales: a professional orientation scale, a career decision-making scale and a career maturity scale. The Online Electronic Vocational Counselor System was implemented using data collected from Omani studies, expert people and interviewing vocational counselors. Furthermore, the study showed the effectiveness of the electronic software from the viewpoint of grade 12 students by preparing a survey to collect the result and check the validity of system. In addition to help career counselors in school to guide the students before they register in the Higher Education Admission Center (HEAC), this study helps students to know their personality and choose an appropriate specialization in colleges and universities in Oman or different countries around the world. Finally, the researcher seeks to provide many recommendations and proposals in the design of electronic programs in vocational guidance.
The process of Image Enhancement is one of the most important and difficult techniques in image research. The main objective of image enhancement is to improve the visual appearance of the image to make it more suitable for use in different applications. Many important types of images, such as medical images, satellite images, aerial photographs and even real-life suffering from the weakness of contrast and noise. Therefore, it is necessary to improve applications that can help to enhance the contrast and remove noise from the image to increase its quality. Current work aims to develop a new filter that can enhance the image appearance by adjusting the contrast and remove the noise from the image. Moreover, the proposed filter can be implemented in many applications, whereas the current filters can be used for one application only. Also, the proposed filter can be implemented for different types of images such as JPG, TIFF, BMP, etc. The Experiments give evidence that the proposed filter efficiently improve the image specifications and contrast. Also, gave excellent results with less Mean Square Error (MSE is 0.232224), good Peak Signal Noise Rate (PSNR is 54.4717) less processing time (0.156001) in comparison with the current filters.
Face Recognition has been a highlight among the most fascinating and critical exploration fields in the past two decades. The reasons for this include the need for surveillance systems and automatic recognitions, the design of human-computer interface, and interest in human visual system on face recognition, etc. New face recognition image based on Local Graph Structure (LGS) techniques and principal component analysis (PCA) is developed in this thesis. The main idea is based on the captured image when matched with images stored in ORL standard database, the performance of Face Recognition will be low if the quality of captured image is bad, that is because of the nature of face due to the illumination (lighting), which results in the performance of Face Recognition dropping down. To reduce the effect of illumination and enhance image quality, the proposed method Local Graphic Structure (LGS) with principal component analysis (PCA) is applied to captured images in order to process the illumination and extract discriminant features from face image and to increase the accuracy of face recognition system. The proposed technique on face database images can be implemented in MATLAB program.
Abstract

The huge increase of population and the large projects implemented in Sohar city during the last two decades have raised a critical problem occurred in all modern cities around the world which is the urbanization. The main purpose of this study is to monitor urbanization occurred in Sohar city during the last two decades and predict the situation of the land uses changes and population growth by 2029 based on a statistical and historical spatial database for the years 1990-2015. Geographic Information Systems (GIS) and Remote Sensing (RS) were approved to be an efficient tool to study urban expansion and the land uses changes over a period of time. ArcGIS software was the essential tool used throughout this study due to its capabilities in spatial analysis and it could be used both for raster and vector data. This study showed that by 2029 industrial land use will have approximately the largest share among other land uses and the green lands were decreasing by an average annual growth rate 0.93% during the study period which indicates the increase probability of pollution in Sohar city. Moreover, the direction of urbanization was towards the northern parts of Sohar city and mostly concentrated in Sohar port, Falaj Al-Qabail, Sohar Industrial Estate and Falaj A1-Ohui Industrial area. The study also involved checking some planning standards to see if the people in Sohar city were living in limited areas or not. All the factors caused the previous results were discussed statistically and visually using maps of aerial photos and vector data. In conclusion of the study some recommendations were suggested to help concerned planning people to avoid and limit the unplanned effects of urbanization occurred in Sohar city in order to make a sustainable planned modern city.

Key words: Sohar, urbanization, urban expansion, GIS, RS, Spatial analysis, Oman
The purpose of this work is to study and analyze weather data in Oman and display the weather using different graph methods, such as column charts, pie charts, lines, etc. In addition, mobile and web design applications used to predict weather data over the coming years. These applications help to present and summarize the weather in Oman and to support decision-makers in the Ministry of Environment, Civil Aviation, Investor and Foreign Tourist. Furthermore, a cloud data center designed and implemented for the weather database in Oman for easy use by researchers. Besides, this study summarized the previous studies of the years 1995 to 2017 for Omani and non-Omani researchers and conducted a comparative study to obtain accurate prediction values. According to the value of the determining coefficient (R2) that was validated using some appropriate mathematical methods. Different mathematical models for weather forecasting in Oman identified and evaluated, where the current study proved that the extracted prediction schemes corresponded to the actual data in a proportion of up to 99%. Various analysis tools and regression models (linear, logarithmic, exponential, and polynomial) have been used to determine the best accurate prediction of future weather conditions in Oman.
Sohar municipality (SM) faces many challenges in changing the existing business process, adding new business processes or automating the business process as a result of the latter using legacy systems built in a stove-piped fashion over a number of years. These legacy systems were used to deliver many business operations. The main purpose of this project is to integrate some of these systems to adapt to new policies and streamline the existing business process. In addition to that, these systems have generated huge data sets since 2001, which were stored in an oracle database. However, at present there are no tools available in the Sohar municipality able to use these data to generate useful information. Using modern analysis tools, such as business intelligence (BI), makes it possible to build a dashboard which shows different types of information regarding business activities, violations and tenant contracts. This information can help the management in SM in decision-making process. As a result of this project, addressing system has been integrated with tenant management system (TCMS), municipality license system (MLS) has been integrated with the TCMS, and inspection and violation system (IAVS) has been integrated with MLS. In addition, oracle BI has been implemented to analyze and visualize many information sets using descriptive statistics analysis techniques. As a result of this analysis, there is an annual growth rate of 18.22% in business activities. In addition, there is an increase in the number of business violations, and 84% of them are health violations. Moreover, the result indicates that there has been an increase in the average rent of a residential contract from 90 RO in 2001 to 216 RO by the end Of January 2017. As a conclusion to this project, some recommendations were made in order to improve the existing system using a centralized database for streamline business operations. Furthermore, consideration should be given to adapting the standardization for business activities and violations to modern standards.
The primary objectives of this thesis are to design a web-application for forecasting, analyzing and visualizing the chronic disease in Oman. This web-application will help to visualize and summarize the status of the chronic diseases in Oman for supporting the decision-makers in the ministry of health. As well as, visualization and forecasting models for the distribution of chronic diseases among all governorates of Oman are applied and validated. This work has also employed three analysis tools to fit different regression models (linear, logarithmic, exponential, power, and polynomial). Chronic diseases pose a constant threat and are a cause of concern, because of their increased risk to human life and the economy of nations. According to the statistics issued by the WHO global report (2014), out of the number of deaths in 2012 estimated at (56) million, around (38), million were caused by chronic diseases, which represents about 68% of the global deaths. Different analysis tools are used in this work like Excel, Minitab, and SPSS. The results of data analysis show that the coefficient of determination (R²) value is equal to 0.87, which means well fits for original data. Also, the results of forecasting indicate that (exponential and power) models give inaccuracy results after an extended period. Also, the linear regression is widely used to provide a general trend line, which is appropriate to fit the trend line for a data of small size. The contributions of this work are applied in many directions like forecasting, analyzing, and designing a web-application. First, create a data center for chronic disease data in Oman for the period 1991-2015. Second, find and evaluate different predicting models to forecast the chronic disease status for next 50 years. Third, implement different visualization techniques for visualizing and analyzing the chronic disease data like map and interactive map. Finally, create and design a questionnaire and critical analysis of the state of chronic diseases in the Gulf region and Oman to determine the factors affecting the type and requirements of chronic diseases.
The Sultanate of Oman is one of the first countries in the area to utilize technology in the management of the education process. Over time, education data has accumulated, and at present large volumes of data with numerous types of statistics have been collected as operational data. This research takes advantage of these data stores by utilizing predictive and descriptive data mining approaches to study the performance of general education diploma students (i.e., year 12 of school). It applied the decision tree as a classification method, logistic and linear regression, and hierarchical clustering and k-means as clustering methods. This resulted in a prediction model with accuracy of up to 0.69 of students’ performance prior to year 12 of school, using 30% test data of near 6000 students. It also indicated the most significant variables that influence students’ performance, which are the total results of year 11 and 10, number of students in classes and their average performance, and subject results of compulsory subjects such as Islamic studies, Arabic language, social studies and mathematics. The clustering k-means algorithm was able to identify about 70% of the five levels of students’ final results in separate clusters. The hierarchical clustering was able to reveal adequate insights and indications about students’ performance of senior school (years 10-12).
Researcher: Ahmed Abdullah AlBreiki
Programme: M.Sc. Degree in Computer Science
Degree: Master
Year: 2018
Title of dissertation: Cloud computing Based System for Developing Teacher Evaluation Model Case Study: Sultanate of Oman Schools.
Key words: Technical evaluation model, cloud-based system, Technology Acceptance model (TAM), Oman

Abstract

The aim of this thesis is to study the technical evaluation model for teachers in the Sultanate of Oman and compare it with teacher evaluation models in some countries of the world. The evaluation fields in these models were compared to the Omani model. The thesis went on to study the similarities in the evaluation of the standards of each field with the different systems, and through this comparison, there is a similarity in the evaluation criteria. The system of evaluation of the current technical teacher has been developed to include indicators in each standard so that each standard is evaluated according to these indicators accurately by all the teachers' evaluators which include the senior teacher of the subject, the educational supervisor and the school principal. A cloud-based system was designed using Microsoft visual studio to include the proposed evaluation system using ASP.NET language, and Microsoft SQL Express was used to design the proposed system's own database. The system is designed to operate within the cloud computing environment so that each user can access all devices including computers, tablets and mobile phones. The system was tested and evaluated by the educational supervisors in the Department of Applied Sciences in the North Batinah Governorate using the Technology Acceptance Model (TAM) model through three main fields. The results of applying TAM are: users of the system accept with new technology, all users declare that the system is useful and easy to use and they intend to use it. Participants were accepted with an average of 4 to 5 grades using the five-point Likert scale. The study recommended adopting the proposed electronic system in evaluating the performance of the teacher because it gives a clear and precise indication on the performance of the teacher so that it gives an assessment of the indicators of teacher evaluation criteria and not the criteria of the general technical report in general. The system will also allow decision makers in the Ministry of Education in Oman to monitor the development of the teacher's performance through his years of service. It will also provide accurate planning for the implementation of professional development programs according to accurate data provided by the technical evaluation system.
Definition of cloud computing mainly refers to information technology (IT) service that uses the Internet to deliver computing resources such as data storage and applications. Using flash memories as well as internal & external hard disks or any other data storage media in all computing devices used in Schools or Higher Education Institutions continue to prone to damage, let alone the high. People and student’s computational demand is growing steadily. Factors that affect using this technology involve reliability, cost and security. The possible solution is adoption of cloud computing and services. But cloud computing also has some issues and concerns and one of the major concerns with the cloud is security and trust. To address this issue, we explore the factors that have slowed cloud adoption in higher education and find meaningful solutions to grow cloud use in colleges and universities. The responses to the examination inquiries will give data and information into the present condition of moderate cloud selection in higher education. In particular, the examination will give knowledge into the reasons higher education workforce are reluctant to grasp the cloud. This concept will create the basis for addressing conceivable cloud misguided judgments in higher education as well as in different businesses. This study explores the slow adoption of cloud in higher education. Therefore, the implementation of secure socket layer which generates and manages SSL certificate, will enhance website security, thus relieving any security-related worries. The study is also a value-added to the current literature and offers important reflections about the problem of slow adoption.
Artificial neural network (ANN) models are proposed and implemented to forecast the performance of Hybrid photovoltaic/thermal (PVT) system. Also, visualizes and analyses the data collected from the experimental modules. The purpose of this work is to analyzing and predicting the performance of solar photovoltaic/thermal (PVT) systems, a model composed of two PV panels, one with thermal collector, and the other without thermal collector, is implemented on the surface roof of faculty of engineer in Sohar university renewable lab to collect the data required for analysis. Sohar (24.3461° N, 56.7075° E) the geographical location is in A1-Batinah North region in Oman. Artificial Neural Network (ANN) models selected for analyzing the performance of the PV modules are Multi-Layer Perceptions (MLP), Self-organizing Map (SOM), and Support Vector Machine (SVM), and statistical parameter chosen for this study are Root Mean Square Error (RMSE), Absolute Mean Percentage Error (AMPE), and Coefficient of Determination (R²). Best results obtained are 0.0631, 0.2512, and 7.99. 67% for MAPE, RMSE, and R² respectively for the PVT using MLP, and for the PV with same ANN model the values are 0.05982, 0.2425, and 99.32% for MAPE, RMSE, and R² respectively. When comparing the results of ANN models with the empirical ones, ANN emphasized superiority. Locations with similar climate can extend the application of ANN prediction model. ANN computation has augmented our ability to analyze and process data. ANN is a powerful modeling tool, which maps a complex input space into simple output space. The important of PV increased because the cost of inducting and operating this system has decreased rapidly.

| Researcher: | Imad Eldin Ibrahim Eihassan |
| Program: | M.Sc. Degree in Computer Science |
| Degree: | Master |
| Year: | 2018 |
| Title: | Artificial neural network approach for analysing and predicting the performance of solar photovoltaic/thermal systems |
| Key words: | Artificial Neural Network, forecasting models, data visualization, Solar systems, Photovoltaic/ffthermal Systems. |
This thesis presents an agent-based model of food safety management. The model, proposed by McPhee-Knowles, 2015 involving consumers, regulators and stores is extended to evaluate the phenomena of "the wisdom of crowd" towards conditions leading to more efficient and dependable system. Through multi-parameter simulation, it is revealed that consumers, regulators and stores effect one another in interesting ways. The model presented by McPhee-Knowles, 2015 is successful in combining various sub-systems which are relevant; such as, inspection system, immune system, effect of consumer avoidance, and stores signaling on their own, and investigated inspector’s behavior influence on the food safety. We extend this model to investigate about consumers and store owners, the social dimension. We propose that consumers and owners of the stores accepting existence of "the wisdom of crowd", can make good decision; good for themselves, but at the same time, beneficial for the society as a whole. For example, more vigilance in correction measures by stores (if contaminated) ensures majority consumers still loyal to the contaminated store. We also replaced stores self-signaling by social networking, acting as a medium to spread the information and helping other consumers finding stores which are not contaminated. As a whole these findings also conform to self-organizing behavior of the population. It is evidenced that an active society has a capability to self-organize even in the absence of any regulatory compulsion. The implications of these findings are enormous. System components taking a self-organized corrective action resists against system going towards a highly skewed distribution, thus, improving its stability and robustness.
This study investigates the extension of the Unified Theory of Acceptance and Use of Technology (UTAUT) of M-payment technology in the higher educational institutions in Oman. This is done by extending the most frequent factors that accomplished significant results such as (perceived risk, perceived trust, perceived cost, and self-efficacy) in the M-payment adoption studies. Then, validate the new model by using the partial least squares-structural equation modelling (PLS-SEM). A total of 346 respondents in the Sohar University and AL Buraimi University College responded to the survey. The factors are perceived risk, perceived trust, perceived cost, self-efficacy, performance expectancy, effort expectancy, and social influence. It was established that perceived risk strongly drives the users’ behavioral intention to pay through mobile devices. This confirms that perceived risk tends to be a negative indicator of M-payment adoption. Perceived trust is another important factor that affects the M-payment adoption. Perceived trust has a significant negative effect on the users’ intention of M-payment technology adoption. Perceived cost is a powerful factor that affects the users’ behavioral intention to adopt M-payment. The proposed model confirms the relationship between perceived cost and behavioral intention. In addition, self-efficacy is positively associated with the users’ behavioral intention to adopt M-payment. Besides, performance expectancy is found to have a strong indicator of the users’ behavioral intention to adopt M-payment. Additionally, effort expectancy tends to be an indicator of the users’ behavioral intention to adopt M-payment. Moreover, social influence is found to have a strong indicator of the users’ behavioral intention to use M-payment technology. In addition, the users’ families, friends, and social circles might also affect and encourage the M-payment adoption at the higher education institutions in Oman. Overall, the current study has contributed to the existing literature by presenting the beliefs and motives that may affect the M-payment adoption in Oman. Hopefully, the results of this study will provide insights for future research.
The aim of this study is to demonstrate how to take advantage of modern technological methods of learning and education in the Sultanate of Oman for pre-university education. It also aims to identify the difficulties that hinder the employment of modern technology in learning and education. Data obtained from various studies relevant to this aspect and principals, teachers and students of some public and private schools, which will be randomly selected to achieve consistent results. This data will be then analysed by IBM SPSS Statistics.
The main purpose of computational linguistics is to enable machines to be used as either an aid in analyzing the properties of linguistic theories, and to understand more about how humans process natural languages. By understanding language processing in procedural terms, machines can gain the ability to generate and interpret natural language. This would make it possible for machines to perform highly useful linguistic tasks including part-of-speech (POS) tagging and spell checking, text similarity measurement, text clustering, etc. These tasks are very complex and involve processing on many levels (morphological, lexical, syntactic and semantic). The lexical level of linguistic processing is concerned with interpreting the meaning of individual words.

The most essential types of processing that contribute to word-unit understanding are identifying the part-of-speech tag, and identifying the sense of a polysemous word based on the context in which it occurs. In part-of-speech processing, words are assigned a tag that represents their part-of-speech function in the given context. Parts of speech include nouns, verbs, adjectives, adverbs, pronouns, conjunction and their sub-categories. Note that many words can have more than one part-of-speech associated with them. For example, 'bank' can be a noun or verb, depending on its context.

Word sense disambiguation (WSD) is the process of identifying which sense (meaning) of a word is intended in some given context. For example, consider the distinct senses that exist for the word 'bass': one as a fish, and another as a type of music. The lexical level of language is evidenced in the knowledge contained in lexical resources such as WordNet. A lexical resource may be very simple, containing only the words and their parts of speech, or it may be more complex, containing information on the semantic class of the word. Depending on the type of languages being addressed, the lexicon may be qualified as monolingual, bilingual or multilingual. "The research described in this thesis is motivated by the belief that success in the ability to capture such lexical and semantic relationships (i.e., word communication and fixed distributions across words) will increase the scope and scope of problems in which the meaning of the word can be applied in context. However, the performance of any method of clarifying the meaning of the word in the context depends primarily on the quality of the local context in which the interlinked words appear (the surrounding context). The proposed work presents a new variation in how the meaning of the word is explained in the context based on the model graph based on the use of contextual expansion (i.e., logical synonyms) to explore the lexical and semantic relationships that connect the senses of words. The method breaks down all the target words simultaneously by exploring the semantic similarity between their possible synonyms in WordNet and the context provided by all the remaining words in the specified context. The real meaning of the target word is then defined as the meaning in which the semantic similarity between its synonyms and the remaining words with its synonyms is higher."

The empirical results show that the method of clarifying the meaning of the word in the context based on the proposed graphs on its own works satisfactorily compared to the more recent graph-based methods as evaluated in many standard data sets when evaluated at the end of the sentence to the similarity scale. The integration of the proposed method leads to better performance without the use of removing the meaning of the word.
### Abstract

In civil engineering projects, performing the Quantity Survey (QS) process manually is not only a tedious task, but much prone to errors and repetition. The high cost of purchasing and maintaining the QS software, forced the tight budget companies to perform QS work in traditional ways. Therefore, the traditional quantity survey work, which is done manually, leads to many errors in calculations and takes time and effort to correct errors. In addition, the manual calculation often leads to delay of completing the quantity survey report in line with the project plan. The main objective of this research work is to overcome the higher price of acquiring and maintaining the QS Software and to automate the calculation of quantity survey process, including multi-phases of building construction, such as work on the Foundation, Footing & Floors stages, summarize and analyze the data and make it accessible on demand. It includes details about the concrete, steel, blocks, cement and sand quantity respectively. In order to achieve the main objectives of this research work are, to overcome the higher price of acquiring and maintaining the QS Software and to automate the calculation of quantity survey process, including multi-phases of building construction, such as work on the Foundation, Footing & Floors stages, summarize and analyze the data and make it accessible on demand. It includes details about the concrete, steel, blocks, cement and sand quantity respectively.

In addition to the high cost of purchasing and maintaining the QS Software, the traditional QS process manually is not only a tedious task, but much prone to errors and repetition. The high cost of purchasing and maintaining the QS Software, forced the tight budget companies to perform QS work in traditional ways. Therefore, the traditional quantity survey work, which is done manually, leads to many errors in calculations and takes time and effort to correct errors. In addition, the manual calculation often leads to delay of completing the quantity survey report in line with the project plan. The main objective of this research work is to overcome the higher price of acquiring and maintaining the QS Software and to automate the calculation of quantity survey process, including multi-phases of building construction, such as work on the Foundation, Footing & Floors stages, summarize and analyze the data and make it accessible on demand. It includes details about the concrete, steel, blocks, cement and sand quantity respectively. In order to achieve the main objectives of this research work are, to overcome the higher price of acquiring and maintaining the QS Software and to automate the calculation of quantity survey process, including multi-phases of building construction, such as work on the Foundation, Footing & Floors stages, summarize and analyze the data and make it accessible on demand. It includes details about the concrete, steel, blocks, cement and sand quantity respectively.

### Key words:

Quantity survey, building information modeling, web-based system, system analysis and design.

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**Programme:** M.Sc. Degree in Computer Science  
**Degree:** Master  
**Year:** 2018  
**Title of dissertation:** Web-based framework for structaure concrete of quantities survey  
**Key words:** Quantity survey, building information modeling, web-based system, system analysis and design.
Tourism is one of the most important sources of revenue in many countries. Oman is one of the most attractive countries for tourists in the Arab region, which is characterized by different terrains and tourist destinations. Therefore, there is a need to have efficient systems for the management of tourism to help tourists reach their targets quickly and easily. The literature study shows that there are fewer online tourist services in Oman to assist tourists. Therefore, the development and implementation of a questionnaire to study the level of tourist satisfaction with tourism services in Oman is essential. Moreover, the results of this questionnaire are used to test hypotheses to help design the proposed solution to this issue. In addition, a web-based system is designed to manage tourism services as a solution for helping and assisting tourists and residents to reach tourist destinations more easily. The current work builds and applies an interactive map to explore governorates in Oman easily as well as the most important tourism destinations. As well as the information on the booking of vehicles and tours.

The study implements three types of data analysis, namely Pearson’s correlation analysis, independent sample t-tests and descriptive statistics. The results show that $r = .67$ which means that there is a positive relationship between tourism attributes and satisfaction and that there is a significant difference in the tourism attributes and satisfaction with regard to nationality for Omani and non-Omani. The result shows that the most variables of electronic services in the average measurement, so can notice that there is some weakness in electronic services.
Nowadays Business environments are moving to data analysis forward to create better decision-making. Sohar Aluminium is one of the industrial companies facing challenges in monitoring the production line of aluminium. The critical things in industries are the quality of products to gain customers and to be successful in the market. The main purpose of this project is to learn how to monitor the performance of Aluminium Potline and how the management can take a decision. We are looking for this project to solve one of the most painful areas in the industrial companies which is getting the historical data with the analysis of producing the aluminium. Most of the aluminium companies are using ALPSYS system to manage the aluminium potline, which is a control system connected to machines and sensors. ALPSYS system is a live system storing data for a specific period such as 7 days, 30 days and some data for three months. Thus, data should be stored for a long time to do the analysis and to know the performance of the potline of aluminium. Therefore, we are going to build a solution that can help to monitor the indicators and analyse the potline by capturing life data of each pot such as temperature, iron, bath height and anode change. Then after the analysis of the data are correct and validated with Process Engineer in Sohar Aluminium, then we are going to stores all the data in a centralized database to be used for yearly analysis and other management decision purpose.
Abstract

Nowadays technology has reached to the point that electronic devices are very common in our lives. We use these devices within home, office environment and other public places to perform numerous functions such as chatting with our friends and families across the access online services, shopping etc. There are many sectors like smart home, smart office and smarthealth to use these devices. Smart health, one of the research topics as a part of smart city. Health monitoring system is evolved over last few years and change the way health care could be delivered. Due to the increase in number of patients coupled with increase of the older population need for caring and monitoring increases as well. It requires an alternate solution to overcome this problem. This research may solve problem related to the smart health. The important for smart health in smart cities are e-health, m-health and s-health. All those, complement to each other to solve many problems in health. Smart health to give less cost and benefit the older patients to reduce number of visits to hospital. The major contribution of this thesis is that define model for smart health with system design, which use wearable sensors such as smart watch to monitor heart rate. We have implemented a small application in smart watch to measured the patient heart rate and step taken in Android Studio using a wearable sensor. The purpose of this research to find a solution for the patients at home using smart health techniques in Oman.
The purpose of this work is to simulate Evacuations scenario using Agent Based Modeling technique. The goal is to find fast evacuation strategy by some theories like game theories. Evacuation strategy is considered as efficient if we can evacuate all people safely and quickly. I used most widely used tool, Net-Logo to model and simulate evacuation. I test the model using nine different scenarios: Symmetric sparse, Symmetric medium, Symmetric dense, Asymmetric sparse, Asymmetric Medium, Asymmetric dense, Hidden sparse, Hidden Medium and Hidden Dense; where symmetric, asymmetric and hidden represent configurations of two possible exits, and population of agents can be sparse, medium and dense. The simulation results reveal that fastest strategy is strategy one, but cannot say it is optimal because of increasing panic. That means it is impossible to find strategy that evacuate agents fast without panic. Strategy two and three are strategies with less panic. Strategy three is the best because of fastest time and least panic if we compare it with strategy two.

الغرض من هذا العمل هو محاكاة سيناريو الإجلاء باستخدام تقنية نمذجة الوكيل. الهدف إيجاد استراتيجية سريعة للإجلاء باستخدام بعض النظريات مثل نظريات الألعاب. يمكنا لنا اتخاذ جميع السكان بطريقة سريعة وأمنة. لقد استخدمت الأداة الأكثر استخداماً لنمذجة ومحاكاة سيناريو الإجلاء وهي (نث لوجو). لقد قمت بإستخدام سيناريوهات مختلفة وهي (مجموعة المتماثل الضئيل، مجموعة المتماثل المتوسط، مجموعة المتماثل الكثيف، مجموعة غير المتماثل الضئيل، مجموعة غير المتماثل المتوسط، مجموعة غير المتماثل الكثيف، مجموعة المستتر الضئيل، مجموعة المستتر المتوسط، مجموعة المستتر الكثيف). هناك مصطلحات تعبر عن إعادة أبواب الخروج مثل (المتماثل، غير المتماثل ومستتر) بينما (المتوسط، البسيط، الضئيل، الكثيف) تمثل (المتماثل، غير المتماثل، المستتر). أعداد السكان تتغير حسب المخططات في الاستراتيجية الأولى في أهمية استراتيجيتك ولن يمكن القول بأنها الطريقة الأمثل بسبب زيادة أعداد السكان تحت الهلع (أثر سلبي على الأمان). المعنى من هذا أنه لflix إيجاد استراتيجية تقوم بإجلاء السكان بسرعة وجودة، هناك استراتيجيات نجحت بتطبيق إعداد السكان تحت الهلع. هناك استراتيجيات نجحت بتقليل إعداد السكان تحت الهلع. هناك استراتيجيات نجحت بتقليل إعداد السكان تحت الهلع. هذه الاستراتيجيات الناجحة تتعلق إعداد السكان تحت الهلع، جميع الاستراتيجيات الثلاثة في الأمثل وذلك بسبب تقليل الوقت ونقص الهلع لاحله السكان أي أنها تقوم إجلاء جميع السكان بسرعة وأمان.
ABSTRACT

The main purpose of the thermal insulation is to reduce the effect of the weather condition such as temperature and humidity on a particular place, thereby leads to decrease the energy consumptions and thus to preservation of our environment. To achieve this, the research presented in this dissertation is motivated by the belief that effectively being able to explore and monitor such the effect of weather condition on effectiveness of installed thermal insulation will result in a growth in the range and possibility of problems to which IoT can successfully be applied in such activities. Therefore, this research presents a customized development of IoT-based monitoring system that measuring and exploring the effect of weather condition on installed thermal insulation structures (i.e., thermal insulation efficiency). The system contains of Arduino board (i.e., MKR1000 Wi-Fi) as a central unit that interfaces at the input with temperature, relatively humidity and light intensity sensors, and at output with WiFi module board that send the collected data via Internet to IoT analytics platform (i.e., cloud) in order to aggregate, analyze and visualize the sensed data. The developed IoT-based monitoring system is a low-cost in which gives insight into the design and implementation of a complete application including all IoT’s features such as sensing and transmission of the data to the cloud, data processing and data retrieval through ThingSpeak open source API platform. The developed system has been simulated, tested and evaluated on the real-world scenarios. Also, the performance results have been analyzed and compared with the monitoring results from the existing (i.e., state of the art) weather monitoring systems.

Reseacher: Rahma Qasim Mohammed Al-Ajmi
Programme: M.Sc. Degree in Computer Science
Degree: Master
Year: 2019
Title of dissertation: IoT-Based System for Monitoring the Efficiency of Thermal Insulations
Key words: Arduino MKR100 Wi-Fi, DHT11 Sensor, ThingSpeak, Internet of Things, Weather Monitoring
Nowadays, mobile devices have become an essential part of our life. Everyone carries Smart Mobile Devices (SMDs). These devices have some issues, for example, restricted battery lifetime, memory size, and processing capabilities. Although, we can improve the hardware aspects of the SMDs, but hardware level changes are not sufficient. It is because the users want their SMDs lightweight and easy to handle during mobility. Cloud computing helps to solve issues of smartphones using a new field named mobile cloud computing, which is “an integration of cloud computing technology with mobile devices to make the mobile devices resourceful in terms of computational power, memory, storage, and energy”. In Mobile Cloud Computing (MCC), we overcome the limitations of mobile devices by offloading resource intensive computations to remote servers. By doing this, we improve performance and energy efficiency of mobile devices. There are many offloading frameworks that are designed specifically for this purpose. This research provides study of the current mobile cloud application development models, highlight important parameters that affects the process of computation offloading in mobile cloud computing, presents comparison of the application development models on the basis of highlighted parameters, and provide guidelines for the designing of mobile application development models.
ABSTRACT

Diabetes is a significant disease burden in Oman based on Ministry of Health that determines the growth of expenses from 148.9 million in 2003 into 779.8 million in 2015 (WHO, 2016). Besides, the prevalence of Diabetes Mellitus in Oman increased from 68 per 1000 Omanis in 2012 into 72 per 1000 Omanis in 2018. Therefore, this thesis aims to analyze and predict the impact risk factors of Diabetes in the Sultanate of Oman. Besides, a critical literature survey is implemented for collecting the required information. Also, develop mathematical models for predicting the future numbers of diabetes, which will help the decision maker to know the needed infrastructure and money for the next 30 years. Type two Diabetes found the common Diabetes among my questionnaire respondents with a rate of 41.1%, followed by Type one Diabetes with 14.5%. Two mathematical models were developed for predicting the future amount of Diabetes. The linear regression model achieved an accuracy of 77% for age less than 49 and 84% for age between 50 to more 70. The nonlinear regression model obtained excellent results, about 95% for most age categorization. The forecasting models illustrate a high increase in the number of diabetic patients, especially in the age of 15-49, which requires careful attention and prompt attention solutions. Recommendations adopted included the dissemination of health awareness to identify the risk of Diabetes. The periodic visits to health centers will help to decrease the risk of Diabetes. Indications show that healthy foods and exercise regularly to reduce the causes of the disease. Finally, take measures to contain the significant increase in the number of people with Diabetes within the next 30 years.
The present study aimed to devise the Scientific Standards for building Educational Websites to Non-Native Arabic Speakers to help them overcoming the difficulties that they face in learning Arabic language as a second language and meet their needs in learning Arabic Language Skills and Arabic Culture. Many web designers focus mostly on the design of the website to attract more learners and ignore the importance of Scientific Standards in teaching Arabic language skills in first place. The qualitative and quantitative methods were used to collect the required data, analyze it and interpret the results. The researcher made interviews with teaching staff and distributed questionnaires on a sample of Non-Native Arabic Speakers at Arabic Language Centers to measure the effectiveness of the devised Scientific Standards in teaching Arabic language. The expected results that the researcher is looking for is devising Scientific Standards for building Educational Websites which can assist Non-Native Arabic Speakers to improve their abilities and performance in learning Arabic language. Finally, the researcher intended to present many proposals, recommendations and future work regarding of devising Scientific Standards for building Educational Websites for Non-Native Arabic Speakers at Arabic Language Centers. The study results showed that web designers are not committed with the devised Scientific Standards in building Educational websites.
ABSTRACT

Pattern recognition is one challenging research area nowadays. Several applications lay under the field of pattern recognition such as fingerprint verification, face recognition, iris discrimination, chromosome shape discrimination, optical character recognition, texture discrimination and speech recognition. A system for recognizing an isolated pattern of interest may be as an approach for dealing with such an application. Our aim in this work is to identify an isolated pattern of interest in the image based on the combination of robust features extraction. It relies on measurements such as size and shape extracted by measuring the geometrical measurements (distance and angle). We presented a system prototype for dealing with such a problem. The system started by acquiring an image containing a pattern of fish, then the image features extraction is performed depending on size and shape measurements. Our system has been applied on 21 different fish families, each family has a different number of fish types and our sample consists of distinct 430 of fish images. These images were divided into two datasets: 301 training images and 129 testing images. Overall accuracy was obtained using the neural network associated with the back-propagation algorithm is 96.09% on the test dataset used. We developed a classifier for fish images recognition. We efficiently have chosen a features extraction method to fit our demands. Our classifier successfully designs and implement a decision which performed efficiently without any problems. Eventually, the classifier can categorize the given fish into its cluster and categorize the clustered fish into its poison or non-poison fish and categorizes non-poison fish into its family.
Driver drowsiness is one of the major problems that cause traffic accidents in the world. The drowsiness accidents are classified as more dangerous comparing with other type of accidents. The response usually for traffic accidents is delayed and sometimes does not come. Preventing and minimizing such driver fatigue accidents is highly important research areas that need more attention. The aim of the study proposes is to design a non-intrusive real-time drowsiness system based on image processing and fuzzy logic technique. The system focuses on different visual signs to detect the level of driver drowsiness. This study uses two main parameters for detecting driver drowsiness; these parameters are eye blink duration and mouth status. Viola–Jones algorithm and image processing method are used to detect the desired facial feature image in a specific frame of the given driver video. First, the proposed system detects the driver face, if the face is detected, the system will extract the eyes and the mouth areas, then the analyzing process is started in order to determine the status of these parameters. Secondly, Kalman filter method used to track and handle the variety of the size and the orientation of the captured features. The method considers all image status as brightness, shadows and clearness. Thirdly, the fuzzy control system provides different alerts sounds based on the tracked information from the face, eyes, and mouth. The proposed system uses a real-time data recorded by a webcam tool in MatlabR2016a environment. The sample of data contains videos for different users from different races, wearing glasses or not, gender, and various illumination backgrounds. Based on the output of the experiments, the system achieved 89.28% accuracy on detection driver status.
Detecting plant diseases using the traditional method such as the naked eye, can sometimes lead to incorrect identification and classification of the diseases. Consequently, this traditional method can strongly contribute to the losses of crop. Image processing techniques have been used as an approach to detect and classify plant diseases. The main aims of this study are to focus on the diseases affecting the leaves of al-berseem and how the image processing techniques can be used for detection al-berseem diseases. Early detection of diseases important for finding appropriate treatment quickly and avoid economic losses. Detecting plant disease is based on the symptoms and signs that appear on the leaves. The detection steps include image preprocessing, segmentation, and identification. In the preprocessing step, the image noise is removed by using the MATLAB features energy, mean, homogeneity and others. The k-mean clustering is used to detect the affected area in leaves. Finally, KNN will be used to recognize unhealthy leaves and determines disease type (fungal diseases, pest diseases (shall), leaf minor (red spider), and deficiency of nutrient (yellow leaf)) this four types of diseases will detect in this thesis. Identification is the last step in which the disease will identified and classified.

ABSTRACT

The study aims to evaluate the use of image processing techniques in detecting diseases affecting the leaves of al-berseem. The traditional method of detecting plant diseases using the naked eye can sometimes lead to incorrect identification and classification of the diseases. Consequently, this traditional method can strongly contribute to the losses of crop. Image processing techniques have been used as an approach to detect and classify plant diseases. The main aims of this study are to focus on the diseases affecting the leaves of al-berseem and how the image processing techniques can be used for detection of al-berseem diseases. Early detection of diseases is important for finding appropriate treatment quickly and avoid economic losses.

Detecting plant disease is based on the symptoms and signs that appear on the leaves. The detection steps include image preprocessing, segmentation, and identification. In the preprocessing step, the image noise is removed by using the MATLAB features energy, mean, homogeneity and others. The k-mean clustering is used to detect the affected area in leaves. Finally, KNN will be used to recognize unhealthy leaves and determines disease type (fungal diseases, pest diseases (shall), leaf minor (red spider), and deficiency of nutrient (yellow leaf)) these four types of diseases will detect in this thesis. Identification is the last step in which the disease will identified and classified.

Key words: Image process, K-mean cluster, k-nearest neighbors’ algorithm and al-berseem plants.
Abstract
Sentiment classification or opinion mining is conducted to extract the core data representing opinions, emotions, comments and feedbacks. Therefore, nowadays business development managers rely on the output of sentiment classification as a solid construction to the development of its products. Motivated by the role of social media on appointing the dimension of the discussions, a solution is proposed to classify users’ sentiments and define the most common topics deliberated by the users in twitter. The proposed technique classifies user’s sentiments by applying semantic measure to build classifications (classes) from user tweets. Usually the constructed classes are predefined like, either dislike or neutral to analyze user sentiments. However, in this research the classes are constructed according to the sentiments of the users semantically. Therefore, the classifications are alternated according to the study domain. This research has picked women international day as the study domain as a result of the available historical data and the renewability of the topic. The proposed technique is consisting of two phases. The first phase is building the classes that define the topics of interest. The phase starts by using part of the collected datasets from twitter to extract the class concepts. Then the relatedness is computed among the concepts using Wu and Palmer semantic measure (WuP). Therefore, the classification (building the classes) is based on the fact that the most semantically interrelated concepts in the corpus will be formed the classes. Each class consists of group of concepts. The second phase is classifying the tweets into the constructed classes from phase one. WuP measure is used to compute how much the tweets’ words are similar to the classes’ concepts. The most related class to a tweet will be the class with the highest average between the tweet’ words and the classes’ concepts. In the topic domain “Women international day”, 200 tweets have been used to build the four classes (Activity, Women role, Time, and Surroundings) for phase one. For phase, two other tweets have been collected and classified under these four classes. The classification of the tweets concluded that women role was the most common topic with 43% and surrounding was the least common topic with 4%. Three human evaluators evaluated the proposed solution. The precision of the proposed solution is 86%. The proposed solution can be generalized to any domain and it can generate classes according to that domain using any semantic measure.
Steganography is an approach of hiding secret data in appropriate media carriers such as images, audio files, text files, and video files. Image steganography approach hides secret information (image) in another image without leaving visible evidence of image modification. The main quality characteristics of the image steganography algorithms are: hiding capacity, perceptual transparency, robustness, and resistance against attack. This thesis improves the Savitha Bhallamudi technique by randomizing the places of hiding the bits in the cover image. Two approaches have been proposed for randomization process. The Savitha technique is based on the Least Significant Bit (LSB) technique. The LSB technique involves hiding secret data in sequence manner in the LSB of the image. These least bits of an image is representing less important data for an image. The main idea of the proposed methods is to enhance security by embedding the bits of an image randomly depending on the value of different bytes of the original (cover) image. The first method hides data randomly in images by checking the first byte of the original image only. The second method goes through some bytes in the cover image and hides data based on the value of these bytes. The proposed methods were tested on a sample of twenty images, two measures have been used, these are: Mean Square Error (MSE) and Peak Signal-to-Noise Ratio (PSNR). The experimental results show that the proposed methods achieve better results of MSE compared to the original method of “Savitha” and provide better visual quality (PSNR). The results show that the level of randomness will reduce the level of capacity. However, the main objective of this study is to enhance security, which is achieved based on the results, (MSE average in Savitha technique is 27.8 and first enhanced method MSE is 21.1). The aim of this work is to show that steganography performed by using random bits hiding is less possibility to attacks compared to sequence embedding as it is difficult to recognize the pattern used in hiding the secret message.

Abstract

Steganography is a method of hiding secret information in images, audio files, text files, and video files. It is used to transmit information that is not intended to be visible, such as images, audio, text, and video. The main characteristics of steganography are hiding capacity, perceptual transparency, robustness, and resistance against attack. This thesis proposes two methods to enhance security by embedding the bits of an image randomly depending on the value of different bytes of the original image. The first method hides data randomly in images by checking the first byte of the original image only. The second method goes through some bytes in the cover image and hides data based on the value of these bytes. The proposed methods were tested on a sample of twenty images, and two measures were used: Mean Square Error (MSE) and Peak Signal-to-Noise Ratio (PSNR). The experimental results show that the proposed methods achieve better results of MSE compared to the original method of “Savitha” and provide better visual quality (PSNR). The results show that the level of randomness will reduce the level of capacity. However, the main objective of this study is to enhance security, which is achieved based on the results.
Aiysha Ali Majid Al-Marzouqi

M.Sc. Degree in Computer Science

Master

2019

Fusion of Waterarking And Steganography for Protecting Image Ownership

Watermarking, Steganography, Image ownership

The use of digital images has become very common because of the rapid increase of the internet over the time. Moving digital images over the internet is an easy task but keeping the ownership is difficult task, serious issues have emerged. Forgery, fraud, and pirating of this content are rising. There are different techniques used to protect image like watermarking and steganography, but these methods are not enough for protecting. So, providing new techniques is essential for protecting image ownership. In this thesis, we have proposed a fusion method of steganography and watermarking. First, the secret message is encoded within the original image using LSB technique to obtain stego image. Secondly, the watermarking process is applied on the stego image using text watermarking or image watermarking to provide stego-watermarked-image. The proposed method of fusion watermarking and steganography is very useful for protecting the image ownership over insecure communication channel. An attacker cannot get the desired watermarked image from stego-watermarked-image without knowing the secret message that hiding inside it using LSB technique. The proposed method is efficient, simple and secure; it provides significant protection for image ownership.
A smart grid has appeared as one of the most crucial topics in utilities. The efficient utilization and distribution of power need a reliable and sophisticated infrastructure that is constituted of efficient software and hardware. Electricity companies with high potentials and experts are one of the leading enterprises that tend to get benefits from cloud computing technology for smart grid applications. The readiness of utilities to adopt this technology depends on a multitude of factors. These significant factors must be evaluated systematically before deciding to implement smart grid cloud-based solutions. The main purpose of this study is to identify the primary factors which they affect the adoption of smart grid cloud computing for electricity companies. Therefore, the study defines a proposed model that is based on two technology adoption models (organization and environment (TOE) framework, diffusion of innovation (DOI) theory), and depth interviews with experts. Based on interviews and previous case studies, the research model was created with ten factors, which are: technology readiness, relative advantage, top management support, compatibility, cost savings, security support, regulatory support, competitive pressure, real-time support, and fog computing support. The survey questionnaires were created and data collected from six electricity companies in the sultanate of Oman. There are 71 employees from those companies selected to be apart of the analysis process. The Smart PLS (3.2) the primary tool used in the analysis. The results from data analysis supported the hypotheses and research model as well. In summary, the final results from this study show that the technology readiness, relative advantage, top management support, compatibility, cost savings, security support, regulatory support, competitive pressure, real-time support, and fog computing influence the adoption of smart grid cloud-based solution for utilities.

Researcher: Salem Mohammad Salameh
Programme: M.Sc. Degree in Computer Science
Degree: Master
Year: 2020
Title of dissertation: The Readiness of Utilities to Adopt Smart Grid Cloud Computing Business Case: Electricity Sector in Sultanate of Oman
The current study's aim is to analyse the salinity of water and its effect on the coast of Sohar City, by using Geographic Information Systems (GIS). The studies data were collected from different official sources that contributed to building the geographic database. This thesis studied the distribution of groundwater, as well as the distribution of the land use on coast in Sohar City, using the statistics and spatial database collected from the years 1995-2017. Analysis was carried out to determine the effect on increasing salinity and loss of fresh water, which is necessary for humans and agricultural land. This study showed the ability of GIS in processing data by using specialist GIS programs. The most important results of the study that were identified were that there is a clear disparity in the increase of salinity and a lack of pre-planning for the distribution of lands, especially in areas containing fresh groundwater. This led to an increase in demand, and thus caused the water salinity problem. In addition, the main factors that caused the expansion of water salinity in the study area are climatic, compounded with increasing project and human activities. This study includes a series of recommendations that could lead to an improvement of the situation at present and help decision makers to use GIS tools for making the best decisions in the future.

Title of dissertation: Using ArcGIS Technology to Analyse the Water Salinity Changes and its Effects on the Coast of Sohar City

Key words: GIS, Salinity, Spatial data, geodatabase

ABSTRACT

ABSTRACT

The current study’s aim is to analyse the salinity of water and its effect on the coast of Sohar City, by using Geographic Information Systems (GIS). The studies data were collected from different official sources that contributed to building the geographic database. This thesis studied the distribution of groundwater, as well as the distribution of the land use on coast in Sohar City, using the statistics and spatial database collected from the years 1995-2017. Analysis was carried out to determine the effect on increasing salinity and loss of fresh water, which is necessary for humans and agricultural land. This study showed the ability of GIS in processing data by using specialist GIS programs. The most important results of the study that were identified were that there is a clear disparity in the increase of salinity and a lack of pre-planning for the distribution of lands, especially in areas containing fresh groundwater. This led to an increase in demand, and thus caused the water salinity problem. In addition, the main factors that caused the expansion of water salinity in the study area are climatic, compounded with increasing project and human activities. This study includes a series of recommendations that could lead to an improvement of the situation at present and help decision makers to use GIS tools for making the best decisions in the future.
**Abstract**

Authentication is one of the important concepts for providing CIA Triad characteristics for information systems. Authentication is granted through textual or graphical password-based methods or through unique biometrics traits of individuals. Even though biometrics authentication is more secure, it suffers from vulnerabilities related to spoofing attacks and attacks on recognition models. Spoofing is type of attack in which a system user is impersonated for gaining illegitimate authentication to information system. Spoofing in biometric authentication systems occurs when an attacker obtains an artificial copy of biometric trait; for example, a facial picture or a sound recording and submit it to system for illegitimate access. Naturally vulnerabilities of biometric systems are extended to any biometric based subsystem such as face recognition authentication systems. Here the issue of spoofing attacks in facial recognition systems is resolved by introducing a newly developed image encryption model. New image encryption model is based on Two-Dimensional Outer Totalistic Cellular Automata Game of Life rule and Gray Code. This is combination has achieved superior GDD performance than many of CA based encryption methods (0.9789 GDD on Cameraman), large key space (> $2^{100}$) that exceeds minimum brute force resistivity threshold for image encryption and high key sensitivity to slightest changes (NPRC > 93% on single image encrypted with slightly different keys). This new encryption model is integrated in facial recognition system based on PCA algorithm, such that encrypted facial images (with proposed image encryption model) of ORL database is used for training and testing the model. The system had an accuracy of 92.5% on correctly recognizing encrypted test faces. The same test was run again with decrypted test faces to prove that authentication can only be granted through correct encryption of input image before submission to system. The achieved accuracy this time was 0.0375%, which proves the hypothesis. With that another layer of security was added to facial recognition systems for protection against spoofing attacks and protection of features database.
ماجستير إدارة تربويه
This study aimed to identify the principal’s perception of their training needs and whether the views of the study specimen regarding their training needs differ according to the variables of gender, level of education and administrative experience. To achieve this, the researcher prepared a questionnaire which consists of (55) items distributed over the study sample (289) principals distributed in nine educational directorates in the Sultanate of Oman. The study results showed that the overall average for all the dimensions of the study concerning the training needs of principals in basic and post basic schools was (3.57) which means a highly training need. The study also showed that technology dimension comes on the top priority for the principals in basic education schools, whereas strategic planning comes the least. The training aspects come descending respectively as follows; Technology, student affairs, communication, professional development, assessment and strategic planning. The study showed no statistically significant differences at the level (α ≤ 0.05) which is related to gender variable in all aspects (Technology, student affairs, communication, professional development, assessment) excluding strategic planning. T- test results showed statistically significant differences in the rates of the study sample in favor to males. Furthermore, the results showed no statistical significant differences at the level (α ≤ 0.05) related to experience variable in the study sample rates in all aspects.

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Title: 

The research aimed to identify the principal’s perception of their training needs and whether the views of the study specimen regarding their training needs differ according to the variables of gender, level of education and administrative experience. To achieve this, the researcher prepared a questionnaire which consists of (55) items distributed over the study sample (289) principals distributed in nine educational directorates in the Sultanate of Oman. The study results showed that the overall average for all the dimensions of the study concerning the training needs of principals in basic and post basic schools was (3.57) which means a highly training need. The study also showed that technology dimension comes on the top priority for the principals in basic education schools, whereas strategic planning comes the least. The training aspects come descending respectively as follows; Technology, student affairs, communication, professional development, assessment and strategic planning. The study showed no statistically significant differences at the level (α ≤ 0.05) which is related to gender variable in all aspects (Technology, student affairs, communication, professional development, assessment) excluding strategic planning. T- test results showed statistically significant differences in the rates of the study sample in favor to males. Furthermore, the results showed no statistical significant differences at the level (α ≤ 0.05) related to experience variable in the study sample rates in all aspects.
This study aimed to identify utilization degree of managerial competencies in crises managements at educational institutions in Sultanate of Oman, whereas The sample of study consisted of directors of directorates, heads of departments and schools principals with number of (219). In order to answer the questions of the study, a questionnaire of (54) articles has been formed and was distributed among crises management methods which are: (Planning, team building, organizing, instructing, Communicating, decision making and assessment). According to the results, managerial competencies at educational institutions in Sultanate of Oman have an intermediate capacity of crises managements skills methods, as the study results showed statistically significant differences at the level of ($\alpha \leq 0.05$) due to the methods' effects: Differences were in favor of (males) in (Planning, team building and assessment). On the other hand, the results revealed differences in the styles of decision making in favor of females, except (organizing, instructing and contacting) methods. In addition, the study results indicated no differences among the estimations of the study sample, and the result revealed no statistically significant differences in the study sample's answers. And that is due to experience on all of the crisis’s management methods, except for decision-making method, the differences were in favor of (11 years or more) experience group. Study results also showed that there were no statistically significant differences in the answers of the study sample due to the managerial position in all methods except decision making method in crisis management, the differences were for the directors of directorates and heads of departments. According to the study results, the study recommended the importance of giving the managerial competencies the powers which help them in dealing with crisis. That is because of their high sense of the reality and they are kept fully informed. The need to Re-qualify the managerial competencies through an intensive training program which focuses on crisis management methods before they are assigned to manage departments of educational institutions. In addition to establish crisis management unit in governorates to be responsible for the performance development in crisis management.
The study aimed to know the degree of implementation of education schools beyond primary in the provinces of North Batinah, Muscat and Buraimi to the principles of transformational leadership from viewpoint of senior teachers. The study has used descriptive method survey and to achieve objective of the study was a questionnaire include four axes design, it is following the principles of transformational leadership (gravity, inspirational motivation, intellectual stimulation, individual consideration). The questionnaire included the (48) phrase were confirmed validity and reliability. The study sample consisted of (212) senior teachers from schools beyond primary. Results of the study have revealed to the arithmetic average of the year to the point where the implementation of basic education schools managers post to the principles of transformational leadership of the tool, as a whole amounted to (3.72) and standard deviation (0.45), where it came from the highest arithmetic average to the axis of the (individual consideration) in the first place, reaching (4.23) and a standard deviation (0.52), as the last rank, the axis of (intellectual stimulation) amounted to (2.94) and standard deviation (0.28), while the axis of (intellectual stimulation) in second place with arithmetic average amount to (3.78) and standard deviation (0.47), the axis (gravity) came third according to the responses of the study sample with arithmetic average amount to (3.94) and standard deviation (0.62). The study also revealed that there are no statistically significant differences at the level of significant (α≤0.05) attributed to type in a pivotal individual consideration and catalysts inspirational, while showing a statistically significant difference in the pivotal gravity and intellectual stimulation from viewpoint of senior teachers due to the center of in favor of females at the center of intellectual stimulation. While there are significant differences attributable to the educational qualification variable and it is clear it is in favor of the largest qualification who have qualified B. Sc.in all study axis.it is evident in changing job experience existence of differences statistically significant in all fields of study, it was for the benefit of their experience 10 years and more. As it can be seen there were no statistically significant differences between the study sample community members to the variable educational province. The study recommended to find material and moral stimulation system for school administrators to help them to work high spirits, reflects a positive impact on the performance of teachers. In addition to develop a vision for the developmental school administrations in order to apply the principles of transformational leadership.

### Abstract

The study aimed to know the degree of implementation of education schools beyond primary in the provinces of North Batinah, Muscat and Buraimi to the principles of transformational leadership from viewpoint of senior teachers. The study has used descriptive method survey and to achieve objective of the study was a questionnaire include four axes design, it is following the principles of transformational leadership (gravity, inspirational motivation, intellectual stimulation, individual consideration). The questionnaire included the (48) phrase were confirmed validity and reliability. The study sample consisted of (212) senior teachers from schools beyond primary. Results of the study have revealed to the arithmetic average of the year to the point where the implementation of basic education schools managers post to the principles of transformational leadership of the tool, as a whole amounted to (3.72) and standard deviation (0.45), where it came from the highest arithmetic average to the axis of the (individual consideration) in the first place, reaching (4.23) and a standard deviation (0.52), as the last rank, the axis of (intellectual stimulation) amounted to (2.94) and standard deviation (0.28), while the axis of (intellectual stimulation) in second place with arithmetic average amount to (3.78) and standard deviation (0.47), the axis (gravity) came third according to the responses of the study sample with arithmetic average amount to (3.94) and standard deviation (0.62). The study also revealed that there are no statistically significant differences at the level of significant (α≤0.05) attributed to type in a pivotal individual consideration and catalysts inspirational, while showing a statistically significant difference in the pivotal gravity and intellectual stimulation from viewpoint of senior teachers due to the center of in favor of females at the center of intellectual stimulation. While there are significant differences attributable to the educational qualification variable and it is clear it is in favor of the largest qualification who have qualified B. Sc.in all study axis.it is evident in changing job experience existence of differences statistically significant in all fields of study, it was for the benefit of their experience 10 years and more. As it can be seen there were no statistically significant differences between the study sample community members to the variable educational province. The study recommended to find material and moral stimulation system for school administrators to help them to work high spirits, reflects a positive impact on the performance of teachers. In addition to develop a vision for the developmental school administrations in order to apply the principles of transformational leadership.

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<tr>
<td>التخصص:</td>
<td>ماجستير إدارة تربوية</td>
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درجه تطبيق مدارس التعليم ما بعد الأساسي لمبادئ القيادة التحويلية من وجهة نظر المعلمين الأوائل في محافظة عمان

**Abstract**

The study aimed to know the degree of implementation of education schools beyond primary in the provinces of North Batinah, Muscat and Buraimi to the principles of transformational leadership from viewpoint of senior teachers. The study has used descriptive method survey and to achieve objective of the study was a questionnaire include four axes design, it is following the principles of transformational leadership (gravity, inspirational motivation, intellectual stimulation, individual consideration). The questionnaire included the (48) phrase were confirmed validity and reliability. The study sample consisted of (212) senior teachers from schools beyond primary. Results of the study have revealed to the arithmetic average of the year to the point where the implementation of basic education schools managers post to the principles of transformational leadership of the tool, as a whole amounted to (3.72) and standard deviation (0.45), where it came from the highest arithmetic average to the axis of the (individual consideration) in the first place, reaching (4.23) and a standard deviation (0.52), as the last rank, the axis of (intellectual stimulation) amounted to (2.94) and standard deviation (0.28), while the axis of (intellectual stimulation) in second place with arithmetic average amount to (3.78) and standard deviation (0.47), the axis (gravity) came third according to the responses of the study sample with arithmetic average amount to (3.94) and standard deviation (0.62). The study also revealed that there are no statistically significant differences at the level of significant (α≤0.05) attributed to type in a pivotal individual consideration and catalysts inspirational, while showing a statistically significant difference in the pivotal gravity and intellectual stimulation from viewpoint of senior teachers due to the center of in favor of females at the center of intellectual stimulation. While there are significant differences attributable to the educational qualification variable and it is clear it is in favor of the largest qualification who have qualified B. Sc.in all study axis.it is evident in changing job experience existence of differences statistically significant in all fields of study, it was for the benefit of their experience 10 years and more. As it can be seen there were no statistically significant differences between the study sample community members to the variable educational province. The study recommended to find material and moral stimulation system for school administrators to help them to work high spirits, reflects a positive impact on the performance of teachers. In addition to develop a vision for the developmental school administrations in order to apply the principles of transformational leadership.
This study aimed to find out the trends of students in the second cycle of basic education towards practicing sports activities in the Sultanate of Oman. The study sample consisted of (1005) students (497 male students and 508 female students). This number represented 10% of the population of students in grade ten of the academic year 2011/2012.

To achieve this goal, the researcher developed a survey to study the trend towards practicing sports activities on the form of a questionnaire comprising of forty statements. This aimed to understand these trends and then to put recommendations to improve sports in the schools. The questionnaire addressed five main areas which are: educational, physical health, psychological, social, and sport facilities. The questionnaire was reviewed by group of arbitrators to ensure its credibility. The Pearson’s Correlation for the questionnaire was calculated by applying methodology of test and retest on a sample of forty students from tenth grade students in North A1-Batinah, Sultanate of Oman on twenty-one days period between the first and the second application. The Pearson’s Correlation was found as 85.7 for each areas of the study. This result indicates that the tool of the study has a high degree of stability that can be relied upon for the purposes of this study. The study found existence of positive trends among students both males and females about practicing sports activities. However, there were no significant statistical differences among the sample population of the study related to the gender of the students. On the other hand, the study showed that the student’s trends towards sports are affected by the other variables in the following order: physical health, psychological, sport facilities, social and educational. This clearly shows that the personal health has got the greatest influence on the student’s trends toward practicing sports.

Based on the study results the researcher recommended that the schools administration should raise the awareness among students about the strong relationship between the sport and good hearth and fitness.
The current study aimed to identify the actual practices of the planning employee at the Ministry of Education in the Sultanate of Oman and differences among the respondent to the gender, job title, and qualification level. The final aim is to suggest a strategy to improve the educational planning in Oman.

To achieve study objectives, a questionnaire of 50 items was classified into four domains were designed. The sample of the study was gathered and statistically analyzed by applying the main findings of the field study as follows:

1. The study showed the rating of the participants of the planning practices on the four domains of the study was average.
2. The statistics of the study showed that the rating of the respondents in the four domains of the present study was followed:
   - There were statistically significant differences among the average ratings due to the organization in the following domains: The duties of planning sections and administrative organization were significant differences were found in the administrative organization and the qualification of the planning employee.
   - There were no statistically significant differences among the average rating of the study respondents in their educational practices due to the effect of scientific qualification in the four domains.
   - There were significant differences between the rating of the respondents due to the organization level in the following domains: The administrative organization and the planning staff domains.

3. According to the effects of the four domains of the educational planning in Oman, the following were suggested to improve the educational planning:
   - There were significant differences in the rating due to the gender in the following domains: administrative organization, planning and educational data.
   - There were no significant differences in the rating of the respondent due to the effect of job title in the four domains.

4. In the light of this result of the filed study, the researcher provided a suggested strategy to improve the educational planning in the ministry of education in the Sultanate with a number of recommendations.
The study aimed at investigating the extent to which ‘administrative accountability’ is implemented in the Colleges of Applied Sciences in the Sultanate of Oman from the perspectives of the middle management. To achieve this aim, a questionnaire of 51 items was designed. These items were investigating five different themes. These are: the importance of implementing administrative accountability, criteria of implementing administrative accountability, work and achievement, ethics of work discipline and obstacles hindering administrative accountability. The researcher used a purposive sampling constituted of 70 participants who were representatives of the study community and distributed among the six Colleges of Applied Sciences. These are College of Applied Sciences in Salalah, Sur, Nazwa, A1 Rustaq, Ibri and Sohar. The study came up with many findings. The most noteworthy were, in general, the degree to which administrative accountability was implemented in Colleges of Applied Sciences in Oman was average. Moreover, the study found that there were not significant differences in the degree to which administrative accountability was implemented in the different Colleges of Applied Sciences in Oman from the perspectives of middle management. Furthermore, it was found that there were significant differences in the degree if the implementation of administrative accountability was implemented in the perspective of middle administration due to variables of workplace. In light of the above findings, the study recommends: (1) Giving the middle administration the required authority to practice administrative accountability as to not delay the implementation of administrative accountability. (2) Conducting training workshops to train those in charge of administrative accountability and enlighten them about the regulations of accountability.

هدفت الدراسة إلى التعرف على درجة تطبيق المساءلة الإدارية في كليات العلوم التطبيقية بسلطنة عمان من وجهة نظر الإدارة الوسطى، كذلك، توصلت الدراسة إلى تأثر درجة تطبيق المساءلة الإدارية في كليات العلوم التطبيقية بسلطنة عمان من وجهة نظر الإدارة الوسطى بالعوامل المحيطة. كما تم توجيه الرسالة أيضًا إلى الوصول لإرشادات مفيدة لتطبيق المساءلة الإدارية سلطنة عمان. وقد استخدمت الدراسة الفنون المصفحية للتحقق أهدافها، وتحقيق أهداف الدراسة تم إعداد استبانة لجمع البيانات مكونة من (51) مفردة، متوازنة على خمسة محاور: أهمية تطبيق المساءلة الإدارية، ومعايير تطبيق المساءلة الإدارية، والمكاسب والصعوبات والمفاهيم الضمانية، ومحور العمل الإداري، والتحديات العمل والانضباط الوظيفي، ومحور تطبيق المساءلة الإدارية. فالمبحث الثاني: معيار الدراسة بطرقية قدمة مكتملة (70) فردًا، بعنوان مجمع الدراسة وليست على كليات العلوم التطبيقية السبعة، وهي: كلية العلوم التطبيقية بأصل، وكلية العلوم التطبيقية بموجب، وكلية العلوم التطبيقية بمسلي، وكلية العلوم التطبيقية بنزوى، وكلية العلوم التطبيقية في إبري، وكلية العلوم التطبيقية في سهار. ثم تمت معالجة البيانات باستخدام المتوسطات الحسابية والانحرافات المعيارية والمهمة العليا لأبعاد الدراسة، وللتحقق من دلالة الفروق التي تشير إلى فروق النوع، والفئة العمرية، ومكمل العمل، والخبرة الإدارية، والمساهمة الوظيفية، استخدم الباحث الدرجة المعيارية (Z-Score) والتي تشير إليها (0.9). أبرز النتائج التي توصلت إليها الدراسة: أن درجة تطبيق المساءلة الإدارية في كليات العلوم التطبيقية سلطنة عمان من وجهة نظر الإدارة الوسطى كانت متوسطة في المستوى العام، كما توصلت الدراسة إلى أنه لم توجد فروق محلية في إجماعات حسب تقديرات أفراد كليات العلوم التطبيقية في كليات العلوم التطبيقية بسلطنة عمان من وجهة نظر الإدارة الوسطى. كما أن تأثر درجة تطبيق المساءلة الإدارية في كليات العلوم التطبيقية سلطنة عمان من وجهة نظر الإدارة الوسطى تؤثر في تصنيف مكان العمل (المليف) كون الفروق لم تؤثر في مختلف كليات العلوم التطبيقية الإدارية، ولكن الفروق في إجمالاً من الإجراءات المفيدة لتطبيق المساءلة الإدارية في كليات العلوم التطبيقية نسبًا على عمليات المساءلة الإدارية وفقًا للنظام الجديد المتعلق بإجراءات إجراءات تطبيق المساءلة الإدارية (2) عمل جهاز تعزيز للتنميين عن عملية المساءلة الإدارية وفقًا للنظام الجديد المتعلق بإجراءات إجراءات تطبيق المساءلة الإدارية.
هيثم محمد بن عبد الله الغبير

المختص: ماجستير في الادارة والادارة التربوية

المؤهل العلمي: ماجستير

السنة: 2015

عنوان المطروحة: دور المؤسسة التعليمية في تنمية مفهوم التربية البيئية لدى طلبة مدارس الصفوف (5-10) للتعليم الأساسي في سلطنة عمان

Resume

Cette étude a cherché à identifier le rôle de l’institution d’enseignement dans le concept de l’éducation environnementale à l’école des étudiants de classes 5-10 pour base l’éducation envernale en Sultanat d’Oman, et par conséquent, le chercheur a collecté des données en utilisant les questionnaires répondants, en tant que outil pour mesurer le rôle de l’institution d’enseignement, où la population étudiante de l’école et leurs assistants, enseignants et supervisateurs, ainsi que nombre de (10،050) personnes، ولما تم التصوير من (970) individus أي proportion (10%) من اجمالي الأفراد، تأكدت من وجود الفروق القيمية بين أفراد العينة من الذكور والإناث في فترات الأ/UI إلى متي (على سبيل المثال، وجب أن يكون تظهر في المناهج التعليمية، وكذلك تشمل مشاريع البيئة، وتكوين إدارة ومجموعة من المعلمين والمعلمين، الذين يتعينهم عمل合作 في تنمية مفهوم البيئة في افراد الطلاب، وتعزيز المعايير البيئية في مجالات المجتمع، والعمل على تحسين مستوى المعلمين في مجالات الدراسة، كما أن الدراسة مهمة لتعزيز الوعي البيئي، بالبحث والإعداد البيئي في مختلف المجالات العلمية.

Abstract

This study aimed to identify the role of the educational institution in the concept of environmental education development at schools’ students grades 5-10 for basic education in the Sultanate of Oman. The researcher collected data by using the questionnaire respondents, as a tool to measure the role of the educational institution, where the study population of schools and their assistants, teachers and supervisors’ managers, and numbered (10,050) persons, while the sample of the study amounted to (970) individuals any proportion (10%) of the total community to study, researcher used the descriptive approach, the study found questions as follows:

1. What educational institution’s role in the development of the concept of environmental education to the students in grades 5-10 schools for basic in the Sultanate of Oman from the standpoint of respondents?

2. Are there any significant differences at the level of significance (α 0.05) to estimate the respondents to the role of the institution in the development of the concept of environmental education to the students in grades 5-10 schools for basic education in the Sultanate of Oman, due to the variables of the study: type, functional experience, job title, educational qualification?

3. What proposals and recommendations to activate the role of the institution in the development of the concept of environmental education to the students in grades 5-10 schools for basic education in the Sultanate of Oman?

The study found a range of results, including:

- Came estimate the educational institution’s role in the development of the concept of environmental education from the viewpoint of high respondents in the study axes in the following order: role (of the teacher in the concept of environmental education development, the role of the school management in the concept of environmental education development, the concept of environmental education development, the role of the school community in the concept of environmental education development).

- There are statistically significant differences at the significance level (α0.05) between the study sample of males and members of the study sample of female axes role of the educational institution for the benefit of the female sample due to the role of the owner.

- There are statistically significant differences at the significance level (0.05α) between the study sample in qualification in the third axis variable, for the benefit of the owners of Master qualification or higher.

In light of the findings the study recommended the need to intensify environmental education programs, through the adoption of environmental projects contribute to the concept of environmental education of the student’s development, and also cooperation between the school and other institutions of the local community in raising the level of environmental awareness among individuals, and to intensify the role of media in environmental awareness, and work the inclusion of environmental problems in the curriculum, the study also recommended that interest in research and environmental studies in various educational stages.

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The current study aimed to identify the degree of applying e-administration from the viewpoint of male and female principals of private education schools in Sharjah. It also aimed to examine the effects of gender, experience and educational qualification on the degree of applying e-administration. To achieve the aims of the study, the researcher used the descriptive approach, and applied a questionnaire as a tool for data collection. The population of the study consisted of all principals of private education schools in Sharjah. The researcher received 80 valid questionnaires (69%) from participants. The validity of the questionnaire was evaluated by using the internal consistency, and the Cronbach's alpha value was 0.947.

The results of the study showed that estimates of the degree of application of e-administration in Sharjah private schools were very high (M = 4.47). The highest theme of applying e-administration was organization, followed by application, monitoring and evaluation, implementation, and planning. There were no statistically significant differences at the level of (0.05) in the estimates of the study sample of the degree of application of e-administration due to gender and years of experience. In light of the results of the study, the researcher made a number of recommendations, including supporting distinguished private schools in the application of e-administration and promoting educational experiences between private and public schools.
This study aimed at investigating the relationship between crisis management and strategic thinking among school principals in grades (1-12) and their assistants in the North Al Batinah Governorate. The study used the descriptive-correlational approach and used a quantitative survey as a tool for collecting the study data. The study tools included two questionnaires, the first one was a crisis management questionnaire which consisted of 25 items distributed over five factors: planning for crisis management, the field of information, the communication system, leadership skills, and the work team. The second questionnaire was used to measure the level of strategic thinking. It consisted of 24 items distributed over four factors: holistic thinking, abstract thinking, diagnostic thinking, and schematic thinking. It was distributed to the study sample of 174 school principals and their assistants in the North Al Batinah Governorate. The sample was chosen by simple random selection method, and the reliability coefficient of the study was high with a value of (0.94). The results of the study showed that the level of crisis management for school principals in grades (1-12) and their assistants in the North Al Batinah Governorate was very high, and their level of strategic thinking was very high as well. The results of the study also showed there was a positive significant correlation between the sample’s level of crisis management and strategic thinking. The current study came out in light of the positive results in crisis management and the development of strategic thinking with a set of recommendations including, it is possible to benefit from school principals and their assistants in conducting training workshops for the school administrative.
The study aimed at examining the degree at which female school principals from cycle-one schools at Al-Batina South Governorate practiced Transformational Leadership as perceived by the schools’ teachers. It also sought to investigate these teachers’ perceived level of professional development. It also aimed to explore the relationship between the school dimensions’ Transformational Leadership practices and the teachers’ professional development. For that, the researcher used the correlational research approach. A survey was used to collect data consisting of 40 statements about dimensions of the Transformational Leadership. And it included 42 statements and was about the six dimensions related to the teachers' professional development. The survey was validated by a validity and reliability committee. The study included 313 teachers from domains one and two who taught at cycle-one schools in Al-Batina South Governorate. The participants were selected using stratified random sampling.

Through statistical analysis, the findings of the study revealed that from the teachers’ point of view the degree to which which ring-one female principals in South Al Batinah Governorate practiced Transformational Leadership was a very strong one. Moreover, the analysis revealed that there was a positive statistically significant correlation between cycle-one school principals’ degree of practice of the of Transformational Leadership and the level of teachers' professional development of both domains. The value of the correlation was $r = 0.49$, which indicates that the correlation is positive but average. In the light of the findings, this research suggested a number of recommendations. The most important of which is exchange of visits between cycle-one schools at the South Al Batinah Governorate with their counterparts in other Governors for Exhange of expertise in regards to Transformational Leadership and about the professional development of teachers.
The main object of this study is to identify the role of educational projects in developing the values of citizenship among students of schools in North Al Batinah Governorate in the Sultanate of Oman. And to reveal if there are statistically significant differences in the degree of the role of educational projects in developing values of citizenship among students of North Al Batinah Governorate in the Sultanate of Oman due to the study variables: gender - job title - years of experience. Using the descriptive approach. The study population consists of school principals and their assistants, who were roughly 294. The study sample consisted of 100 principals of schools, and their assistants, and 601 of senior teachers, the study sample of senior teachers was 150 individuals. The study tool was prepared from a questionnaire, and five main domains were identified, the most important findings of the study: The role of educational projects in developing the values of citizenship among students of schools in North Al Batinah Governorate in the Sultanate of Oman according to the pivots, and the tool was high, as the statistical averages of the responses of individuals The sample on the pivots of the study tool ranged between (3.61 - 4.35). The arrangement of the pivots was as follows: First: the pivot of values of loyalty and belonging, second: Pivot of the rights and duties at a very high level, third: the pivot of public values, fourth: the pivot of volunteer work, and the final pivot of community participation at a high level. The statistical average as a whole was (3.93), and this value indicates that the level of the role of educational projects in developing the values of citizenship among students of the North Al Batinah Governorate in the Sultanate of Oman from the perspective of the individual sample is high, and even with a standard deviation of 0.60. The study also found that there are statistically significant differences according to the gender variable (male / female) at the significance level (α = 0.05), between the averages of the responses of individuals to the study due to the gender variable, in favor of females.And there were statistically significant differences according to the variable of job title, which was less than the significance level (α = 0.05) at the statistical average level as a whole and at the level of the sub-items, except for the pivot of loyalty and belonging values, which were in favor of the study sample members of the principals and their assistants. The result of the non-significant of statistical differences for the study came according to the variable number of years of experience, as it was higher than the significance level (α = 0.05). In light of the previous results, the study suggested recommendations and proposals, including: interest in educational projects and designing strategic plans for each project, to be sustainable and purposeful projects that have meaningful visions towards the future and vision of 2040, as well as attention shall be given to programs and projects of vision of citizenship values from children in the foundational schools, so that, children grow up from an early age to homeland attachment and loyalty.
This study aimed to identify the level of application of organizational conflict management methods and decision-making by principals of grades (1-4) schools and their assistants in Al-Batinah North Governorate. To achieve the objectives of this study, the correlative descriptive approach has been used. The study sample consisted of (119) female principals and assistants that have been chosen by the simple random way. The questionnaire has been approved as an inventory for data collection; two questionnaires have been used; the first was used for organizational conflict and the second was used for decision making. The validity and reliability of both inventories have been verified by Alpha Cronbach formula. The reliability coefficient for the organizational conflict management method reached (0.93), while the reliability coefficient for decision-making reached (0.94). The study came up with the following results: A high general degree of applying the methods of organizational conflict management by the principals and their assistants in grades (1-4) schools at Al-Batinah North Governorate was shown; except for the power method which showed a high degree. The most applied method of managing organizational conflict was the cooperation method with an arithmetic mean of 4.38, followed by the compliment method, then the settlement method. However, the least applied method was the power method with an arithmetic mean of 3.64. Besides, principals and assistants showed a very high degree level of decision making, as the most applied axis was the information collection axis with an arithmetic mean of 4.29. Therefore, the decision-making axis, then the decisions execution axis. The decision-choosing axis occupied the last place with an arithmetic mean of 4.23. The overall arithmetic mean of applying the organizational conflict management method reached 4.17, while the decision-making reached 4.27.

The study recommended encouraging the female principals and their assistants to provide training workshops and worksheets about applying the methods of managing organizational conflict and the decision-making skill for principals and their assistants in the various governorates of Oman, as well as allocating an annual award for the principals and assistants with high performance in managing organizational conflict and decision-making skill.
This study seeks to highlight the concept of Governance of Private Schools and investigate its extent of applying the governance principles at the private schools in North Al Batinah Governorate as well as conclude the statistical significance for the impact of gender (male/female), academic qualification, years of experience, job title, academic program at the level of application for the administrative and teaching personnel, in North Al Batinah Governorate. The researcher adopted the descriptive approach in his study. The study sample consisted of 300 male and female principals, administrative clerks and teachers. The current study was performed in 150 private schools. A questionnaire was applied consisting of 50 paragraphs distributed over four fields, that is: planning and participation, transparency, justice and equality, accountability and hardships. The validity of the study tools was verified by submitting it to peer-reviews. The stability of the study tool achieved (0.01) by utilizing the Pearson correlation coefficient. The most notable findings of the study concluded that applying governance in private schools in North Al Batinah ranges between a high and a very high degree. The grade of applying governance for the transparency dimension at private schools in North Al Batinah ranges between a high and a very high degree, while it achieved a very high degree for the dimension of justice and equality. Concerning the accountability dimension, it ranged between high and very high. As for the findings of the dimension of the hardships that face the sample members, they range between few and medium. The statistical results uncover the existence of statistically significant differences between males and females in the questionnaire dimensions (participation and transparency) and the total score is in favor of females. However, there are no statistically significant differences at the level of significance α ≤ 0.05 among the study sample, males and females, in the questionnaire dimensions: justice, equality and accountability and hardships. Moreover, there are statistically significant differences at the level of significance α ≤ 0.05 among the study sample members in the questionnaire dimensions (participation, transparency, justice and equality) based on the educational qualification variable in favor of the bachelor's degree. However, there are no differences in the rest of the dimensions (accountability and difficulties). There are no statistically significant differences at the level of significance α ≤ 0.05 among the members of the research sample based on the questionnaire according to the variable of years of experience and the dimension of the hardships. The findings indicated that there were no statistically significant differences at the level of significance α ≤ 0.05 among the members of the research sample according to the variable of the job title, while there are statistically significant differences at the level of significance α ≤ 0.05 among the study sample members in the dimensions of (transparency, in favor of the monolingual program - justice and equality in favor of the global program). Based on the results, the study recommended conducting more studies on the degree of applying administrative governance in the education directorates in the Sultanate and comparing their findings with the current research. Besides, the researcher suggests performing workshops and training courses on governance in education for teachers and principals in private and public schools to reinforce and deepen this concept.
This study aimed to identify the degree of practice of leadership styles by the Principals of Grass Private Schools in the Sultanate of Oman and its relationship to the level of motivation for achievement at work. The study population consisted of all the female teachers at Grass Private Schools in the Sultanate of Oman, in the academic year 2021/2022. The number of the study population and its sample was 105 female teachers, chosen by the intentional method, and to collect data related to the study, the study tool (a questionnaire) was designed, which included two scales, one of them on leadership styles: the democratic style, the autocratic style, and the permissive style of 18 items, and the other scale is the teachers' motivation towards completing work. It consists of 18 paragraphs divided into three areas: Perseverance, ambition, will. The study concluded with the most important results: that the dominant leadership style among the Principals of Grass Private Schools, and from the teachers' point of view, was the democratic style (M=4.48), which came in the first place, followed by the permissive style (M=3.78) in the second, and it came in the last Autocratic style (M=3.29). The level of achievement motivation from the teachers' point of view is very high, as the perseverance pattern came in the first place, followed by the ambition pattern in the second place, while the will pattern came in the last place. There is a statistically significant correlation at the significance level (α≤0.05) between the leadership styles prevalent among the Principals of Grass Private Schools, and the achievement motivation among the teachers. The statistical significance between the two measures in general was 0.00, and the correlation coefficient was 0.42 = r. The study recommended a set of recommendations, including: the exchange of visits between school administrations in the schools of Ghirass or the work of twinning between them and the private schools of the governorate with specialization, to exchange and transfer experiences among them about the prevailing leadership styles in the work of private education schools.
This study aimed to reveal the practice of principles of agile leadership by the principals of basic education schools in North Al Batinah Governorate from female teachers’ point of view, according to study variables, experience years and educational cycle. The researcher used the questionnaire as a tool for collecting study data, which included 32 paragraphs, divided into four axes: organizing the schoolwork environment, the ability to develop the school performance, encouraging creativity in schoolwork, and sustainable development in the schoolwork environment. The study sample amounted to 360 female teachers, who were chosen by the random method. The results of the study showed that the practice of principles of agile leadership by the principals of basic education schools in North Al Batinah Governorate from female teachers’ perspective came at a high level of practice with an arithmetic average of 3.92, and that the arithmetic averages. The responses of the study sample members, on the axes of practicing the principles of agile leadership ranged between 3.80-4.05. The highest was the principle of organizing the schoolwork environment with an arithmetic average 4.05 and a high practice score. In the last place, the principle of encouraging creativity in schoolwork came with a mean of 3.80 with a high degree of exercise. The study also revealed that there were differences at the level of significance (0.05α) for the arithmetic averages in the practice of the principles of agile leadership by the principals of basic education schools in North Al Batinah Governorate according to the educational cycle variable, where the value of the probability “t” was less than the significance level (0.05α). Returning to the arithmetic averages, these differences were in favor of the school principals of the second cycle at the level of the total degree and at the level of the sub-axes. There were no statistically significant differences in the practice of agile leadership by principals according to the number of experience years’ variable, due to “P” probability value which is higher than the significance level (0.05α). This indicates that practice of Agile leadership principles by school principals in North Batinah schools do not differ according to their years of experience. The most important recommendations of the study are: Conducting an exchange of visits between the of principals of basic education schools in the North Al-Batinah Governorate; To benefit from the experiences and creative ideas in the practice of agile leadership, disseminate the pioneering school experiences in applying agile leadership to the rest of the schools through seminars, meetings and workshops, introducing agile leadership and its importance in avoiding administrative laxity in schools through lectures.
مقدمة

الدراسة تتضمن تحديد واقع ممارسة مدير مدارس الحلقة الثانية بمحافظة البريمي لمهارات الإبداع الإداري، جاء بمستوى مرتفع وبمتوسط حسابي 3.72، وتبعد مرة أخرى عن متوسط حسابي 1.730، بجوار 0.084. وفقًا للنتائج، توصي الباحثة بما يلي: تكثيف والتجديد البرامج التدريبية لمديري المدارس، وإدراك إمكانيات وإمكانية مشاريع الإبداع الإداري، ونشر ثقافة الإبداع بين المعلمين والطلاب، وتنمية مهارات الإبداع الإداري للمؤسسات التعليمية، وتطوير البيئة المدرسية، وإعادة النظر في أنشطة الإدارة، ونشر ثقافة الإبداع في جميع جوانب الحياة المدرسية. 

المحور الأصلية: الممارسة مهارات الإبداع الإداري لدى مدير مدارس الحلقة الثانية بمحافظة البريمي

ال.AUTO: إيمان بن سالم بن راشد المعمرية

التخصص: إدارته التربوية

الدرجة العلمية: ماجستير

السنة: 2022

عنوان الاطروحة: مهارات الإبداع الإداري لدى مدير مدارس الحلقة الثانية بمحافظة البريمي

الكلمات المفتاحية:
- مهارات الإبداع الإداري
- إدارة المدارس
- مهارات الإبداع

This study aims to identify the reality of practicing the administrative creativity skills among the principals of the second cycle schools in Al Buraimi Governorate from the point of view of the second cycle male and female teachers. It also aims to explore whether there are statistically significant differences at the significance level of (α = 0.05), according to the study variables, namely, years of experience and academic qualification. The researcher has adopted the descriptive approach because it is compatible with the study nature and used a questionnaire for data collection. This questionnaire includes 36 items distributed into 6 areas: fluency, flexibility, originality, problem sensitivity, awareness of details, and maintenance of direction. The questionnaire has been administered to (500) male and female teachers selected by the purposive sampling. The study results show that the level of the reality of practicing the administrative creativity skills among the principals of the second cycle schools in Al Buraimi Governorate is high with an arithmetic average of 3.53. The arithmetic averages of responses to the questionnaire areas range between 3.30-3.72, the highest of which is the problem sensitivity skill with an arithmetic average of 3.72M and high level of practice. Maintenance of direction skill comes in the second place with an arithmetic average of 3.71M and high level of practice, while originality skill comes in the third place with an arithmetic average of 3.57M and high level of practice. Awareness of details skill comes in the fourth place with an arithmetic average of 3.50M and high level of practice and followed by flexibility skill in the fifth place with an arithmetic average of 3.32M and moderate level of practice. In the last place comes the fluency skill with an arithmetic average of 3.30M and moderate level of practice. The results demonstrate that there are statistically significant differences in the sample estimates regarding the reality of practicing the administrative creativity skills according to the years of experience variable. There are also statistically significant differences in favor of the sample (from 5 to 10 years). The results also indicate no statistically significant differences in the sample estimates according to the academic qualification variable. The T value in general is 1.730, with a statistical significance of 0.084. According to the results, the researcher recommends intensifying and renewing training programs for school principals on strategies for ideas convergence among workers, giving them broader powers in decision-making, reducing administrative tasks, and spreading the creativity culture.
هدفت هذه الدراسة إلى الكشف عن درجة ممارسية مدير مدارس الحلقة الثانية من منطقة العين التعليمية، لabajo أبعاد القيادة التحويلية، وعلاقتها بمعايير التعليم في وجهة نظر معلمو ومعلماتها. وقد استخدمت الدراسة المنهج الارتباطي، واعتمدت على الاستبانة كأداة تجمع البيانات. وتكون مجتمع الدراسة من جميع المعلمين والمعلمات في المدارس الحكومية التابعة لمنطقة العين التعليمية بوزارة التربية والتعليم في دولة الإمارات العربية المتحدة خلال العام الدراسي 2021/2022، ونماذج تحتوي على 312 معلماً ومعلمة، أي نسبة (10%) من المجتمع الكلي للدراسة تم اختياره بالرقم العشوائي البسيط. وقد أعدت الدراسة استبانة مكونة من 44 فقرة في مجالين، وحق مدرسة أبعاد القيادة التحويلية، وتحقيق التميز المدرسي، وقد أظهرت الدراسة النتائج التالية: درجة ممارسية مدير مدارس الحلقة الثانية من منطقة العين التعليمية لabajo أبعاد القيادة التحويلية جاءت بدرجة متوسطة، بمتوسط حسابي بلغت قيمته 3.18 وانحراف معياري 0.63، حيث جاء محور الدافعية الإلهامية في الرتبة الأولى، تلاه محور الاعتبار الفردي، ثم محور الإلهام الإلهي، جاءت النتيجة الثانية هي أن هناك فروق ذات دلالة إحصائية بين مستوى تحقيق القيادة التحويلية بين مستوى تحقيق القيادة التحويلية، وتحقيق التميز المدرسي، وذلك لأن فروق ذات دلالة إحصائية جعل تحقيق القيادة التحويلية، وتحقيق التميز المدرسي تبعاً تقييمات الجنس (ذكر، أنثى، ونساء XX). وسواوي اثنين، وآخرون أجريت وجدت علاقة إيجابية ووجبة قوية وإقامة ذات مستوى القيمة (p<0.05) بين درجة ممارسية أبعاد القيادة التحويلية وتحقيق التميز المدرسي في مجال مدارس الحلقة الثانية من منطقة العين التعليمية. وقد جمعت النتائج مجموعة من التوصيات والمقترحات لمواجهة التحديات والوقاية منها، تتضمن تشجيع المديرين في مدارس الحلقة الثانية، في جميع المدارس التابعة لجامعة العين التعليمية، على تنفيذ الدراسة، وقد وضع الاهداف مجموعة من التوصيات والمقترحات لمواجهة التحديات والوقاية منها، مما يساعد على تحقيق التميز المدرسي، وتحقيق التميز المدرسي في مدارس الحلقة الثانية من منطقة العين التعليمية. هذه الدراسة ونتيجة تحقيق القيادة التحويلية، وتحقيق التميز المدرسي أن كل الأهداف المربوطة بتحقيق التميز المدرسي، وتحقيق التميز المدرسي في مدارس الحلقة الثانية من منطقة العين التعليمية.

الباحث:
خرجية بنت محمد بن علي الفارسية

العنوان المنهجي:
دورة ممارسية أبعاد القيادة التحويلية وعلاقتها بتحقيق التميز المدرسي لدى مدير مدارس الحلقة الثانية من منطقة العين التعليمية بدولة الإمارات العربية المتحدة

الكلمات المفتاحية:
القيادة التحويلية- التميز المدرسي- التأثير المثالي- الدافعية الإلهامية- الإقامة الإيجابية- التجمع المدرسي
This study aimed to find out the extent to which school plans in the schools of North Al Batinah Governorate include the principles of the Education Philosophy Document in the Sultanate of Oman. This qualitative study relied on the approach of analyzing the content of the principles of the educational philosophy document in the Sultanate, which was identified with 16 principles, and three objectives were analyzed for each principle. The sample included 42 schools, including 14 schools in the first cycle, 14 schools in the second cycle, and 14 schools of post-basic education. The researcher used a content analysis form that included the basic symbols for analysis derived from reading the plans, which are the main qualitative symbols, then writing notes on them and making comparisons between them. The results showed that most of the school plans for the year 2021-2022 of the Al Batinah Schools North in the Sultanate of Oman included the specific principles and objectives. It was concluded that the document is an important reference for school administrations that came within the study sample to develop school plans, and the clear commitment of school administrations to the directives that emphasized the importance of referring to and approving the document, through the presence of the principles and objectives of the document in school plans. The results also showed that most of the school plans are closely related to their objectives. This indicates that the education document in the Sultanate of Oman constituted a reference for all school administrations in the schools of the Al Batinah Governorate North.
الباحث: 

الدورة والادارة التربوية

المتخصص:

ماجستير

الدرجة العلمية:

2022

عنوان الاطروحة:

دور مديريات المدارس في تفعيل التعليم الإلكتروني من وجهة نظر معلمتات الحلقة الأولى بولاية صحم

الكلمات المفتاحية:

الدور التعليم الإلكتروني

Abstract

This study aims at discovering the role of female school principals in activating e-learning from the perspective of the teachers in Saham, Sultanate of Oman. It also reveals the differences between their roles in activating e-learning according to the variables: years of experience and educational qualification. The researcher used the descriptive method. She depended on the questionnaires to collect all the data. It included 39 items which were distributed in four themes: the support of the school administration, strategic planning, the readiness of the infrastructure, and the satisfaction of the training needs. The questionnaires were distributed to 265 teachers of primary schools in the north of Albatinah Governorate. They were chosen randomly. The study shows that the role of female school principals in activating e-learning in primary schools in Saham was estimated with an average score of 3.11. It came in a medium range. The arithmetic averages of the responses of the study sample members on the educational administration support came with an arithmetic mean of 4.96 to a large degree. While the arithmetic averages of the responses of the study sample members on achieving training needs came with an arithmetic average of 4.01, a large degree. The study also revealed that there are no statistically significant differences (α ≤0.05) in the estimates of the study sample for the role of school principals in activating e-learning in elementary schools in Saham due to the variables of years of experience and educational qualification. Considering the results of the study, a summary of the recommendations was developed, including improving the infrastructure and its technical and technological equipment in public schools, encouraging, and communicating with communications networks to deliver wireless Internet services to all regions of the Sultanate, planning e-learning in all its stages, in cooperation between the school administration and teachers.
This study aimed to reveal the level of job engagement and achievement motivation among school principals in North Al Batinah Governorate and the relationship between them. To achieve the objectives of the study, the descriptive/correlative research method was used. The sample of the study consisted of 146 principals who were selected using a simple random method. The study tool was applied to the sample, where two scales were used: the job engagement scale and the achievement motivation scale, which were prepared by the researcher. The content validity of the instrument was measured by a group of arbitrators. Then the internal consistency was calculated using the cronbach’s alpha equations. The stability coefficient of job engagement tool was 0.951, and the stability coefficient of the achievement motivation tool reached 0.968. The results of the study showed that the general level of job integration among principals of schools in North Al Batinah Governorate was high, with an arithmetic mean of 4.32. The results also showed that the relationship between job integration and achievement motivation is a strong positive relationship, as Pearson correlation coefficient between the two variables was 0.896. In light of the previous results, the study presented a set of recommendations and suggestions for decision makers and officials in the Ministry of Education field and raise their level of achievement motivation. In addition to conducting scientific studies aimed at identifying the relationship between the study variables, job integration and achievement motivation with other variables.
هناك بن محمد بن عبد الله السعدي

التخصص: الادماج والادارة التربوية

الدرجة العلمية: ماجستير

السنة: 2023

الأنماط القيادية لمديريات مدارس غراس الخاصة وعلاقتها بالدافعية للإنجاز لدى المعلمات

الكلمات المفتاحية: الأنماط القيادية، الدافعية للإنجاز، مدارس غراس الخاصة

Abstract

This study aimed to identify the degree of practice of leadership styles by the Principals of Grass Private Schools in the Sultanate of Oman and its relationship to the level of motivation for achievement at work. The study population consisted of all the female teachers at Grass Private Schools in the Sultanate of Oman, in the academic year 2021/2022. The number of the study population and its sample was 105 female teachers, chosen by the intentional method, and to collect data related to the study, the study tool (a questionnaire) was designed, which included two scales, one of them on leadership styles: the democratic style, the autocratic style, and the permissive style of 18 items, and the other scale is the teachers' motivation towards completing work. It consists of 18 paragraphs divided into three areas: Perseverance, ambition, will. The study concluded with the most important results: that the dominant leadership style among the Principals of Grass Private Schools, and from the teachers' point of view, was the democratic style (M=4.48), which came in the first place, followed by the permissive style (M=3.78) in the second, and it came in the last Autocratic style (M=3.29). The level of achievement motivation from the teachers' point of view is very high, as the perseverance pattern came in the first place, followed by the ambition pattern in the second place, while the will pattern came in the last place. There is a statistically significant correlation at the significance level (α=0.05) between the leadership styles prevalent among the Principals of Grass Private Schools, and the achievement motivation among the teachers. The statistical significance between the two measures in general was 0.00, and the correlation coefficient was 0.42 = r. The study recommended a set of recommendations, including: the exchange of visits between school administrations in the schools of Ghiroas or the work of twinning between them and the private schools of the governorate with specialization, to exchange and transfer experiences among them about the prevailing leadership styles in the work of private education schools.

هتاف هذه الدراسة إلى التعرف على درجة ممارسة مديرات مدارس غراس الخاصة، في سلسلة من الأنماط القيادية وعلاقتها بالدافعية للإنجاز في العمل، وتحقيق أهداف الدراسة تعتمد المنهج الارتباطي لقياسات هذه الدراسة وأهدافها. وتكون مجتمع الدراسة من جميع معلمي مدارس غراس الخاصة بسلطنة عمان، في العام الدراسي 2021/2022. بلغ عدد أفراد مجتمع الدراسة وعينته 105 معلمة، تم اختيارها بالطريقة القصدية. ولمجمع البيانات المتعلقة بالدراسة تم تصميم أداة الدراسة (استبانة) أشتملت على مقاييس اثنين من الأنماط القيادية: النمط الديمقراطي والنمط الديمокراطي والنمط البديل والنمط البديل من 18 نقطة، والمقياس الآخر دافعية المعلمات نحو انجاز العمل وتكون من 18 نقطة موزعة على ثلاث مجالات وهي: المثابرة، الطموح، الإرادة. ونالجت الدراسة نتائج أهمها: أن النمط القيادي السائد لدى مديرات مدارس غراس الخاصة ومن وجهة نظر المعلمات كان النمط الديمокراطي (M = 4.48) في المرتبة الأولى، ولفئة النمط البديل (M = 3.78) في المرتبة الثانية، ولفئة النمط الديموقراطي (M = 3.29) في المرتبة الثالثة. أن مستوى الدافعية للإنجاز ومن وجهة نظر المعلمات مرتفع جداً حيث جاء في المدنية الأولى، للفئة البديل (M = 4.48)، ولفئة النمط الديموقراطي (M = 3.78) في المرتبة الثانية، وللفئة البديل (M = 3.29) في المرتبة الثالثة. ووجد علاقة ارتباط دالة إحصاءياً عند مستوى الدالة (0.05) بين الأنماط القيادية السائدة لدى مديرات مدارس غراس الخاصة، والدافعية للإنجاز لدى المعلمات. إذ بلغت العلاقة الإحصائية بين المقاييس 0.00 وبلغ معامل الارتباط 0.42. وأوصت الدراسة بتبادل ونقل الخبرات فيما بين اليراث بين الإدارات الديموقراطية في مدارس غراس أو عمل أثاث بينها وبين المدارس الخاصة بالمحافظات ذات الاهتمام، لتبادل ونقل الخبرات فيما بينهم حول الأنماط القيادية السائدة في العمل بمدارس التعليم الخاصة.
الملخص

هدفت الدراسة الحالية إلى فحص مستوى تطبيق إدارة التميز وفقاً لمعايير النموذج الأوروبي من وجهة نظر المعلمات في محافظة شمال الباطنة، مبادرة إدارات المدارس بتشكيل فريق للتميز بالمدرسة، يقوم بمتابعة ممارسات التميز والعمل على تنشيط ثقافة التميز في جميع المدارسية، وتدريب مديري المدارس على الأنظمة والاتجاهات الحديثة في الإدارة المدرسيّة، لتبسيط ممارسات التميز وتطبيقها. وعمل على ضرورة الممارسات التحسينية لتنشيط ثقافة التميز في جميع المدارسية، وتنفيذ إدارة التميز وفقاً لمعايير النموذج الأوروبي من وجهة نظر المعلمات.

في ضوء النتائج، أوصت الدراسة بضرورة تطوير وزارة التربية والتعليم لتطوير نموذج وطني لإدارة التميز في السلطنة، وتطبيق وإعداد التقارير التحليلية لرصد مدى تطبيق إدارة التميز وفقاً لمعايير النموذج الأوروبي من وجهة نظر المعلمات.

البحث:
من وجهة نظر المعلمات في محافظة شمال الباطنة

المؤلف:

العنوان:

ال.subscriptions:

المستوى:

المرجع:

التخصص:

الدرجة الإعدادية:

السنة:

عنوان الاطروحة:

المفتاحية:

الكلمات المفتاحية:

مغامرات التميز - إدارة التميز - النموذج الأوروبي

الملخص

The current study aimed to investigate the level of application of excellence management according to the European model standards from the point of view of female teachers in North Al Batinah Governorate and to enquire significant differences between the averages of female teachers with respect to the standards according to the cycle. To achieve the objectives of the study, the descriptive approach was used. The sample was selected randomly and consisted of (150) female teachers from the schools of the cycle 1 (4-1) and cycle 2 (10-5) in North Al Batinah Governorate. The study tool (questionnaire) consisted of (41) items distributed on six dimensions: (policies and strategies, employee satisfaction (individuals), partnerships and resources, operations, community interaction, school performance results). It was applied to the sample after verifying its psychometric characteristics. Findings showed that the level of application of excellence management according to the European model of excellence from the point of view of female teachers in North Al Batinah Governorate was high, as the results indicated that there were no statistically significant differences at the level of significance (α ≤ 0.05).
Abstract

This study aimed to reveal the degree of practice of school principals to lead change and its relationship to the motivation of teachers’ achievement in the schools of Al-Dhahirah Governorate from the point of view of male and female teachers. The researcher used the descriptive approach, and adopted the questionnaire as a basic tool for obtaining the study data. The sample of the study was (352) male and female teachers, with an estimated rate of (9.7%) from the total population of the study, and they were chosen by the simple random method. The study showed that the degree of school principals practicing change management in Al-Dhahirah governorate schools was high. The degree of teachers’ achievement motivation in the schools of Al-Dhahirah Governorate was very high. It also showed that there were no statistically significant differences at the level of significance ($\alpha \leq 0.05$) in the responses of the study sample to the degree of school principals practicing change management in Al-Dhahirah Governorate, and for the level of teachers’ achievement motivation in the schools of Al-Dhahirah Governorate due to the variables of gender, educational qualification, and years of experience. It was found that there is a positive, medium, and statistically significant correlation at the level of significance ($\alpha \leq 0.05$) between the degree of school principals’ practice of change management, and the level of teachers’ achievement motivation in the schools of Al-Dhahirah Governorate. The study recommended a number of recommendations, most notably: Encouraging public school.
هدفت هذه الدراسة إلى الكشف عن درجة ممارسة مديري مدارس الحلقة الثانية بمحافظة شمال الباطنة بسلطنة عمان لأبعاد القيادة الريادية: الرؤية، التنافسية، المخاطرة وعلاقتها بالإبداع الإداري، بتحليل نتائج الدراسة بناءً على نتائج من 250 معلم وإداري في مدارس الحلقة الثانية في محافظة شمال الباطنة خلال العام الدراسي 2022/2023. استخدمت الدراسة نماذج التحليل الظاهري والذراعي. أظهرت النتائج أن ممارسة أبعاد القيادة الريادية لدى مديري مدارس الحلقة الثانية كانت بدرجة عالية، حيث جاء بُعد الرؤية في المرتبة الأولى، مهتمة بالتنافسية، وبُعد المخاطرة في المرتبة الثالثة. كما أظهرت الدراسة أن هناك علاقة إيجابية قوية بين درجة ممارسة أبعاد القيادة الريادية والإبداع الإداري. توصي الدراسة بإيجاد مسارات تجريبية وتحقيقية لإبداع الإداري، بالإضافة إلى تحسن ممارسات القيادة الريادية بشكل عالمي. ومن الملاحظ أيضاً أن هناك فروق ملموسة في درجة ممارسة أبعاد القيادة الريادية، حيث تفضل الذكور للإناث في بعض الأبعاد، مثل بُعد الرؤية. فيما يتعلق بالمدارس، فإن هناك تباين في درجات ممارسة أبعاد القيادة الريادية بناءً على المؤهل العلمي، حيث تجد المدارس التي تمتلك أغلب المدرسين الذين لديهم شهادات جامعية، تقدم أعلى درجات ممارسة أبعاد القيادة الريادية. أن النتائج تؤكد أهمية تطوير أساليب القيادة الريادية في مدارس الحلقة الثانية، وإعطائها الدعم المالي والتعويضات المرتبطة بالكرامة. ومن القيمة أن تكون هذه الدراسة جزءاً من الرسائل العلمية الجامعية في مجال القيادة الريادية.
This study aimed to identify mental flexibility and its relationship to the level of awareness of lean management among school principals in South Al Batinah Governorate and the relationship between them. To achieve the objectives of the study, the descriptive/ correlative research method was used. The sample of the study consisted of 108 principals who were selected using a simple random method. The study instrument was applied to the sample, where two scales were used: the mental flexibility scale and the level of awareness of the lean management scale, which were prepared by the researcher. The content validity of the instrument was measured by a group of arbitrators. Then the internal consistency was calculated using the cronbach's alpha equations. The stability coefficient of mental flexibility tool was 0.96 and the stability coefficient of the level of awareness of the lean management tool reached 0.97. The results of the study showed that the general level of mental flexibility among principals of schools in South Al Batinah Governorate was high, with an arithmetic mean of 4.17 and the general level of the level of awareness of the lean management among principals of schools in South Al Batinah Governorate was high, with an arithmetic mean of 3.60. The results also showed that the relationship between mental flexibility and the level of awareness of the lean management is a strong positive relationship, as Pearson correlation coefficient between the two variables was 0.74. In light of the previous results, the study presented a set of recommendations and suggestions for decision makers and officials in the Ministry of Education that would enhance the level of awareness in applying this methodology in educational institutions by intensifying training courses for school principals and their assistants and following up its application in schools by specialists and circulate it to the rest of the administrative units in all governorates of the Sultanate.
The current study aimed to investigate digital management and its role in the job performance of school principals in Al Batinah North Governorate. The study sample consisted of 213 principals, including 50 male principals and 163 female principals, who were randomly selected. A questionnaire was designed as the study tool to collect data, and its psychometric properties were verified before administering it to the study sample. The internal consistency of the questionnaire items was found to be 0.93 using Cronbach’s alpha formula. The study results indicated that the role of digital management was rated highly in all questionnaire items. Additionally, there were no statistically significant differences at the (≤ 0.05) level between the estimates of the role of digital management in the job performance of school principals attributed to the gender variable (male/female) and years of experience in two categories (less than 15 years/15 years or more). In light of the results, the study recommended the need to implement digital management and activate its role in job performance to improve the teachers’ performance in schools. This can be achieved by involving them in the administrative process, improving the work environment, providing them with knowledge and experiences, promoting communication with them, and motivating them to continue their efforts. The study also suggested that administrators help teachers acquire expertise through training courses and keeping them updated with educational developments. Furthermore, creating an organizational environment characterized by accuracy and accountability when mistakes occur is crucial, as well as addressing planning issues.
مهدفتك هذه الدراسة إلى التعرف إلى دور مديري المدارس الحكومية في تحقيق التنمية المستدامة في محافظة جنوب الباطنة في ضوء استراتيجية السلطنة للتعليم 2040 ماذا إذا كانت هناك فروق ذات دلالة إحصائية في تدريس أفكار التنمية المستدامة بين مديري المدارس، وكذلك ما إذا كانت هناك فروق ذات دلالة إحصائية في تدريس أفكار التنمية المستدامة من خلال وسائل الإعلام والوحدة التعليمية في تدريس أفكار التنمية المستدامة، وذلك من منظور المدارس الحكومية ونتائج الدراسات السابقة، حيث جمعت اهتمامات بعض الناشرين، مثل، في ضوء استراتيجيات استراتيجية الثانية القياسية (التشفير، التعلم مدى الحياة، المجتمعية)، وقد أظهرت الدراسات القليلة التي أجريت في موضوع هذه الدراسة، أن دور مديري المدارس الحكومية مهم ومهم جداً في تحقيق التنمية المستدامة في المجتمع، ولهذا فإننا نتطلع إلى نشر نتائج هذه الدراسة واسعة النطاق.

ملخص

This study aimed at identifying the role of public school principals in achieving sustainable development in South Al Batinah Governorate in the light of the National Education Strategy 2040 from the point of view of senior teachers, and to reveal whether there were statistically significant differences in the estimates of the sample members due to the variables (gender, educational qualification, years of experience, and educational level). The researcher used the descriptive analytical approach and relied on the questionnaire as an instrument to collect study data. The study population consisted of all senior teachers in the government schools of the South Al Batinah Governorate during the academic year 2022/2023, and they numbered 428 male and female teachers. The study sample consisted of 215 male and female teachers, approximately 50% of the total population of the study, and they were chosen by the simple random method. The researcher prepared a questionnaire consisting of 36 items, distributed on three axes: the comprehensive education, the lifelong learning, and the community partnership. The study showed the following results: The role of principals of public schools in South Al Batinah Governorate in achieving sustainable development was high, with an arithmetic average of 4.13, with a standard deviation of 0.32. The first axis: comprehensive education came in the first place, followed by the second axis: lifelong learning, while the third axis: community partnership came in the last place. The study also showed that there are no statistically significant differences at the level of significance (α = 0.05) in the estimates of the study sample about the role of public school principals in achieving sustainable development as a whole due to the variables (gender, years of experience, and educational stage). While there were statistically significant differences at the significance level (α = 0.05) in the estimates of the study sample about the role of public school principals in achieving sustainable development in all aspects and the tool as a whole attributed to the variable of (educational qualification). The differences were in favor of the postgraduate study sample. As a result of the study, the researcher developed a set of recommendations for the Ministry of Education, including organizing a visit between the General Directorates of Education in Sultanate of Oman and the Directorate of South Al Batinah Governorate. In addition to exchanging expertise and experience regarding sustainable development issues, the Sultanate’s schools, the media, and universities will be used to spread sustainable development cultures throughout Omani society, creating a general culture.
This study aimed to examine the level of practice of reciprocal leadership by principals of schools in Al Buraimi Governorate. This study used the descriptive research method. The sample of this study consisted of 220 male and female teachers from various schools in Al Buraimi Governorate. The study tool was the inventory of the level of practice of reciprocal leadership by (Al-Sulaimat, 2020). The validity and reliability of the inventory were measured using content validity technique, and the internal consistency technique using Cronbach’s alpha to examine the reliability, and the reliability coefficient of the inventory was $\alpha = .92$. The results of this study showed that the level of practice of reciprocal leadership by principals and female teachers in Al Buraimi Governorate was high. The results also showed that there were statistically significant differences at the level of $\alpha = .05$ between males and females in favor of males in the practice of reciprocal leadership. This study recommended the necessity of continuous support for school principals who have the skills and characteristics of reciprocal leadership in their schools, by organizing advisory councils at the level of the Sultanate so that they have the opportunity to share their ideas and opinions.
This study aimed to identify the training needs of school principals in light of contemporary management thought, from their perspective in Al-Batinah South Governorate. It also aimed to reveal the school principals' training differences according to both variables of the study; i.e., years of experience and academic qualification. The researcher used the descriptive approach and adopted the questionnaire as the study tool for gathering data. The study questionnaire included (30) clauses under five axes which are the needs for personal skills, the needs for technical skills, the needs for human skills, the needs for administrative skills, and the needs for organizational skills, and were distributed to a sample of Al-Batinah South Governorate's school principals consisting of (101) principals. The study came up with a number of results; the most important of which was the very high training needs for personal, human, technical, and administrative skills. The study also showed a high need for organizational skills. Besides, the study showed no statistically significant difference at the significance level of (α≤0.05) for arithmetic means attributed to the variable of the years of experience except for the personal skills, as the results thereof showed statistically significant differences for Al-Batinah South's school principals' need for training in favor of bachelor degree holders. The results also showed no statistically significant difference at the significance level of (α≤0.05) for arithmetic means between the bachelor's and master's degrees in the personal, technical, human, and administrative skills except for the organizational skills, as the results thereof showed statistically significant differences for Al-Batinah South's school principals' need for training in favor of category of school principals with more than 20 years of experience. In light of the study results, a number of recommendations have been concluded; the most remarkable of them is that it is important to put training programs to fulfill the needs of the school principals in terms of personal, technical, human, administrative, and organizational skills, as well as holding training programs for them, plan those programs based on the principals' current needs, and adopt the principle of sustainable training.
The purpose of this study was to identify the requirements for developing the performance of school leaders in government schools under the Ministry of Education in light of the Vision 2040 of Oman. To achieve the study's objectives and answer its research questions, the researcher used the descriptive method, considering it the most suitable approach for the study topic. A questionnaire consisting of 28 items was used, and the content validity of the tool. The reliability of the tool was then measured by applying it to a sample survey, followed by calculating the internal consistency using Cronbach’s alpha equation.

The study population consisted of 80 school management supervisors in the educational directorates under the Ministry of Education. A random sample of 60 school management supervisors was selected. The results showed that the opinions of school management supervisors regarding the importance of the requirements for developing the performance of government school leaders in light of the Vision 2040 of Oman were of high degree. There were no statistically significant differences in the means of the development requirements for the performance of government school leaders attributed to gender and educational qualification.

Based on the results, the study presented several recommendations, including enhancing communication and interaction between school leaders and school staff on one hand, and the local and international community on the other hand, using modern technologies. It also recommended the development of training programs and the enhancement of professional, managerial, and personal skills to contribute to achieving the Vision 2040 of Oman. This includes skills in scientific research and dealing with artificial intelligence programs. The study also suggested reviewing the job description of school leaders to align with the objectives and vision of Oman 2040, encouraging school leaders to benefit from modern technologies and research practices, and developing a creative approach to solving the challenges facing schools.
هدفت هذه الرسالة إلى الكشف عن التحديات التي تواجه تعليم وتعلم مادة اللغة العربية في صفوف التعليم الأساسي في محافظة لواء، ولقد استخدمت الباحثة الدراسية الوصفي، ووُجد استخدام سؤال، وتم مجمع المعالجة من جميع معلمي اللغة العربية في مركز التعليم الأساسي (1-9) في محافظة لواء، والحركة والتعليم التابعة لوزارة التعليم العالي، خلال عام 2022-2023، وعدد 80 معلمًا، وبلغت عينة الدراسة 50% من المجتمع الكلي، فلمعجمة تم اختيارهن من الطريقة العشوائية البسيطة.

الباحثة تطورت استبانة مكونة من 33 عنصرًا، والبحث أجرته على مجتمع 161 معلمًا، بناءً على نتائج الدراسة، فقد وضعت الباحثة مجموعة من التوصيات والمقترحات لجهات التعليم، بما في ذلك: تجاوز مشكلة معلمات اللغة العربية في صفوف التعليم الأولي، والتراص على تقليل مستوى معلمات اللغة العربية في صفوف التعليم الأولي، والعمل على تقليل مستوى معلمات اللغة العربية في صفوف التعليم الأولي، والعمل على تقليل مستوى معلمات اللغة العربية في صفوف التعليم الأولي.

الباحثة ملاحظة: 


- التحديات التي تتعلق بالتعليم الأساسي من حيث الدراسة، بما في ذلك: التحديات التي تتعلق بالتعليم الأساسي من حيث الدراسة.

- التحديات التي تتعلق بالتعليم الأساسي من حيث الدراسة، بما في ذلك: التحديات التي تتعلق بالتعليم الأساسي من حيث الدراسة.

- التحديات التي تتعلق بالتعليم الأساسي من حيث الدراسة، بما في ذلك: التحديات التي تتعلق بالتعليم الأساسي من حيث الدراسة.
This study seeks to recognize the level of ITC competencies for the principals and their assistants at the schools in North Al Batinah Governorate, besides uncover the differences in the degree of ITC competencies for the sample population attributed to the variables of (gender, position and years of experience). To achieve the objectives of the research, the research depended on the descriptive approach and developed a questionnaire consisting of (41) items divided into three dimensions: the dimension of technology competency of the population of the sample, the dimension of developmental technology competency in administrative task and lastly the dimension of contact and communication related to measuring the extent of utilizing the technological communication channels in efficiently achieving the administrative tasks. The consistency of the tool was verified by applying it on an exploratory sample consisting of 30 principals and assistants. The study population comprised of 350 principals and assistants of North Al Batinah Governorate. The study demonstrated that the responses of the school principals and assistants on the dimension of technology competency achieved an excellent level of practice. While the responses of both dimensions of developmental technology competency and contact and communication competencies achieved a high degree. The study findings showed that there were no statistically significant differences in the variable of (gender – position), while there are statistically significant differences in the variable of administrative years of experience in favor of personnel with experience ranges 1-10 years in the dimension of developmental competencies. The study concluded various recommendations, for instance: application of the ICT project in school administration with high level of effectiveness and provision of qualified trainers; training administrators and personnel on ICT services and their applications in the school community, as well as to involve parents in awareness workshops and lectures on the importance of utilizing ICT services within the school community.
This study aimed to identify the degree of practice of the principals of schools in the Wilayat of Buraimi in the Sultanate of Oman of the styles of situational leadership of Hersey and Blanchard and to reveal whether there were statistically significant differences at the level of significance ($\alpha \leq 0.05$) between the average responses of the participants in the study due to the study variables: gender, years of experience and the academic qualification, using the descriptive approach. The study population consisted of all 1454 public school teachers for the academic year 2022/2023, and a sample of 290 was selected by the stratified method. A questionnaire was developed as a tool for collecting the data of the study. It consisted four domains. The results indicated that the degree of practice of the principals of the Wilayat of Buraimi schools of the situational leadership styles of Hersey and Blanchard was very high, and that the prevailing leadership styles came in descending order were delegated, participant, director, and commander. There were statistically significant differences at the level of significance ($\alpha \leq 0.05$) attributed to the gender variable in three domains: the first is the one who commands, the third is the participant, and the fourth is the delegate in favor of the male group. There were also no statistically significant differences at the level of significance ($\alpha \leq 0.05$) attributed to the gender variable in the second domain of the directed pattern. There were no statistically significant differences at the level of significance ($\alpha \leq 0.05$) due to the variables of years of experience and educational qualification. Plan for the exchange of systematic visits between governorates, educational directorates, and schools. A visit to schools in the Wilayat of Buraimi in the Sultanate of Oman can be suggested due to the high percentage of school principals in this state practicing the attitudinal leadership styles of Hersey and Blanchard.
The research aims to identify the difficulties facing the management of the integration school in dealing with parents of students with special needs in the Al Batinah North Governorate. The researcher designed a special questionnaire, so that the questionnaire was divided into three axes, which are management difficulties, difficulties for parents with special needs, difficulties in communication mechanisms, and logistical difficulties. (202) females were selected by statistical methods. The appropriate analytical descriptive approach was used, and the study reached several results, including: - The level of difficulties in the study sample was less than the average with a relative weight (39.80), and the second axis (difficulties for parents with special needs) is: The highest prevalence rate with a relative weight (47.01), and axis 1 (difficulties related to integration management) is the least prevalent with a relative weight (38.53). It was found that there are statistically significant differences in the total score and the second axis at the significance level (0.05) between males and females in favor of females, and there are no statistically significant differences in the first axis (difficulties related to the first axis). Integration management). It was also found that there were no statistically significant differences on the questionnaire according to the variable of the episode (the first and second sessions). The results also showed that there were statistically significant differences in the total score and the third axis at the significance level (0.05) among the study sample, according to the variable years of experience of workers in integration schools. For students with special needs for parents' children in favor of those with experience (10) years or more, which means that, the difficulties facing the integration department in dealing with parents are reduced when the teachers' experience is (10) years or more. The study resulted in a set of recommendations and proposals, including the preparation and training of human cadres necessary for integration schools, including principals, teachers, psychologists, social workers, and speech trainers, and preparing and training them well before starting work in integration schools. Integration process, to be successful. And training ordinary teachers and working to modify their attitudes towards children with special needs, and training them on methods of educational dealing with people with special needs and parents through continuous training courses during the service. The Inclusion Department organizes periodic meetings with parents to direct and guide them and answer their inquiries.
This study aimed to examine the extent of the effect of parental involvement on the academic achievement of the second cycle students in the public schools in wilayat Saham. To achieve its aims, this study adopted on the causal-comparative approach, by dividing the female students into two groups: a group that was followed up by their parents and a group that was not followed up. The study sample consisted of 353 female students from 4 public schools in wilayat Saham, and they were randomly selected using the cluster technique and then simple random. The questionnaire tool was used as a study tool in addition to the student results for the first semester. The results showed a high level of parental involvement among second-year female students and the presence of differences in academic achievement between students who have parental involvement and students who do not have parental involvement. The study recommended the need to educate parents and those in the field of education about the importance of parental involvement through holding workshops, courses, and seminars at the beginning of each academic year and setting binding rules and regulations by the Ministry of Education to improve and encourage parental involvement. Parents must also be given the authority to participate in make decisions regarding their children's education and participate in their implementation and evaluation.
ماجستير في مناهج واساليب تدريس العلوم
أثر استخدام التعلم الإلكتروني في إكساب طلبة الصف السادس الأساسي للمفاهيم العلمية في المدارس الخاصة بمحافظة مسقط في سلطة عمان

الباحث:
ماجستير في مهارات واساليب تدريس العلوم
التخصص:
ماجستير
الدرجة العلمية:
Postgraduate centre
السن:
2009
عنوان الاطروحة:
أثر استخدام التعلم الإلكتروني في إكساب طلبة الصف السادس الأساسي للمفاهيم العلمية في المدارس الخاصة بمحافظة مسقط في سلطة عمان

抽象

This study aims at showing the effect of using the electronic learning strategies in acquiring the scientific concepts by pupils of the sixth year which are (384) at the primary level. The study sample is 54 pupils of the sixth year from private schools in Muscat - Sultanate of Oman in the Academic year 2007/2008. The sample is divided into 27 pupils representing the experimental group (Dorat Alkhaleej private school) who were taught by the electronic learning method. The other 27 pupils represented the control group (Oman private school) who were taught by the traditional method. To answer the study questions, a computer programme was prepared by using flash programme then downloaded on the special website of Dorat Alkhaleej private school on the internet. A test was prepared consisting of 25 items of multiple-choice questions as a pre-test and post-test after deleting the items which are less than (0.25) and more than (0.7) as well as deleting the items whose difficulty is less than (0.25) and more than (0.8). The stability factor of the test was calculated by using Kronbach Alpha responses to the test items. The Kronbach Alpha was (0.88), one point for each item. No differences of statistical indication were found at level (α ≤ 0.05) between the means of the experimental group grades and the means of the control group grades. This shows that both groups, the experimental and the control, were equal at the pre-test. There are differences of statistical indication at level (α ≤ 0.05) between the means of the experimental group who studied by using the electronic learning, and means of the means of the control group who studied by the traditional method. There are differences between the means and standard deviations at the level of conceptual acquiring of the pupils’ performance of the experimental and control groups, for the benefit of the experimental group. According to the previous results, the study forwards some recommendations to emphasize the necessity to the use of electronic learning in teaching science as it has a positive effect on acquiring the scientific concepts by pupils.
### Abstract

The current study aims to identify the role of Science Teachers in the Development of Science processes skills among the Students of grades (5-10) in the Sultanate of Oman. In addition to the find the effect of the variables of gender, major and years of supervisory experience. Where the study was conducted (159) supervisors. In order to achieve the aims of the research, I have made a questionnaire for supervisors which contains 52 items. All items of the questionnaire were checked by some educators and it was tested randomly by 12 persons and it reached 0.96. The results showed the degree of the role of science teachers in the development of science processes skills among the students of grades (5-10) in the Sultanate of Oman from the standpoint of their supervisors is average in the basic skills, low in the integrated skills, and generally average for the whole of the study categories. And there are statistically significant differences of the samples estimation of the role of the science teachers on the development of the skills of science processes. These differences are attributed to the variables: the gender which is in favor of females in the basic skills, to the major which is in favor of Biology versus physics and Chemistry, and to the supervision experience in favor of the supervision experience (5-10 years) and (more than 10 years) versus the supervision experience (less than 5 years), and that’s for the total of the two focuses in general. The study also recommends activating the exchange visits among the science teachers in order to exchange the teaching experience of the ways of developing the skills of the integrated science processes.
This study aimed to investigate the effectiveness of Polya`s strategy for solving physics problems on the achievement of grade 11th students and their attitudes towards physics. The study sample consisted of 108 grade 11 male students, who studied physics in Al Batinah North governorate, enrolled in the academic year 2015/2016. The study sample was divided into two groups, as follows: An experimental group of 55 students at Naim Bin Masood Post Basic Education School in Wiljayat Sohar. This group studied physics using Polya`s strategy. A control group of 53 students at Musaad Bin Ramdhan Post Basic Education School in Sohar. This group studied the usual regular method.

To achieve the objectives of the study, the researcher developed an achievement test in physics at levels of: knowledge, application and inferring, and developed a questionnaire to assess student’s attitudes. The test and questionnaire measured their validity using content validity. Their reliability was obtained using internal consistency by Person correlation and the test reliability was 0.965, and questionnaire was 0.839. Means, standard deviations and ’T’ tests were used for one sample and two independent samples for comparisons before and after the experiment.

The study results indicated that there were statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the achievement test grades between the experimental and the control groups in the measurement after the experiment, in the favor of the experimental group. The results also indicated that there were statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the attitude measurement towards physics between the experimental and control groups in the measurement after the experiment, in the favor of the experimental group.

In the light of these results, the researcher recommended the training of physics subject teachers to solve physics problems using Polya`s strategy due to its clear effectiveness in raising student’s achievement level and development of attitudes toward physics.
This study aimed to investigate the effect of using the model of Fink in active learning to the development of reflective thinking and achievement in physics skills in the eleventh grade. The study sample consisted of 56 female students from the eleventh grade from two schools in Muscat governorate. The experimental group consisted of 29 female students from the School of Zubaydah Um Al-Amin (10-12), which have been taught by using their teaching model (Fink) in active learning, and the control group contained 27 female students from the School of Muttrah (10-12), which has been taught using the current practice of teaching.

To achieve the objective of the study, the researcher provided the study materials which consist of teacher guide and students booklet in movement and dynamics subject, which is based on Fink model. The researcher also provided the study tools which are: achievement test in the unit of movement and dynamics, it has been confirmed the veracity of the test content through presentation to a group of arbitrators, as was its stability coefficient (0.798) using internal consistency coefficient alpha Cronbach. The second tool was tested reflective thinking in the unit of the movement and dynamics, which have been confirmed the veracity of the test content through presentation to a group of arbitrators, as was its stability coefficient (0.794) using internal consistency coefficient alpha Cronbach.

The study results indicated a statistically significant differences at the level of significance (0.05≤α) between the average scores of students in the experimental group and control group in the post application in the levels, and the total score for the experimental group, while the results indicated that there is a statistically significant difference between the scores of the students in the test thinking contemplative posttest for the experimental group and the result support the experimental group.

In light of the previous findings the study recommended to train the teachers before and during the service to use the model (fink) in active learning in teaching physics, and suggested holding similar studies at different stages of learning, and other variables.
بحث:
실명 بن خلفان بن حامد العزيزي

العنوان المثير:
أثر استخدام طريقة لعب الأدوار في تدريس العلوم على تحصيل المفاهيم العلمية والأحتفاظ بها لدى طلاب الصف الخامس الأساسي

الشأن المتغير:
لعب الأدوار - المفاهيم العلمية - تحصيل المفاهيم العلمية - الاحتفاظ بالمفاهيم العلمية

الكلمات المفتاحية:
Abstract

This study aimed to identify the impact of using role-play method in Science teaching on grade 5 students’ achievement and gaining scientific concepts. The study sample consisted of 58 grade 5 students at Dhank Basic Education school at Al Dhahra educational governorate. The sample was divided into two groups: the experimental group of 29 students, who studied using the role-play method, and a control group of 29 students, who studied using the usual way. The application period has lasted for 7 weeks during the first semester of the academic year 2015/2016.

To answer the questions of the study, the researcher developed a teacher guide to teach using the role-play method. The validity was confirmed by presenting it to a group of arbitrators of specialists. The researcher developed an achievement test of scientific concepts in "Human body and organs" unit, which measured 3 learning levels: knowledge, application and inferring consisted of 20 multiple choice items. The validity of the test was confirmed by presenting it to a group of arbitrators and the internal consistency was calculated using Cronbach’s alpha coefficient (0.732).

The study results indicated that there were statistically significant differences at the level of significance \( \alpha \geq 0.00 \) (for the total sum of the achievement test grades of scientific concepts between the experimental group and control groups in the measurement after the experiment, for the favor of the experimental group. The results also indicated that there were no statistically significant differences at the level of significance \( \alpha \geq 0.00 \) (for the total sum of the achievement test grades between the two applications after the experiment and gain of learning, for the favor of the experimental group.

In light of the previous results, the study recommended the need to include using the role-play method in teachers and curricula programs, as well as, training workshops for teachers, and train them to implement this method to make easier for them to teach through this method. Furthermore, the study also recommended conducting similar studies to this study on different subjects, different grades and on other variables.
This study aimed to investigate the effect of teaching by using the interactive whiteboard on the achievement of biology scientific concepts and the attitudes towards biology at grade 11 students in the Sultanate of Oman at Sharqiya South governorate. The researcher used semi-empirical design in his study. The study sample consisted of 58 male students divided into two groups. An experimental group of 30 students at Bin Majid Post Basic Education School in Wilayat Sur. The experimental group studied biology using the interactive board. A control group of 28 students at Sultan Bin Murshed Post Basic Education School in Wilayat Sur. The control group studied biology using traditional method.

The application of the study lasted for 4 weeks, 4 lesson per week, during first semester 2015/2016. The researcher developed 2 study tools: an achievement test of scientific concepts, consisted of 20 multiple choice items and an attitude measurement towards biology, included 24 items distributed on 3 themes: the benefit of biology, the acceptance of biology subject, and activities related to biology.

The study results indicated presence of statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the achievement test scores between the experimental and control groups in the measurement after the experiment in favor of the experimental group. The results also indicated presence of statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the attitude measurement towards biology subject between the experimental and control groups in the measurement after the experiment, in favor of the experimental group. The study also indicated that there were statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the attitude measurement towards biology between the pre and post tests for the experiment, for the experimental group in favor of the post test.

Based on the findings, the study recommended preparing model lessons using interactive whiteboard. The study also recommended the necessity of training teachers to use interactive whiteboard and how to deal with it. The researcher suggests conducting a pilot study using other modern teaching techniques to investigate their effects on developing students’ academic achievement and their attitudes towards biology, and to compare the effects with the white interactive board.
هدفت هذه الدراسة إلى تقصي فاعلية استراتيجية الاكتشاف الموجه في تنمية عمليات العلم والتحصيل الدراسي في مادة العلوم لدى طلبة الصف الرابع الأساسي. وتكونت عينة الدراسة من 57 طالبا وطالبة، تم تقسيمهم إلى مجموعتين، عدد المجموعة التجريبية 29 طالبا وطالبة، درست باستخدام استراتيجية الاكتشاف الموجه، والدروي ضابطة ضمت 28 طالبا وطالبة درست بالطريقة المعتادة. ولإجابة عن أسئلة الدراسة تم أعداد اختبار تحصيلي واختبار عمليات العلم الأساسية. بالنسبة لعدد طلاب المجموعة التجريبية، بلغت قيمة معامل ثباتها 0.843، في حين بلغت قيمة معامل ثباتها للدروي 0.850. النتائج أن هناك فروق ذات دلالة إحصائية عند مستوى الادلالة (α ≤0.05) في المجموع الكلي لدرجات الاختبار التحصيلي بين افراد المجموعتين التجريبية والضابطة. في المجموع الضابط، وصعوبة الاختبار، ودقة المجموع التجريبية، كما وجدت نظام ذات دلالة إحصائية عند مستوى الادلالة (α ≤0.05) في المجموع الكلي لدرجات اختبار عمليات العلم بين افراد المجموعتين التجريبية والضابطة، في المجموع الضابط، وصلت نسبة果实ات مختلفة. وفي ضوء النتائج أوصت الدراسة بعدد الورش التدريبية لمعلمات العلوم، لتطبيق استراتيجية الاكتشاف الموجه، وكذلك تطبيقها في تدريس العلوم. كما أوصت برعاية أفراد مملكة يبني التدريس استراتيجية الاكتشاف الموجه، وجهوداً توظيفها في التحصيل الدراسي وتقييم عمليات العلم.

Abstract

This study is aimed to investigate the effectiveness of directed discovery strategy of teaching science on the achievement and development of science processes for fourth-grade students in Sultanate of Oman. The study sample was consisted of 57 students enrolled at Al Breek Basic Education School (1-10). The study instrument consisted of student achievement test and basic science processes test, in line with teacher manual booklet and student’s activities booklet. Validity and reliability were measured by well ranked academic reviewers and Pearson Coefficient Equation (0.850) and 0.843 respectively). The study results showed a significant difference (α≤0.05) between the experimental and controlled group in total average in posttest for controlled group. It also showed a significant difference (α≤0.05) in the total average of science processes between experimental and controlled group of posttests for controlled group. The study recommended a variety of workshops of direct discovery strategy have to implement for science teachers. Further studies to be conducted in comparing direct discovery strategy with the strategies within different genders and levels.
The aim of this study is to recognize the impact of The CoRT Program (Expanding Cognition and Thinking, and organizing Skills) on the performance of a group of students from grade 6 who have Learning Difficulties in analyzing the mathematical posts. To achieve the aim of this study, the researcher used the experimental method, and she applied the elements of her study on 65 students from different schools from A1 Rustaq and A1 Awabi for the year 2016/ 2017. The group of students was divided into 3 sections or groups. On the first group, the researcher used the pan of CoRT Program which deals with the organizing skills. This group included 10 students. The cognitive skills of the CoRT was applied on the second group which had 10 students. Both skills (cognition and organizing) were applied on the third group which had 13 students. The last group which included 12 students were taught normally as usual without using any skills of CoRT Program. Thus, the first three groups were taught according the CoRT Program while the fourth group was taught as the teacher used to do before doing this study. The students were all subjected into a pre and post test on the mathematical Posts (Sum, Subtraction, Division and multiplication). The program and the test were applied after making sure of the honesty and stability of conducting the experiments and finishing them. The researcher depended on non parametri ways to analyze the data because the sample is a small group. Thus Kurscall–walls Test level ($\alpha$≤0.05) was used with the different groups (the experimental groups and the normal group) to recognize the performance of the students on the post test. Also, Wilcoxon Signed Ranks Test was applied to find out the different average of student’s performance on the pre-test and on the post-test. Friedman theory for testing the non-parametric was also used to show the different performance of students regarding the gendarl (male or female). Also, Seirman Test was utilized to obtain the relation of the marks on the pre and post tests and to know the average of smartness: The result shows the impact of The CoRT Program on the students who have learning difficulties. The result clarifies the success of CoRT students comparing to the students who were taught by the usual or normal ways. The benefits of the CoRT Program with reference to the three groups as parts come as the following. First, the group which attended to use the organizing skill of CoRT comes on the top. Then, the group which has been subjected under the both skills of CoRT. At the end comes the skill of increasing cognition. The result shows that there is no relation between the performance of students in the mathematical post and gender or between the performance and the smartness since no one of the students is retarded (mental problems). According to this result, the researcher recommends to teach the students who have learning difficulties to be taught by using The CoRT Program, and she suggests to utilize other programs in learning.
هدفت هذه الدراسة للكشف عن واقع استخدام معلمات العلوم للألعاب التعليمية في تدريس الأنشطة العلمية ومدى تأثر أهداف الدراسة وعلاقتها، مع ملاحظة النموذج التعليمي، حيث كان معدلات الأنواع التعليمية حسب معيار التعليم، وفقًا لتطوير نمط الاتجاهات نحو استخدام these games and to analyze their impact on the teaching experience. The study also aimed to identify the factors that influence teachers' use of educational games in science teaching, and to propose recommendations for improving their implementation. This study examined the use of educational games among female science teachers in the Dakhiliya governorate, and evaluated the impact of these games on students' learning outcomes in science subjects. The results of the study indicated that female science teachers in Dakhiliya governorate use educational games in teaching science subjects with a high level of satisfaction, and these games were found to be effective in improving students' learning outcomes in science subjects. The study also found that the level of using educational games was not significantly affected by teachers' qualifications or teaching experience, and that there was no correlation between female teachers' utilization of educational games in teaching science subject activities and their attitude towards using these games. This study put forward a number of recommendations including such as conducting workshops, seminars and courses to train the teachers to design these games which should be based on the curriculum and the teachers’ need. There is also a need to provide teachers with appropriate venues to design games teach this activity in schools such as big halls or theatres that can accommodate big number of students and have enough space.
The study aimed at investigating the effectiveness of brain-based learning strategy on the achievement and retention in Science among Grade Eight female students of basic education. The study sample consisted of 62 females eighth grade students in Wilayat Bausher, Muscat Governorate, Sultanate of Oman. The sample was divided experimental group of 29 female students; into one studied according to the principles and characteristics of learning based on the brain, and a group of 33 female teaching students who studied according to the usual method.

In order to achieve the objectives of the study, the activities and guide teacher’s prepared researcher a booklet for the student to teach the unit “waves and their applications”, it to a group of arbitrators. The study tools were represented in achievement test of the proposed unit. It was applied in two stages: A direct post-test was carried out to measure the collection variable and was reapplied two weeks later as a delayed post-test for measuring the retention variable, and verified its validity by presenting it to a group of arbitrators. The stability coefficient was 0.75. Results indicated that there was a statistically significant difference in the Science Basic Eight Grade Students in the achievement and retention in favour of the results and experimental group. Based on the study’s recommendations were derived, employing findings, some brain-based learning strategy on teaching Science and Improve learning environments so that they are effective according to brain-based learning.

FAITHABATEENA MUNIRAH BHONAN

Abstract

مهدت الدراسة الحالية إلى استقصاء فاعلية استراتيجية التعلم المبني على الدماغ في التحصيل الدراسي والإحتفاظ بالتعلم في مادة العلوم لدى طالبات الصف الثامن الأساسي. وتكونت عينة الدراسة من 62 طالبة من طالبات الصف الثامن الأساسي في ولاية بوشر التابعة لمحافظة مسقط بسلطنة عمان. حيث قسمت العينة إلى مجموعة تجريبية 29 طالبة درست وفق مبادئ وخصائص التعلم المبني على الدماغ، ومجموعة ضابطة 33 طالبة درست وفق الطرق التدريسية المعتادة.

وتحقيق أهداف الدراسة أعدت الباحثة دليل معلم وكراسة أنشطة الطالبة لتدرّس وحدة "الموجات وتطبيقاتها". وقد تم التحقق من صدقه بعرضه على مجموعة من المحكمين. أما أدوات الدراسة فتممت في اختيار تصميم وحدة الموجات وتطبيقاتها، حيث طبق على مجملهم، كذلك بعدي مباش يعاد التحسّن، وتم التحقق من صدقه بعرضه على مجموعة من المحكمين، وحساب ثبات الإتساق الداخلي له باستخدام معامل ألفا كرونباخ، وقد بلغت قيمة معامل الثبات 0.75.

وأظهرت نتائج الدراسة وجود فرقاً مباشياً بين المجموعتين في التحصيل واحتفاظ التعلم، والتحقيق في نتائج المجموعة التجريبية. وفي ضوء ذلك أوصت الدراسة بتوظيف استراتيجية التعلم المبني على الدماغ في تدرّس مواد العلوم، بالإضافة إلى تحسين بيئة التعلم بحيث تكون موضوعة مع حضانات ومبادئ التعلم الداعم. 
This study aimed at investigating the application of creative thinking skills by Science teachers in teaching students in grades 5-10 in North Batinah governorate and the relationship between this application and teacher’s brain dominance and showing the effect of both gender and years of experience on the degree of application. The sample of this study consisted of 438 male and female teachers. Tow study’s tools were used in this study for collecting data: The Questionnaire which was consisted of 40 questions divided into four skills of creative thinking and the Hemisphere Dominance Inventory which involved 21 questions. The reliability coefficient of the study instruments was 0.94, 0.70.

One of the most important finding of the study is that the application of science teachers to the skills of creative thinking in teaching students ranged between medium and large. The results of the study revealed also that there were no statistically significant differences between males and females in applying the following skills: flexibility, fluency, and innovation. However, there were statistically significant differences between males and females in applying sensitivity to problems more for females. The study also did not find statistically significant differences among the sample of the study in the application of creative thinking skills due to the variable of experience. The results showed that the integrated hemisphere dominance was the most common type among the sample 66.7%. Add to that, a statistically significant relationship was found between the application of creative thinking skills in teaching and integrated hemisphere dominance. Based on the study’s results and findings, the study recommended a training for all teachers before and during duty to practice creative thinking skills in teaching: Also, The Hemisphere Dominance Inventory need to be applied on all teachers and students to know their cerebral hemispheric styles. The study also recommended encouragement for creative thinking and creative products for teachers and students at the level of schools in all provinces.
The current study aimed to investigate the reality of using the interactive whiteboard in the teaching of science. It also attempts to study the attitudes of prospective science teachers towards the interactive whiteboard in the pedagogical process. To achieve this aim, the descriptive method was used. In particular, two types of questionnaires were distributed among the target teachers. The first one, which is composed of 34 questions, aims to examine the real use of the interactive whiteboard inside the classrooms. The second one, which is composed of 45 paragraphs, attempts to investigate the science teachers' attitudes towards using the interactive whiteboard in the pedagogical process. In addition, external reviewers have testified the reliability of means of data collection while the internal consistency was examined through Cronbach alfa. The study, which its sample includes about 280 male and female teachers, reveals some significant findings. The study discloses some significant factors that have barred the prospective teacher from the optimal use of the whiteboard in the teaching process. In addition, it shows an average availability of interactive whiteboard in state school. Consequently, there is an average use of interactive whiteboard in classrooms. In the same vein, the adaptation of using the interactive whiteboard to meet the teaching outcomes can be ranked at average degree. Likewise, the science teachers training to use the interactive whiteboard in their classrooms is at average degree according to the study. On the other hand, the study shows a high degree of positive attitudes from science teachers towards using the interactive whiteboard in the classrooms, and there is a positive relationship between such attitudes and the reality of using whiteboard in teaching science. The study also shows that there is no difference in science teachers attitude toward the use of interactive whiteboard that can be attributed to the variables gender, years of experience and the specialization. Given that, the study recommends the importance of reinforcing the use of interactive whiteboard in science teaching. It also recommends finding some ways to employ the interactive whiteboard to meet the science teaching outcomes. These recommendations can be achieved through providing a convenient teaching environment and investing in the positive teachers attitudes towards the interactive whiteboard.
This study aims to investigate the effectiveness of Scientific Stations strategy in teaching science subject, on the achievement and attitude for 9th basic grade students. The study’s sample contains 223 female students in 9th grade that I deliberately selected from two different schools in the Wilayat of Saham in North Batinah governorate. The sample was divided into two groups: an experimental group which contained 110 female students from Hunain Basic education school, which studied by the Scientific Stations strategy, and a control group contained 112 female students from Khadijah Al-Kubra Basic education school that studied by the usual teaching method. The experiment was applied for seven weeks. In order to achieve the aims Of the study, the researcher conducted two tools in the study. The first one is multiple choice test that contains 20 questions with three levels: knowledge, application and deduction. The second one is attitude towards science subject that contains 24 items with four dimensions: the importance Of learning science, the nature of science subject, the activities related to the subject and enjoying the subject. The researcher also made the following educational materials: Teacher Guide Book and the Student’s Book, both were provided according to the Scientific Stations strategy. Both the materials and the tools were checked by referees. The reliability of both tools was measured using two methods. The first one is Pearson Correlation Coefficient. For the first it was 0.89 and for the attitude toward science it was 0.87. The second one internal consistency by cronbach Alpha Coefficient. For the test it was 0.85 and for the attitude toward science it was 0.87. This is an indication that both tools are reliable to be used in the study. The results showed that there are statistical differences between the two groups of students’ averages that was at the level u≤0.05 after applying the strategy and its knowledge levels, as well attitude toward science measure and its dimensions for the experimental group. In based on these results, the researcher recommends holding symposiums and training workshops for science subject teachers and supervisors to familiarize them to the Science Stations strategy, as well as reforming some parts Of science subject curriculum according to this strategy due to its obvious influence in the Student’s outcome and gaining positive attitude toward science. This is in addition to implying a number of teaching plans based on this strategy in the Science subject Teacher’s Guiding books.
The current study aimed to identify the requirements of bending learning implementation in science Education in Musandam Government. Descriptive method was used in this study. The sample was consisted of 100 teachers who are teaching the science curriculum. A questionnaire was used as a tool of the study, in cycle 1 and 2, they were chosen by convenience method, which was included 30 items distributing into three sections, the first section is the importance of using of bending learning in teaching science, second section about the role of science teacher in implementation of the bending learning and the third section is about IT requirements of bending learning. Before applying the study, the psychometric characteristics of the study tool where checked throughout calculating validity and self-consistency. The findings showed availability of the requirements in first and second cycle is high in three sections. In addition, the study was no difference between the responses in three sections especially in cycle type and socially type variables. On the other hand, the result showed showing the difference between responses in knowledge of the computer which has three level (high, medium, and weak with respect to degree impact of the requirements to implementation of the bending learning in teaching science). Finally, the study recommended that it is important to develop science curriculum and providing schools with releart software. Also, providing schools with financial supports which allowed to subscribe with science websites and relearnt data base.

هデート الدراسة الحالية إلى التعرف على واقع تطبيق التعلم المدمج في تدريس مادة العلوم في محافظة مسندم. استخدم في هذه الدراسة المنهج الوصفي، وتكونت عينة الدراسة من (100) معلم ومعلمة يدرسون العلوم في الفئتين الأولى والثانية تم اختيارهم بالطريقة الملائمة، كما استخدمت الاستبانة أداة لجمع البيانات حيث تكونت من (30) مقدمة وفقًا على ثلاثة محاور وهي: المحور الأول (أهمية استخدام التعلم المدمج في تدريس مادة العلوم)، المحور الثاني (دور معلم العلوم في استخدام التعلم المدمج)، والمحور الثالث (المتطلبات التقنية المدرسية للتعلم المدمج). تم الحفظ عن النماذج السينكو متينة لأنظمة الدراسة، وانقرضت نتائج الدراسة انخفاض درجة تأثير المتطلبات للحلقة الأولى والثانية في المحاور الثلاثة، كما أظهرت بعدم وجود فروق ذات دالة إحصائية (0.05)<ممثلة بين استجابات أفراد العينة في المحاور الثلاثة وذلك في منغثر نوع الحلقة ونوع الاجتماعي، بينما يوجد فروق ذات دالة إحصائية (0.05)<ممثلة بين استجابات أفراد العينة في مستوى الإلمام بالصعب بين مستوى الإلمام العالي وموتوسط ومضغف فيما يتعلق بدرجة تأثيرها على متطلبات تطبيق التعلم المدمج في تدريس العلوم لطلاب الإستعداد (درجة عالية)، وأوصت الدراسة بتطوير مناهج العلوم وتوفر برامج جاهزة وتوفر الدعم المالي وتعليم أشراك الدراسة بقواعد البيانات وموافق للتجارب الإلكترونية واستخدام الروابط الإلكترونية الخاص بمعلمي العلوم.
Faculty of Graduate Studies
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Thesis Title:

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A study that aimed at exploring the relationship between the parameter of the second field use of the internet as an enriching educational activity and their attitudes towards the internet. The sample of this study consisted of (201) teachers of the second field in Basic Education Schools (1-4) in Muscat Governorate, which were selected in a simple random way. The researcher created two tools. The first tool is a questionnaire consisting of 35 sentences spread across dimensions to determine the degree of use of the parameters of the second domain of the Internet as an enrichment activity in teaching science, with a stability value of (0.790). The second instrument was an attitudinal scale designed to identify the perceptions of the parameters of the second domain towards the use of the internet as an enriching educational activity in teaching science. The attitudinal scale consisted of 24 sentences, and its stability value is (0.703). The results showed that the average internet use of the parameters of the second domain was 3.8, which indicates a high use. There are no significant differences between the teachers’ internet use by qualification and experience (p= 0.05). The results also showed that the teachers had very positive attitudes towards the use of the internet in enriching educational activities (3.88). However, there were no significant differences between the teachers’ attitudes with regards to qualifications and experience (p=0.05). Finally, the results showed a weak correlation between the teachers use of the internet and their attitudes. The researcher offered some recommendations regarding the provision and improvement of the internet in all schools, and equipping classroom with the necessary equipment. She also recommended conducting training workshops for teachers in order to enhance their skills in using the internet. There were also suggestions for future research.
The current study aimed to investigate the degree of practicing science teachers to brain-based learning strategies in basic education schools (cycle 2) in Sultanate of Oman. It was done through the point of view of science senior teachers in Al- Batinah north, Al-Batinah south and Muscat governorates. Moreover, the study aimed to reveal if there are significant differences at $\alpha \leq 0.05$ level among the participants responses of practice degree due to the gender and the geographic location. The study sample consisted of 109 male and female senior science teachers in cycle two in basic education school. They all responded to the study tool which is a questionnaire. The validity of the questionnaire items was done through measuring the face validity. The agreement percentage of all of the questionnaire items was 89.15% using Cooper equation. The reliability of the questionnaire was 0.94 using Alpha Chronbachts equation. One of the main study results was the high practice degree of brain-based learning strategies among science teachers in the three governorates. Moreover, there was significant differences at a level among science senior teachers’ responses regarding the practice degree of brain-based learning strategies among science teachers with respect to gender. However, there was no significant difference at u level among their responses regarding the geographic location. In the light of the results, the study highlights the importance of organizing and conducting educational workshops and training courses included brain-based learning strategies.
The current study falls in line with global and local mobility that aimed to investigate the science teachers' perceptions about requirements for integrating a STEM approach in cycle (2) schools in AL Batinah North Governorate in Sultanate of Oman. The descriptive methodology was used and the sample consisted of 147 teachers. A 34-Items questionnaire was applied to the sample after verifying the psychometric characteristics of the study tool; the validity was checked through measuring the face validity of the content with agreement ratio 91.85% for all of the questionnaire items using Cooper equation. The reliability was 0.90 using Alpha Cronbach's equation.

The main finding of the study showed a high perception of science teachers towards the integration of STEM in teaching, and no statistical differences in their perceptions according to the three variables: gender, experience years and the background of STEM. The study recommended to add engineering design steps within the activities of the science teacher's guide. In addition, training teachers to formulate classroom question in real problems context. The study also recommended that workshops should be held to train teachers to apply the STEM approach and exchange visits between teachers that applied the program.
The current study aims to reveal the perceptions of science teachers about the difficulties of implementing the STEM integrated approach in the Sultanate of Oman, according to gender and teaching experience variables in science. To achieve the objectives of the study, the descriptive approach was used and a questionnaire was used as a data collection tool. It consisted of three parts. They are: difficulties related to the teachers in implementing the STEM approach and included 13 items, difficulties related to the learning environment and included 11 items, and difficulties related to the content that included 12 items. After verifying the validity and its reliability, it was applied to the sample of the study which was chosen purposively. The sample consisted of 117 science teachers in the Sultanate of Oman, applied STEM in their schools. The findings showed that teachers' perceptions of STEM-related difficulties were high. Where the third part (difficulty related to content) ranked first with an average of 3.51 with a degree of great difficulty. Followed by the second part (difficulty related to the learning environment) came in second place with an average of 3.31 with a degree of medium difficulty. Then, the first part (difficulty related to the teacher) with an average of 2.77 with a degree of medium difficulty. Also, there were differences of statistical significance due to the variable of teaching experience, for the second group (more than 10 years), and the absence of statistically significant differences due to gender variable. In the light of these findings, the study recommends that the content of science curriculums should be developed through STEM-oriented design, to prepare classrooms and provide tools that help students to practice work associated with STEM orientation, and to develop the performance of science teachers by providing intensive training courses on the ideal application of STEM in teaching science.
### Abstract

The current study aimed to investigate the domain 2 female teachers’ perceptions of Cambridge Curricula in science and mathematics in Al-Batina North Governate in Sultanate of Oman, and to detect the relation between teachers’ perceptions in both disciplines, in addition to investigate the statistical differences related to experience. The study sample consisted of 326 teachers were chosen randomly. Descriptive methodology was used with a questionnaire that was divided into two sections: one of them for mathematics items and the other for science items. Before applying the questionnaire, the psychometric characteristics (validity and reliability) were checked. The findings showed that domain 2 female teachers’ perceptions about mathematics were middle close to low, but for science were middle close to high. Also, there are a weak relation at ($\alpha \leq .05$) between teachers’ perceptions in mathematics and science disciplines and no statistical differences between teachers’ perceptions according to experience variable. The study recommended to develop and support mathematics curricula to be suitable with students’ levels, and try to reorganize the curriculum content to achieve matching between student- and activity- and teacher- books.

### تصورات معلمات المجال الثاني لمناهج كامبردج في محافظة شمال الباطنة، وعلاقتها ببعض المتغيرات

<table>
<thead>
<tr>
<th>الباحث:</th>
<th>عائشة بنت علي بن محمد السليطنية</th>
</tr>
</thead>
<tbody>
<tr>
<td>التخصص:</td>
<td>ماجستير في مناهج وطرق تدريس العلوم</td>
</tr>
<tr>
<td>الدرجة العلمية:</td>
<td>ماجستير</td>
</tr>
<tr>
<td>السنة:</td>
<td>2019</td>
</tr>
<tr>
<td>عنوان الأطروحة:</td>
<td>تصورات معلمات المجال الثاني لمناهج كامبردج في محافظة شمال الباطنة، وعلاقتها ببعض المتغيرات</td>
</tr>
<tr>
<td>الكلمات المفتاحية:</td>
<td>Abstract</td>
</tr>
</tbody>
</table>

هدفت الدراسة الحالية إلى الكشف عن تصورات معلمات المجال الثاني لمناهج كامبردج في مادة الرياضيات والعلوم في الحلقة الأولى من التعليم الأساسي بالمحافظة الشمالية بالسلطنة، والكشف عن العلاقة بين تصورات معلمات المجال الثاني لمناهج كامبردج في مادة الرياضيات والعلوم، وعلاقتها ببعض المتغيرات، وتوفير التوصيات العملية في إعداد المناهج المناسبة للتعليم الأساسي في محافظات شمال الباطنة، وتميزت هذه الدراسة بالاعتماد على التحليليات الإحصائية، حيث استخدمت الباحثة في هذا الاتجاه، استبانة عربية مختارة من مرحلة دراسة جامعية. واستخدمت المنهج الوصفي في الدراسة، واستخدمت طريقة ألفا أكرمان-براون للتحقق من الاتساق الداخلي، وذلك قبل تطبيق الاستبانة على معلمات المجال العربي، وتكونت عينة الدراسة من (326) معلمة من معلمات المجال الثاني بالمحافظة الشمالية، وفي النهاية، فإن تصورات معلمات المجال الثاني لمناهج كامبردج في مادة الرياضيات والعلوم، تتميز بمستويات تصورات عالية، وعلاقتهما ببعض المتغيرات، وتوفير التوصيات العملية في إعداد المناهج المناسبة للتعليم الأساسي في محافظة شمال الباطنة.
الكفاءة الذاتية في تدريس مواد الفيزياء، وعلاقتها بالضغوطات النفسية لدى معلمي العلوم

التخصص: ماجستير
الدورة العلمية: ماجستير
السنة: 2019
عنوان الطرح: برامج تدريبية المحكمة في تدريس مواد الفيزياء.

الكلمات المفتاحية:
- الكفاءة الذاتية
- كفاءة المعلم الذاتية في التدريس - الضغوط النفسية

المستشار:
.hexal بن علي بن سلطان الشامسي

الباحث:
.نورالدراية بالبحث: عناية المحكمة في تدريس مواد الفيزياء، وعلاقتها بالضغوطات النفسية لدى معلمي العلوم

الدورة العلمية: ماجستير

السنة: 2019

عنوان الطرح: برامج تدريبية المحكمة في تدريس مواد الفيزياء.

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الدورة العلمية: ماجستير

السنة: 2019

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الدورة العلمية: ماجستير

السنة: 2019

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الباحث:
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The current study aimed to investigate 10th grade students learning styles in science curriculum in Al-Buraimi Governorate and their relationship with achievement levels. Descriptive methodology was used with VARK scale of 16 items. Reliability was checked and using test-retest method to calculate correlation coefficient. The sample consisted of 400 male and female students. The findings showed that there were statistically significant in achievements levels according to aural style toward high achievement students, and no statistically significant in (visual, read/write, and kinesthetic) and achievement levels. The study recommended that decrease using traditional methods in teaching and applying active learning procedures to ensure that all students have effective learning. Also, the study suggested to implement more studies in all regions in the Sultanate of Oman dealing with different academic levels.
The current study aimed to identify the researches trends in science education in Sultanate of Oman, and to find out if there were significant differences at the level of (α≤0.05) between published researches and theses in the field of curriculum development and science teaching. As well as in the gender variable of the researcher (male/female). The study sample consisted of 320 published researches and Theses. The bibliometric approach was used with content analysis card which included (11) standards: the study stage, the field of science, the researcher sex, the nationality of the researcher, the geographical location, the methodology, the study sample, the type of study, Educational return. Validity of the tool was verified by finding the percentage of agreement of all standards of the content analysis card using the Cooper equation, where the value was 96.7%. The Reliability of the instrument was calculated according to the analysts using the Holsti’s equation. The findings showed that most of studies targeted the basic education stage by 53%. The most research and theses dealt with the general sciences field by 71%. The number of males over females in the research and theses was 52%. The number of Omani researchers is more than the number of non-Omani researcher around 83%. Most of the researches and these in Muscat Governorate were concentrated by 24% compared to the 10 governorates. Moreover, the experimental and semi-experimental approaches ranked first among the other curricula by 47.2%. The sample of the study focused on males and females together with 41%. In terms of the type of study, the master’s thesis has topped the list with 49% as well as the results showed that the test was the most widely used tool and the Individual work is more effective than teamwork approximately 71%. The most important research and letters are focused on professional return from teaching methods, training programs, and interactive programs) by 50%. The results showed that there were no statistically significant differences at the level of 0.05 α between the published researches and theses in the field of curriculum development and the field of science teaching. Also, the result showed that there were statistically significant differences at the level of (α≤0.05) between the published researches and theses of university’s letters due to the sex variable of the researcher (male/female).
This Study aims at investigating the effectiveness of the six-dimensional strategy in teaching science on achievement and acquiring Science Processes of grade nine female students, basic education. The study sample consists of (110) female students of grade nine chosen randomly from two different schools in Sohar, Al-Batinah North Governorate. The sample was divided into two groups; an experimental group consists of (55) students from Al-Tareef basic school taught through the six-dimensional strategy, and control group consists of (55) students from Om Suliam basic school taught by the regular method. The experimental study lasts for (6) weeks. In order to achieve the aims of the study, the researcher prepared two scales; The first scale was an achievement test consists of (40) multiple-choice items. The second scale was Science Processes inventory consists of (33) multiple-choice items. The researcher prepared the following educational materials: Teacher Manual and Student guide based on the six-dimensional strategy. The study scales and materials' validity have been verified by exposing them to a number of professors. The reliability of both scales was verified using three methods: Cronbach Alpha, Split-Half Method, and Test Retest Method. The results show that the reliability coefficient for the three methods respectively are: (0.71), (0.72), and (0.88) ; while, reliability coefficient of Science Processes using the three methods respectively are: (0.75), (0.74), and (0.88). The study results show significant differences at the level of ($\alpha \leq 0.01$) between student grades' averages of both experimental and control groups in the achievement test and its cognitive levels, and so was the case for Science Processes inventory as a whole and its skills in favor of the experimental group. The results also show significant differences between scores' mean of the experimental group students taught through the six-dimensional strategy in the pre and post applications of the achievement examination as a whole and its cognitive levels, and so was the case for Science Processes inventory as a whole and its skills in favor of the post test. The result also shows no significant differences between student scores mean in both pre and post applications of Science Processes inventory in the following skills: observation, classification, variable identification. In light of the results mentioned above, the study recommends adaptation of the six-dimensional strategy “PDEODE” in science teaching, and suggested performing similar studies on different variables.

**Abstract**

This Study aims at investigating the effectiveness of the six-dimensional strategy in teaching science on achievement and acquiring Science Processes of grade nine female students, basic education. The study sample consists of (110) female students of grade nine chosen randomly from two different schools in Sohar, Al-Batinah North Governorate. The sample was divided into two groups; an experimental group consists of (55) students from Al-Tareef basic school taught through the six-dimensional strategy, and control group consists of (55) students from Om Suliam basic school taught by the regular method. The experimental study lasts for (6) weeks. In order to achieve the aims of the study, the researcher prepared two scales; The first scale was an achievement test consists of (40) multiple-choice items. The second scale was Science Processes inventory consists of (33) multiple-choice items. The researcher prepared the following educational materials: Teacher Manual and Student guide based on the six-dimensional strategy. The study scales and materials' validity have been verified by exposing them to a number of professors. The reliability of both scales was verified using three methods: Cronbach Alpha, Split-Half Method, and Test Retest Method. The results show that the reliability coefficient for the three methods respectively are: (0.71), (0.72), and (0.88) ; while, reliability coefficient of Science Processes using the three methods respectively are: (0.75), (0.74), and (0.88). The study results show significant differences at the level of ($\alpha \leq 0.01$) between student grades' averages of both experimental and control groups in the achievement test and its cognitive levels, and so was the case for Science Processes inventory as a whole and its skills in favor of the experimental group. The results also show significant differences between scores' mean of the experimental group students taught through the six-dimensional strategy in the pre and post applications of the achievement examination as a whole and its cognitive levels, and so was the case for Science Processes inventory as a whole and its skills in favor of the post test. The result also shows no significant differences between student scores mean in both pre and post applications of Science Processes inventory in the following skills: observation, classification, variable identification. In light of the results mentioned above, the study recommends adaptation of the six-dimensional strategy “PDEODE” in science teaching, and suggested performing similar studies on different variables.
The current study aimed to research the reality of laboratory work in teaching science in the second cycle schools in Al Buraimi Governorate. The study population consisted of all male and female teachers in the second cycle schools in Al Buraimi Governorate. The study population reached (162) male and female teachers, while the study sample consisted of (137) male and female teachers from science subjects in the second cycle schools. To collect data, a questionnaire consisting of (43) paragraphs distributed on five axes was prepared and applied to the study sample after verifying the validity and reliability Indicators. Where the Cronbach alpha stability factor was (0.81). The results related to the study question revealed when calculating the arithmetic mean for the responses of the study sample individuals on the axes of the study tool and the tool as a whole. Where the mean for the tool as a whole was 3.29 at a high level. This result is explained in light of the recent trends of the Ministry toward the necessity of activating the school laboratory in teaching science, because it has a great impact in raising the achievement level of students. While the results also showed that there are no differences related to mathematical pleasure between the arithmetic averages of science teachers about the reality of laboratory work in teaching science in the schools of the second cycle of basic education due to the gender variable. This result can be explained by the fact that male and female schools are similar in terms of capabilities, financial equipment and scientific content, and the results also showed that there are no differences related to mathematical pleasure between the arithmetic averages of science teachers about the reality of laboratory work in teaching science in schools of the second cycle of basic education due to a variable Specialization. The researcher explained this result that the members of the study sample of different specializations are subject to the same criteria for evaluation and training, and there is no allocation for training courses and concerns, all of them are under the umbrella of science teachers. The results also showed that there are no relevant differences of statistical significance between the mathematical averages of science teachers about the reality of laboratory work in teaching science in schools of the second cycle of basic education due to the variable of experience, and the researcher explained this case that the members of the study sample of different experiences work in light of One educational system, in a similar educational framework, practice the same tasks and face the same obstacles. In the light of the results of the study, it provided a set of recommendations, including helping students in providing them with appropriate directions towards laboratory work by giving them an opportunity to conduct experiments themselves, and urging teachers to use the laboratory because it directly reflects on their students in terms of developing creativity and scientific innovation and imitating scientists in their behavior, and then work to form follow-up committees, whether from the Ministry of Education or the educational directorate in the governorate to monitor the actual training needs of teachers and take care of them through educational courses and meetings to raise the competencies and skills of teachers and to ensure that these are met Programs for the needs of teachers in the field of laboratory work.
The study aimed to trace the relationship between visual perception and the working memory capacity of preterm students in the first cycle of basic education. The study sample numbered 40 participants who met the conditions of study for preterm students. The study chose the correlational approach as its methodology. The study also used two research tools. First: The complex shape test of image A was measured by using the technique of honesty of the arbitrators, and its stability through the test-retest, which is worth equal 0.934. The second tool consisted of an image recognition test. Was measured by using the technique of honesty of the arbitrators, and its stability through the test-retest, which is worth equal 0.807. The study concluded that there was not a significant correlation between the visual perception and the working memory. It also found that the type of production of the participants in the study of type I, and by obtaining this type 27.5% of proportion. Moreover, 48.6% of the participants in the study reached the capacity of their working memory to 7. The study recommended that the families should be aware of the importance of developing and enriching the higher cognitive processes such as visual awareness through the provision of home games to help develop this process. And training teachers of the first cycle of basic education to integrate the laws of visual perception in the classroom situation. The study also suggests the importance of adopting Arab studies dealing with the variable visual perception with other variables such as learning achievement, brain control, and three-dimensional shapes. As well as other subjects and other educational workshops.
This study aimed to reveal alternative perceptions of physical concepts and their relation to Metacognitive thinking of 11th-grade students in South Batinah Governorate. The study sample consisted of 183 students distributed between males (50.27%) and females (49.73%). The researcher used two tools: a multi-choice test to detect alternative perceptions; a second tool, a metacognitive-thinking scale (Schraw and Dennison, 1994) to measure the level of cognitive thinking in adults and adolescents. The two instruments were presented to a number of arbitrators and validity of these instruments was calculated using Cronbach Alpha methods and retesting. The stability values were found according to Alpha Cronbach coefficient (0.702) for test and (0.918) for scale. The results showed different types of alternative perceptions among the sample of the study. The results indicated that there were statistically significant differences at level of (α≤0.05) in study sample on level of alternative perceptions of physical concepts attributed to gender and for females. There were statistically significant differences at level of (α≤0.05) on level of metacognitive thinking based on gender variable (male/female) in knowledge of Cognition and knowledge processing, for females and there were no statistically significant differences at level of significance (α≤0.05) in the sample of study on level of metacognitive thinking based on gender variable (male/female) in knowledge Regulation dimension. The results indicated that there is no correlation at level of (α≤0.01) between level of alternative perceptions of physical concepts and level of metacognitive thinking with 11th-grade students. The study recommended the need to reveal alternative perceptions in minds of students before starting teaching process.
Abstract

The current study aimed to investigate: What are the obstacles to implement virtual laboratories from the point of view of senior science teachers in Sultanate of Oman? In order to achieve the study’s aim, the descriptive method was used with a questionnaire of (30) items that was applied on a sample which was Purposive and consisted of (198) senior science teachers. Findings showed that the average values of the obstacles from senior science teachers’ point of views ranged between (3.38) and (3.97). On the other hand, the obstacles related to the learning environment scored the highest with a mean of (3.97). The obstacles related to the science teachers came in second rank, with a mean of (3.38). Findings also showed that there were no statistically significant differences between the participating male teachers and female teachers with respect to the obstacles facing the application of virtual laboratories, as the probability value was higher than the level of significance (α≤0.05). Likewise, there were no statistically significant differences according to the variable of the years of experience and specialization of the participating science teachers since where the probability value was higher than the significance level (α=0.05). Based on the previous results, the study pointed out the necessity to train senior science teachers to design software and create websites for virtual experiments. Hence, the internet network is ought to be upgraded in all schools across the Sultanate of Oman. Oman can benefit from Arab countries experiences in the field of activating virtual laboratories. The researcher concluded that another follows up study can be conducted.
The current study aimed to investigate the degree of applying Total Quality Standards TQS in science laboratories from the point of view of teachers in Al Batinah North Governorate. The study sample consisted of 187 science teachers (male and female) in Al Batinah North schools during the second semester in the academic year 2019/2020, which was chosen conveniently. The study tool was a questionnaire with three dimensions (standards) related to the learning environment (real and virtual), public safety, and the role of school administration, and distributed into 37 items with self-consistency of 0.869. Findings showed that the degree of applying TQS lies between intermediate to high level all over the study dimensions. Also, there are no statistically significant differences at the level α ≤ 0.05 between estimations TQS attributable to the gender variable (male/female), specialization (physics, chemistry, and biology), and the level of study (second cycle, and post-basic). The study recommended that it is necessary to support science laboratories with instruments to allow all students doing direct experiments and provide the schools with internet and simulation software to implement virtual experiments. In addition to provide the laboratory with a sufficient and quick contact with administration in urgent cases.
The current study falls in line with the contemporary effort aiming towards raising the societal awareness about the associated issues of nanoscience and nanotechnology. This study aimed to reveal the degree of inclusion of nanoscience and nanotechnology in physics textbook in Sultanate of Oman. The study sample consisted of all topics in the part 1 and part 2 of 12th grade physics textbook in the academic year 2018/2017. The study followed the content analysis method, which is one of the types of the descriptive method that used to describe written materials quantitatively and qualitatively. The study tool included four dimensions: nanoscience concepts, nanotechnology and nanomaterials, nanotechnology applications and expected risks of nanotechnology. These 4 dimensions were distributed into 34 standards with 129 indicators that used in the physics textbook analysis. All of these dimensions, standards and indicators were checked by the specialists in science curriculum to verify their validity. Cooper’s equation was also used to ensure the stability of the analysis tool. The reliability coefficient for the analysis tool reached (91.89%). Finding showed that high degree inclusion of nanoconcepts in the physics textbook and low inclusion in the other dimension’s nanotechnology and nanomaterials, nanotechnology applications and expected risks of nanotechnology. Based on the findings, the study recommended reconsidering the physics books’ content, working to develop them to keep pace with the developments of the scientific era in light of nanoscience and its technology, establishing programs, workshops and training courses to prepare both the teacher and the learner, and working to spread the nanoculture in society.
هدفت الدراسة إلى التحقق من علاقة السعة العقلية بالقدرة على حل مسائل الفيزياء لدى طلبة الصف الحادي عشر بولاية الرستاق، وكذلك استقصاء فيما إذا يوجد فروق ذات دلالة إحصائية عند مستوى (α ≤0.05) في متوسطات نتائج مقياس السعة العقلية واختبار حل المسائل الفيزيائية لدى طلبة جنسين مختلفين. تكمن عينات الدراسة من 162 طالباً وطالبة. تمت عليهم أدوات الدراسة التي تتكون من اختبار المسائل الفيزيائية، وتم قياس مستوى المحتوى لهذا الاختبار من خلال مقياس تحديد متوسطي نتائج الفقهاء. بالإضافة إلى اختبار الاشكال المتقطعة (باسكال - ليون) لقياس السعة العقلية. وتعد الاختبارات كجزء من هذه الدراسة من أعمى النتائج التي توصل إليها الدراسة أن مستوى السعة العقلية للطلبة مرتفع، بينما مستوى الطلاب للشهادة العلمية. كما أشارت النتائج إلى عدم وجود فروق دالة إحصائياً في السعة العقلية والقدرة على حل المسائل الفيزيائية تعري لتعزيز جنس الطلبة، وفي مجموع النتائج السابقة أوصت الدراسة المقدمة بتطوير مقياس السعة العقلية في تدريس مادة الفيزياء من خلال تحقيق الطفولة ومتناول مستوى الهوية المختلفة، وحول استراتيجيات التدريس المناسبة لمعالجة المواد العلمية المقدمة. كما أوصت بعض كتب مثل المعلم شيرر. استراتيجيات تدريس مجانى على تنمية الأداة وفنية جمع المعلومات المتلاحقة بها، بالإضافة إلى إرادة دراسة طويلة تشمل الصف الحادي عشر والثاني عشر، وجد أن ذلك يوفر نفوذ الزمان الذي يغطي الطلبة في التدرب على حل المسائل الفيزيائية.

The study aimed to verify the relationship of mental capacity and the ability of solving physics formulas among students in the 11th grade in the Wilayat Al Rustaq, as well as to investigate any statistical differences on level (α ≤0.05) in the average results of the mental capacity and solving the test of physics formulas due to students' gender. The study sample consist of 162 male and female students. Items validity and sampling validity have been applied to the two tools of the study which are the test of physics formulas and the figural intersections test (Pascal - Leon). One of the main findings of the study is that the level of mental capacity of the students is high, while the level of the students in physics test is low in addition, there is appositive but very weak correlation between mental capacity and the ability of solving physics formulas due to gender variable. The current study recommended the use of mental capacity in teaching physics by classifying students to their different mental abilities choosing appropriate strategies to deal with the scientific materials presented, and including teaching methods and strategies that help developing memory and processing information in teacher guide book, along with conducting a longitudinal study for grads 11th and 12th to confirm or deny the time factor spent by students in training on physics formulas.
هدفت هذه الدراسة للتعرف على التحديات التي تواجه معلمي الكيمياء في توظيف المختبر المدرسي، والتعرف على مستوى الصلابة النفسية لديهم، واستقصاء العلاقة بين التحديات التي تواجه معلمي الكيمياء للمستوى الحادي عشر والثاني عشر في توظيف المختبر المدرسي، والعلاقة النفسية لديهم في محافظة الظاهرة، وفقاً لما نشره أبرز الدراسات عملية في مجال توظيف المختبر المدرسي، والتحديات التي تواجه معلمي الكيمياء في محافظة الظاهرة.

تتناول هذه الدراسة عينة مكونة من مجمل مجتمع الدراسة، بما يشمل معلمي الكيمياء في الصفوف الحادية عشر والثاني عشر للعام الدراسي 2019/2020، وتهدف هذه الدراسة إلى تأكيد العلاقة بين التحديات والموضوعات الرئيسية، وتحديد العلاقة بين التحديات والموضوعات الرئيسية، وتحديد العلاقة بين التحديات والموضوعات الرئيسية.

وقد أظهرت الدراسة ارتفاع مستوى التحديات المطلوبة في المختبر المدرسي، وكانت أبرز التحديات ما يتعلق بإعداد تهاب المعلم عن الحضور، وقلل تحدي ما يتعلق ببعض التحديات المطلوبة في المختبر المدرسي.

وقد أظهرت الدراسة ارتفاع مستوى التحديات المطلوبة في المختبر المدرسي، وكانت أبرز التحديات ما يتعلق بإعداد تهاب المعلم عن الحضور، وقلل تحدي ما يتعلق ببعض التحديات المطلوبة في المختبر المدرسي.

وعلى نحو آخر، تحقق التقريب في تحديد التحديات المطلوبة في المختبر المدرسي، كانت أبرز التحديات ما يتعلق بإعداد تهاب المعلم عن الحضور، وقلل تحدي ما يتعلق ببعض التحديات المطلوبة في المختبر المدرسي.

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<thead>
<tr>
<th>الباحث:</th>
<th>ناصر بن راشد بن سليمان الخروصي</th>
</tr>
</thead>
<tbody>
<tr>
<td>المناهج وطرق تدريس العلوم</td>
<td>التخصص:</td>
</tr>
<tr>
<td>الماجستير</td>
<td>الدرجة العلمية:</td>
</tr>
<tr>
<td>2021</td>
<td>السنة:</td>
</tr>
<tr>
<td>عنوان المطروحة:</td>
<td>الكلمات المفتاحية:</td>
</tr>
</tbody>
</table>

**فعالية علاج تكامل المنعكسات الكمی باليزر البارد في تنمية مهارتي الاستدلال الكمی والمعالجة البصرية المكانية لأطفال متأخرة داون: دراسة حالة أطفال متأخرة داون- الليزر البارد منخفض المستوى مع الترددات الصوتیة- الاستدلال الكمی- المعالجة البصریة المكانیة- الذکاء- المنعكسات- تكامل المنعكسات الكمی.**

**Abstract**

This study aims to reaveal the effectiveness of quantitative reflexe integration using cold laser with sound frequencies to develop quantitative reasoning and visual spatial processing skills in a child with down syndrome. The tools used in the study are the Stanford-Binet test to measure the quantitative reasoning and visual spatial processing skills of a child with down syndrome and also a note card is used to monitor the behavioural changes of the child during the period of the application of the laser device. The results revealed the presence of differences in the child in quantitative reasoning attributed to the integration of quantum reflexes program using the cold laser with the sound frequencies and no differences in the child in the visual spatial processing is attributed to the program of the integration of quantum reflexes using the cold laser with the sound frequencies. In light of the previous results the current study put a set of recommendations, including attention to the early intervention programs for children with down syndrome, the activities which are used to stimulate the child’s senses should be encouraged, the use of the methods that aim to work on the visual, visual spatial skills, visual representation of the numbers, mathematical operations and the use of electronic programs containing kinetic effects. Also, further studies are needed to study the effect of the integration of the quantum reflexes using low-level cold laser with sound frequencies in the improvement of the visual spatial processing and the quantitative reasoning skills for children with down syndrome. 

**هدفت الدراسة إلى الكشف عن فعالية علاج تكامل المنعكسات الكمی باستخدام الليزر البارد مع الترددات الصوتیة في تنمية كلٍّ من مهارات الاستدلال الكمی والمعالجة البصریة المكانیة لدى طفل من ذوي متلازمة داون. وقد تمثلت الأدوات التي استُخدمت في الدراسة في اختبار ستانفورد بینيت لقياس مهارات الاستدلال الكمی والمعالجة البصریة المكانیة لطفول متأخرة داون، واستُخدمت كذلك بطاقات ملاحظة لرصد السلوك المتبغ على الطفل خلال الفترة تطبيق جهاز الليزر، وكشفت النتائج عن وجود فروق لدى الطفل في الاستدلال الكمی يعزى إلى برنامج تكامل المنعكسات الكمی باستخدام الليزر البارد مع الترددات الصوتیة، وعدم وجود فروق لدى الطفل في المعالجة البصریة المكانیة يعزى إلى برنامج تكامل المنعكسات الكمی باستخدام الليزر البارد مع الترددات الصوتیة. وفي ضوء النتائج السابقة أوصت الدراسة الحالية بمجموعةٍ من التوصيات، منها: الاهتمام ببرامج التدخُّل المبكر لطفال متأخرة داون، وتشجيع الأنشطة الموقدة لعدة جووس، وتوسيع الأسباب والطرق المتبغة على المهارات البصریة والمكانیة والتحمل البصري، والتمتع بالهدوء والعملات البصریة، والاعتماد على البرامج الإلكترونيّة المحتویة على الموارد الجمیعة، وإجراء المزيد من الدراسات عن تأثير تكامل المنعكسات الكمی باستخدام الليزر البارد المنخفض المستوى مع الترددات الصوتیة على تنمية مهارات المعالجة البصریة المكانیة والاستدلال الكمی لطفال متأخرة داون.**
Abstract
The study aimed at investigating the motivations of using virtual laboratory and level of effectiveness on improving academic achievement from the point of view of physics teachers in Al Dhahirah governorate. The participants of the study were (167) male and female teachers. The study adopted the descriptive research design. The researcher used a questionnaire. The questionnaire prepared by the researcher to measure three dimensions: motivations for using virtual laboratories, the effectiveness of using virtual laboratories to improve learning achievement, and the limitations of using virtual laboratories. The results of the study revealed that the motivations of using virtual laboratory on improving academic achievement were moderate. In addition, the results declared that there was a statistically significant difference at (α ≤0.05) between the mean scores of the two groups (male/female) in dimensions of motivations for using virtual laboratories, and the limitations of using virtual laboratories and the total score of the scale. There was a statistically significant difference at (α ≤0.05) between the mean scores of the two groups (male/female) in the dimension of the effectiveness of using virtual laboratories to improve learning achievement in favor of male teachers. There was no statistically significant difference at (α ≤0.05) between the mean scores of the dimensions of motivations for using virtual laboratories and the effectiveness of using virtual laboratories to improve learning academic achievement in the total score of the scale belong to the variable of experience years number. Therefore, the results showed that there was statistically significant difference at (α ≤0.05) between the mean scores in the dimension of limitations of using virtual laboratories belongs to the variable of experience years number in favor of more than 10 years’ experience.
This study aimed to highlight the role of STEM in developing 21st century skills from the point of view of science teachers in the Sultanate of Oman based on gender and the number of years of experience in teaching science. The descriptive approach was adopted to achieve the objectives of the study through using a questionnaire as a tool for data collection. The questionnaire consisted of three domains: STEM role in developing learning and innovation skills, which consisted of 15 items; STEM role in developing skills of information acquisition and using technological media, which consisted of 6 items; and STEM role in developing life and profession skills, which consisted of 21 items. After verifying the validity and reliability of the questionnaire, it was applied to a sample of 120 science teachers in the Sultanate of Oman chosen by the intentional method where the STEM was adopted in their schools. The results of the study showed that the STEM role in developing 21st century skills was very high (M = 4.25). Moreover, the results showed that there were no statistically significant differences at the level of statistical significance (α≤0.05) between the arithmetic means of the responses of science teachers to the STEM role in developing 21st century skills due to the variables of gender, and number of years of experience. Based on the results, the study recommended the need to develop 21st century skills for teachers through intensive professional development programs to apply STEM, and to encourage students to implement scientific innovations and applied activities in science to develop 21st century skills, and the necessity of expanding the application of STEM in Omani schools.
The current study aimed to reveal the level of application of the coupled Inquiry cycle's skills in the science laboratory from the teachers' point of view in the Governorate of North Al Batinah, and to reveal the presence of statistically significant differences attributed to the gender variables and specialization. The descriptive approach was used to achieve the objectives of the study, and the study tool included (the questionnaire) 44 items distributed over six axes (invitation to inquiry, directed inquiry, explore by yourself, open inquiry, decision making in the inquiry, and inquiry evaluation), it was applied after verifying its psychometric properties on a sample consisting of (265) male and female teachers from Governorate North Al Batinah, who were selected by stratified random method. The results indicated that the level of application of the coupled Inquiry cycle's skills in the science laboratory is high from the teachers' point of view in the Governorate of North Al Batinah. It also indicated that there are no statically significant differences attributed to the gender variable, and there are statistically significant differences at the significance level (α ≤ 0.05) for the averages of the application of the coupled Inquiry cycle's skills the duo is attributed to the specialization variable in favor of physics and chemistry teachers. The study recommended holding training courses and ongoing workshops for science teachers; To introduce them to how to apply the skills of the Open inquiry Axis to coupled Inquiry cycles within the laboratory; To introduce them to apply the skills of the Open Inquiry Hub in the coupled Inquiry cycle's course in the laboratory.
The study aimed at investigating the extent to which reflective thinking skills are involved in the content of science books of the fourth grade basic in Oman. To achieve the aim of the research, the researcher adopted the descriptive analytical research method represented in the content analysis style because it is suitable to the nature and aim of the study. The study community consists of research in science books of the basic fourth grade (Cambridge Series version 2020-2022) applied in the first and second semester. Meanwhile, the sample of the study was limited to science book of the basic fourth grade. The researcher applied a reflective thinking skills checklist instrument required for basic fourth grade in the science book that changed to a content analysis card after arbitration. The card was presented to 18 specialist jury in order to validate it. The reliability of the card was verified by calculating the reliability of analysis by time using the Holsti equation. The overall stability coefficient was (0.97) and this is appropriate and high stability. In addition, the overall stability coefficient was (0.93) which is related to calculating the stability of analysis for different individuals using Cooper’s equation which is appropriate and high stability. Statistical treatments of data were performed using frequency and percentages to calculate the extent to which the student’s basic 4th grade science book contained reflective thinking skills. The results of the study declared that the book was interested in including reflective thinking skills to a high degree, and in varying proportions. The skill of reaching conclusions achieved the highest frequency percentage and got first place in a percentage (22.2%) and the skill of giving persuasive explanations got the second arrange in a percentage (22.0%). Meanwhile, the skill of false detection got the third arrange in a percentage (20.1%) and the skill putting proposed solutions got the fourth arrange in a percentage (18.0%). Finally, the visual vision skill got the fifth arrange in a percentage (17.7%). The study recommended studying reflective thinking skills required for science books of the second cycle of basic education.
هدفت الدراسة الحالية إلى قياس مستوى تطبيق مهارات التعلم المدمج من وجهة نظر معلمى العلوم في محافظة شمال الباطنة، ولتحقيق ذلك تم إعداد الأسئلة لقياس مهارات التعلم المدمج لدى المعلمين، والتحقيق معرفة ما بعد الأساسي، من خلال الاستبانة، حيث تتكون من (34) فقرة توزعت على أربعة محاور (مهارات التقنية، مهارات التخطيط للتدريس، مهارات إدارة المحتوى، وأنشطة التعلم). وتم تطبيق الاستبانة على العينة بعد الحصول على إذن من الجهات المستقلة. وقد أظهرت نتائج الدراسة أن مستوى تطبيق مهارات التعلم المدمج من وجهة نظر معلمى العلوم في محافظة شمال الباطنة كان مرتفعاً، حيث أشارت النتائج إلى وجود اختلافات في مستوى تطبيق مهارات التعلم المدمج في تدريس العلوم بين معلمى العلوم ذكورًا وانثىًا، ووجود فروق في المعايير الجغرافية بين المدارس المختلفة، فيما يتعلق برفع مستوى تطبيق مهارات التعلم المدمج في تدريس العلوم. لذا، فقد اوصت الدراسة بضرورة تدريب المعلمين على كيفية استخدام التقنيات وتقنية المعلومات، وتوفير برامج تدريبية متخصصة للتعليم المدمج، وتطوير برامج التدريس الرقمية. كما توصي الدراسة بتوسيع نطاق استخدام الأمور التطبيقية في تدريس العلوم، وتحفيز معلمى العلوم على التفاعل مع الطلاب، وتشجيع الطلاب على استخدام التكنولوجيا في تعلمهم. وبناءً على النتائج، تم Discord للعمل على تطوير برامج تدريبية لتطوير مهارات التعلم المدمج بين المعلمين، وتعزيز الوعي بين المعلم والطالب، وتوسيع نطاق استخدام تقنيات التعليم المدمج في تدريس العلوم.
The current study aimed to reveal the degree of application of scientific investigation skills in the laboratory by eighth grade students from the point of view of science supervisors in the Sultanate of Oman, and the existence of statistically significant differences due to variables of gender, geographical location, specialization, and years of experience. The study sample consisted of 62 female and male supervisors from the governorates of the Sultanate of Oman, who were chosen in an appropriate manner. The researcher used the descriptive approach in the study, using a developed questionnaire based on the laboratory scientific performance evaluation form in the eighth-grade evaluation document, consisting of four axes: gathering ideas and evidence, scientific investigation planning, obtaining and presenting evidence, and examining and comparing evidence. The psychometric properties of the tool were verified by presenting it to a group of arbitrators, and using the Cronbach alpha method to verify its internal consistency to ensure its suitability for application. The results indicated that the degree of application of scientific investigation skills in the laboratory from the viewpoint of science supervisors in the Sultanate of Oman is moderate for all axes. The results also indicated that there are no statistically significant differences at the significance level ($\alpha \leq 0.05$), for the averages of the degree of application attributable to the variables: gender, geographical location, specialization, and years of experience. The study recommended training teachers during their service to apply scientific investigation skills in the laboratory.
ماجستير في مناهج وطرق تدريس الرياضيات
Abstract

This study aims to investigate the effectiveness of using MathCAD software in the development of mathematical thinking and achievement in mathematics with grade ten students. The participants in this study were seventy female students taken randomly from basic education grade ten. This sample was divided equally in two groups, experimental and control group each 35 students. The experimental group has been taught with MathCAD software while the traditional method has been used with the control group. To answer the research question, the researcher rebuilt the unit of analytical geometry for grade ten according to MathCAD software. The researcher found a significant difference at the level of 0.05 among the mean of two groups in favor of the experimental groups. There is a statistically significant difference at the level of 0.05, among the means of the marks of the experimental and control groups in the post mathematical thinking development test in favor of the experimental group. In the light of these findings, the study recommends that using MathCAD software in teaching the unit of analytical geometry and solids in particular, and mathematics in general is really useful and effective.
المناهج وطريقة تدريس اللغة الإنجليزية
The present study investigates the effects of using weblogs on the professional development of EFL supervisors and teachers in Oman.

The sample of this study consisted of 41 participants (4 supervisors and 36 teachers) in the Dahirah region during the academic year 2009-2010. This study was a quasi-experimental one-group study design. A comparison between the results was made before and after the use of weblogs.

A questionnaire was designed to answer the four questions of this study. The first part of the questionnaire focused on finding out to what extent do weblogs increase communication between supervisors and teachers. The second part focused on finding out to what extent do weblogs enhance teachers’ training chances. Revealing the attitudes of the participants was the focus of the third part and the fourth part highlighted the problems which the participants encountered.

The statistical analysis of the data revealed the following findings:

1. The results of the questionnaire revealed an increase in the perceived quantity of communication between supervisors and teachers after using weblogs. This indicates that weblogs were effective in this regard.

2. The results also revealed that weblogs enhanced the perceived quality of teachers’ training opportunities.

3. The attitudes of the participants remained the same before and after the use of weblogs.

4. 14 problems were reported by participants, but lack of time and no or limited Internet coverage were the main ones.

These findings have led the researcher to list a number of recommendations for future weblogs studies.
ماجستير في مناهج وطرق تدريس اللغة العربية
ماجستير في مناهج وطرق تدريس اللغة العربية
التخصص: ماجستير
الدرجة العلمية: ماجستير
السنة: 2011
عنوان النطاقية:
مدى توافر كفايات تحليل النص الشعري لدى معلمات اللغة العربية في ضوء المنهج الأسلوبي

The objective of this study is to know the competences of the female teachers of Arabic language to analyze a poetic text by using stylistic approach and to know the impacts of (classes and experience) on acquiring these competences. The researcher applied the descriptive method in this study.

The Research instruments in this study were the Observation Cards which includes (43) competences has been distributed on five points: the linguistic structure highlighted on (14) competences, stylistic structure investigated (7) competences, musical structure included (8) competences, poetic image focused on (8) competences and poetic view included (6) competences.

The sample of study consisted of all female teachers of Arabic Language of grades (11 and 12) in schools of Secondary Education in Batnah North in Sohar in Sultanate of Oman. The total number of teachers is 35 teachers and the research instruments have been applied on the whole sample of study.

The results of study are:

1. تتوافر لدى معلمات اللغة العربية كفايات تحليل النص الشعري في ضوء المنهج الأسلوبي.
2. تترتب محاور الكفايات من حيث كثرة استخدامها لدى المعلمات على النحو التالي:
(البنية اللغوية، الصورة الشعرية، البنية الأسلوبية، البنية الإيقاعية، الرؤية الشعرية) على التوالي.
3. يوجد أثر يعزى لمتغير الصف في محاور البنية اللغوية، البنية الإيقاعية والبنية الأسلوبية، وللرصافة الشعرية لصالح الصف الثاني عشر، في حين لا يوجد أثر لمتغير الصف في محاور البنية الإيقاعية، والبنية الأسلوبية، والبنية اللغوية.
4. لا يوجد أثر لمتغير عدد سنوات الخبرة على توافر كفايات تحليل النص الشعري في ضوء المنهج الأسلوبي عند المعلمات.

The researcher recommended to organize training program for female teachers of Arabic Language to acquire the competences of analyzing poetic text by using stylistic approach especially the competences of stylistic structure and poetic view, in addition to the necessity of holding training courses within classes time to enhance and develop the performance of female teachers of Arabic Language by employing the stylistic approach to analyze a poetic text.
The study aimed at investigation the effectiveness of immersing Sohar University Educational Preparing Students in Standard Arabic language on their oral performance according to the oral performance variable of Standard Arabic.

To achieve the objectives of the study, the quasi-experimental design and an analysis card were used, which was categorised into four different fields: The Syntactic, Phonetic, lexical and Morphological fields. The researcher developed a training programme based on standard Arabic language oral performance, and the validity of the study tools were measured by the credibility of the arbitrators. The oral performance analysis card’s reliability was measured by measuring the analysts’ reliability using cooper’s equation. The reliability score was 97.8.

The tools of the study were applied on the study sample which consisted of (40) female students from a total of 122 students. The study findings showed that there is a huge gap between the knowledge and practice of the Standard Arabic language oral performance of those students. The percentage of the wrong words used by the students in their oral speech reached a score of (54.94%) and this clearly indicates that more than half of the students’ conversations contained mistakes.

After involving those students in the suggested immersing programme which is based on the Standard Arabic language oral performance, the results showed that the arithmetic mean of their oral performance based on the post-test of the sample group scored 30.15% where it was 22.95% in the pre-test. What is more, the controlled group scored 10.85% in the post-test while it was 18.05% in the pre-test, which clearly indicates that the suggested immersing programme in the study was effective. In light of the results above, the study recommends the following: Setting up focused training programmes that aim to correct the oral performance of Arabic language students.

Including a subject for error linguistic analysis as part of the Arabic language teachers’ training programme. This subject should be included in all the universities, colleges or institutes that are concerned with training teachers, and the analysis card used in this study can be utilised to help in the analysis process.
This study aimed at identifying the attitudes of Arabic language female teachers in schools second cycle school of Wilayat Al-Rustaq towards using mind maps in teaching reading texts. The researcher has adopted the descriptive statistic approach. The study sample is consisted of (119) teachers from second cycle schools in Wilayat Al-Rustaq, who have been selected applying the purposive sampling. The study instrument has been administered to the study sample members. This study's instrument is a scale consisted of 25 items and its validity has been measured through content validity and the validity of reliability coefficient identification. The reliability of the scale is (0.90) using Cronbach Alpha coefficient. The most important results of the study are as follows. The attitudes of Arabic Language female teachers in schools second cycle schools of Wilayat Al-Rustaq towards using mind maps in teaching reading texts are high. There are no significant statistically differences at the level of (α= 0.05) in two attitudes according to the variable of years of experience. Based on the above results, the study recommends raising the awareness of the importance of using mind maps in teaching reading texts in educational curricula in consistent with the educational content. It also recommends developing interesting mind maps to teach reading texts through drawings, using images and colors attracting teacher and student to enjoy teaching and learning. In addition, increasing the training and developmental courses for training Arabic language teachers on the strategy of mind maps in teaching reading texts as well as preparing a program for the exchange of educational experiences among Arabic language teachers in the preparing teaching aids in manual mind maps.
The actual study aimed to find out the extent to which Arabic language teachers applied the standards of active learning in the teaching of literary texts to grade nine students in the schools of Sharjah Educational District. The actual study used the descriptive method. The sample study included 40 instructor, supervisor and teacher from schools in Sharjah Educational District during the school year 2017/2018. A list of standards of active learning in the teaching of grade nine students has been prepared to achieve the target of the study. Based on these standards I conducted a survey to know the extent to which grade nine teachers in Sharjah Educational District applied these active learning standards in teaching literary texts. The eligibility of the list and the survey was measured by the eligibility of the arbitrators and the truthfulness of the list. The stability of the survey was tested using Cronbach Alpha Equation of Internal Consistency. The overall consistency according to the total number of terms was 0.896. The results of the study showed that the Arabic teachers applied the standards of active learning widely. With reference to these results, the researcher recommended that the teachers should be encouraged to keep on developing themselves professionally. They should also revise the methods of teaching literary texts and display in an attractive way to the students, which will improve their learning performance. The study included many suggestions and the most prominent one was conducting a similar expanded study of applying the standards of active learning in teaching literary texts in the schools of the United Arab Emirates.
المبحث

هدفت الدراسة الحالية إلى تعرف مدى توافر الكفاءات المهنية لدى معلمات اللغة العربية في مدارس الحلقة الثانية من التعليم الأساسي في محافظة شمال الباطنة، وأكملت由於 أية تفاوت في مدارس إعداد العربية بين أفراد عينة الدراسة في مدى توافر الكفاءات المهنية تعاشر، وأظهرت النتائج أن مدارس إعداد العربية في محافظة شمال الباطنة تمثلت في مستويات عالية، حيث تبلغ نسبة التوافق بين أفراد عينة الدراسة في الخمسة مدارس إعداد العربية 90%، بينما تصل نسبة التوافق بين أفراد عينة الدراسة في الخمسة مدارس إعداد العربية 80%. وبناءً على هذه النتائج، فقد توصيت الباحثة بعدة توصيات لتطوير نماذج تدريس اللغة العربية في مدارس إعداد العربية، والتي تشمل تدريب معلمات اللغة العربية في تدريس اللغة العربية، واستخدام الوسائل التعليمية، وإنجازها، والاهتمام بتقديم التعليمات في اللغة العربية، وبرامج الحوسبة.

Abstract

This study aimed to identify the availability of professional competencies among Arabic language teachers in cycle two of basic education schools in A1 Batinah North Governorate and to discover the degree of differences in the availability of professional competencies among the study sample, which is related to the variables of qualification and experience. The study sample consisted of 65 teachers. The researcher applied a study tool which is an observation consisting of 50 items divided into eight main domains; lesson planning, lesson implementation, teaching methods, learning resources and modern techniques, assessment, curriculum, self-learning, communication and teaching ethics. The correlation coefficient of the study tool was 0.86, which indicated a high stability and internal consistency which measured by cronbach Alpha= 0.89.

One of the most important findings of the study is that the availability degree of competency among Arabic language teachers in cycle two basic education schools in A1 Batinah North Governorate was high. The results also showed that there were no statistically significant differences at the level of significance (α 0.05), between the averages of responses of the sample members, due to the variable of qualification. On the other hand, the study results indicated that there were statistically significant differences at the level of significance (u 0.05) between the averages of responses of the study sample, due to the variable of experience in three competencies domains; the skills related to lesson planning, the skills related to lesson implementation and the skills related to assessment. In addition, there was a significant difference in the overall degree of competencies, which goes for the most experienced teachers. Based on the study results, the researcher suggested a number of recommendations such as the need to conduct training programs for Arabic language teachers to raise their competencies in diversification of reinforcement methods, using and producing educational tools as well as paying attention to train teachers on modern technologies and computer programs.

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This study aimed at investigating the level of 7th grader’s readability of Arabic Textbook and its relation with their level of achievement in Arabic subject and their motivation towards learning Arabic Language. The population of the study consisted of 7th grader’s in governmental schools at Northern Al-Batina Educational Directorate schools during the scholastic year 2013/2014. The sample of the study was selected purposefully to all students at Ain —Jaloot secondary School for Girls. Readability lessons were selected from the 2nd edition of Arabic reading textbook. Two tests were used to achieve the aims of this study: Close-test was conducted using six different subjects, And Motivation test was also developed, validity and readability were conducted, discrimination index was calculated, and cronbach-α for internal consistency was also computed. The version of test was finally consisted of 26 items. Data was collected, tabulated and analyzed using Statistical Packages for Social Sciences (SPSS). Means, standard Deviation, percentage, correlation coefficients and ANOVA were used. Scheffe for Post- Hoc analysis was also used. The results of the study showed the following: Overall readability was (37.93%), there were real differences in grader’s readability according to the nature of the subject. There was a clear relation between grader’s readability and their achievement in Arabic subject. Students motivation towards learning Arabic was good, and there was slight correlation with their readability. In light of the results of this study, the researcher recommends the following recommendations: Authors of Arabic text books should take in consideration the readability level of students. Textbook should be experimented before final implementation, similar studies should be conducted in other classes and textbooks and Remedial study should be tailored to meet the needs of the students with how level of readability.
تتعلق كتاب لغتي الجميلة لصف الخامس في ضوء مهارات التفكير الإبداعي ومدى اختصاص الطلبة

ب، كتاب لغتي الجميلة، التفكير الإبداعي

اتصلت الدراسة إلى تحليل كتاب لغتي الجميلة لصف الخامس في ضوء مهارات التفكير الإبداعي. وجدت الدراسة نتائجًا مفيدة، حيث تظهر قلة تضمين كتاب لغتي الجميلة لصف الخامس في مراحل التعليم المختلفة، ومنذ ثلاث محافظات تعليمية، وهي: مسقط، والداخلية، والشرقية جنوب.

النتاج من الدراسة:

1. أن عدد أسئلة مهارات التفكير الإبداعي أقل من 12% من مجموع عدد الأسئلة التي تضمنها الأنشطة اللغوية في كتاب لغتي الجميلة، وهو مؤشر أولي على قلة تضمن كتاب لغتي الجميلة لصف الخامس مهارات التفكير الإبداعي.

2. بلغ متوسط أداء الطلبة في اختبار مهارات التفكير الإبداعي (52.3) مما يشير إلى قلة مهارات هذا مستوى من الطلبة في مدارس السلطنة.

3. بالنسبة للاجتماعيات اللغوية في مهارات التفكير، فإنه منخفض للغاية، ويتطلب استخدام أساليب تربوية إبداعية.

4. أثر الفئات التعليمية المختلفة على مستوى التفكير الإبداعي:

- في الفئات العليا: أثر الفئات التعليمية المختلفة على مستوى التفكير الإبداعي:
- في الفئات المركزية: أثر الفئات التعليمية المختلفة على مستوى التفكير الإبداعي:
- في الفئات السيو: أثر الفئات التعليمية المختلفة على مستوى التفكير الإبداعي

المصطلح المقتفي:

- تحليل كتاب لغتي الجميلة لصف الخامس في ضوء مهارات التفكير الإبداعي، ومدى اختصاص الطلبة
- الأدوات الدراسية:
- اختبار التفكير الإبداعي، للكشف عن مدى اختصاص مهارات التفكير الإبداعي في الأنشطة اللغة العربية.

- الحالات المختارة:
- التعليمية الإبداعي

- النتائج:
- تظهر قلة تضمين كتاب لغتي الجميلة لصف الخامس في مهارات التفكير الإبداعي. وجدت الدراسة نتائجًا مفيدة، حيث تظهر قلة تضمين كتاب لغتي الجميلة لصف الخامس في مراحل التعليم المختلفة، ومنذ ثلاث محافظات تعليمية، وهي: مسقط، والداخلية، والشرقية جنوب.
The present study aimed to find out the relationship between the use of the Arabic language teachers higher-order thinking skills in the teaching of literary texts in the tenth grade and students’ attitudes toward it in Al-Dhahirah Governorate. The study sample consisted of 670 students from the tenth grade who studied in Al-Dhahirah Governorate and enrolled in the academic year 2015/2016. To achieve the objectives of the study, the researcher prepared two tools for the study, the first one is a questionnaire to measure the use of the Arabic language teachers higher-order thinking skills in the teaching of literary texts in the tenth grade, the second one is a questionnaire to measure the attitudes of tenth grade students toward the literary texts. Validity of the instruments were measured by using the face validity and content validity. The reliability was measured by using internal consistency with Cronbach’s alpha using equation (Cronbac Alpha). A correlation coefficient for the first instrument was 0.77, whereas for the second tool was 0.73. The following tests were used to measure the results; Arithmetic averages, standard deviations, Pearson correlation coefficient. Factorial MANOVA and Two-Way ANOVA the study results indicated the presence of satisfaction from the perspective of the students that the Arabic language teachers use higher-order thinking skills in the teaching of literary texts for students in the tenth grade, where the arithmetic average was at 2.38. As a result of measuring the trend suggests that the degree of students’ attitudes toward literary texts were not satisfactory manner that encourages students and motivate them toward the study of literary texts, where the arithmetic average 2.25. The results indicated the presence of correlation is positive and statistically significant between the degree of use of the Arabic language teachers to higher-order thinking skills in the teaching of literary texts and attitudes of students towards it, but it is weak at 0.33. In light of these findings the researcher recommended the strengthening of teachers to continue to concern the development of higher-order thinking among students through their teaching literary texts, and provide training programs that help teachers achieve this goal, as well as a review of teaching methods of literary texts, and make its content more attractive and encouraging and motivating way for students, so that evoke their motivation for learning and achievement, with the need to link the subjects to their lives and their interests and needs; thereby contributing to improving their attitudes towards the study of literary texts.
The aim of the study is to investigation the effect of using reciprocal teaching Strategy to equip the students of Grade 10 of basic education, the skill of reading comprehension of the literary text, in the Schools of AL-Khaboura in North Batinah Governorate – Sultanate of Oman. The sample of the study consists of 120 female students of Grade 10 basic education in North Batinah Governorate of the Academic year 2015-2016. The sample of the study was divided into two groups: one control groups consists of 60 female students and one experimental group consists of 60 Female students in Badar Al Kubra School – for basic education. And to achieve the goal of the study, the researcher made the following tools: List of skills of reading comprehension in the study of the literary texts to teach by using reciprocal teaching strategy, Two achievement tests. The researcher designed an integrated training program. The findings of the study indicated that there are statistical differences at the level of significance (α≤0.05) in the pre-test and post-test in reading comprehension of literary texts in the experimental group in all skills except skill of creative comprehension and the total score. There are statistical differences at the level of significance (α≤0.05) in the pre-test and post-test in favor of the control group and there are no statistical differences at the level of significance (α≤0.05) among the two groups of the study in the pre-test and post-test and the total score. In the light of these findings, the researcher recommends to train the teachers of Arabic Language to use the “Strategy of Reciprocal Teaching in development of reading comprehension skills in the students of Arabic Language.
This study aimed at finding out the signs of weakness with cycle two students in Batinah South from Arabic teachers’ perspective. To achieve this aim, the study answered the following two questions:

1. What are the signs of weakness in reading with cycle two students in Batinah South from Arabic teachers’ perspective?

2. Are there any statistically significant differences attributed to the social type in interpreting the (0.05) level according to the Arabic teachers’ responses?

To achieve the aim of the study, the researcher used the descriptive method. As a study tool, she also designed a questionnaire that included two parts. The first one is about the signs of weakness in reading loudly. This part includes 15 items about the signs in reading words and sentences. However, the second part is about the signs of weakness in comprehension and it also includes 15 items.

The questionnaire was distributed to a sample of 157 male and female teachers who are teaching cycle two students in Al Batinah South. After statistical processing, the researcher found out that:

1. The teachers’ predictions on having weakness in reading words and sentences were low according to predictions assigned by the study.

2. The teachers’ predictions on having weakness in comprehension were low compared with the predictions assigned by the study.

3. There is no statistically significant differences in teachers’ responses at (0.05) level and this means that the signs of weakness are not affected by the social type.

Based on the previous results, the researcher recommended the following:

1. Paying more attention to the literature being assigned for cycle two students, so it should emphasize some high thinking skills like analyzing, interpreting, and criticizing.

2. Having more activities and exercises in cycle two Arabic language textbooks, so they focus more on improving the comprehension skills in order to eliminate the weakness in reading phenomenon.

1. There should be an effective contact between the school and students’ families to inform them about their role towards their children to help them being able to read efficiently the words and the sentences as well as.

Additionally, the study suggested the following:

1. Encouraging Arabic language teachers to richen the educational field by conducting more studies and researches related to reading.
This study aimed at identifying the extent to which teachers of the grade 11th Arabic language in the schools of Suwaiq State were able to teach narrative literary texts and to reveal the relationship between the teachers of Arabic language for the grade 11th in the state of Suwaiq to teach literary texts and the level of students. A correlative approach is used to study the relationship between the variables of the study.

The sample of study consisted of (200) students from grade 11th of Halima Al Saadia for girls (12-10) and Al-Hawar ibn Ka‘ab for boys (10-12), by 100 per gender. To answer the study questions, the researcher used two tools: the first was a questionnaire to identify the students’ point of view on the level of teaching narrative texts, the second was an achievement test in the narrative text, and the validity of instruments was verified by measuring the validity of content. Alpha Kronbach (.756) for the questionnaire, and (.743) for the test.

The study found that the general level of teaching literary narratives in the schools of Suwaiq State is average, that level of academic attainment among the students is also average and that there is a statistically significant relationship at the level of α 0.05 between the level of teaching Arabic teachers of narratives and the existence of a statistically significant relationship at the level of significance of α 0.05 in level of text teaching between boys and girls for girls. The results also showed a statistical significance at the level of α 0.05 between boys and girls in the level of academic attainment for grade 11th students in favour of girls. In the light of results, the study recommended the importance of developing the skills of teachers in the teaching of narrative literary texts. It also recommended the design of training programs to improve their ability to teach these texts and to activate specific supervisory methods such as applied lessons, micro-teaching, and suggested conducting analytical studies on the texts in Arabic language curriculum for Grade 11 to determine their ability to improve students’ learning of aesthetic and rhetorical aspects, and to conduct studies on the effectiveness of Arabic language assessment tools in improving students’ learning of literary texts.
This study targets identification of reading weakness publicity for the students of cycle one, in North Batinah Governorate as it seen by the teachers of cycle one. In order to obtain the goal of this study the student has followed the descriptive method, teaching group consisting of all teachers of cycle one in North Batinah Governorate, the number is (1359) teachers, the study is selected by simple randomization technique of 272 teachers. The student has prepared the subject matter of study, represented by showing standard of reading weakness for the students of cycle one, including three axes; The first axis, signs to reading of letters and sentences. The second axis related to reading of words. The last axis related to reading of sentences. After finding the sincerity of the tool, the arbitrators have been trusted as well the content, besides finding stability degree which reached 0.924. The results of study showed the degree of reading weakness publicity for the students of cycle one in North Batinah Governorate as it seen by the teachers of first cycle has came very weak, as there are no different of statistical indication at the level of the indication (0.05) between average of cycle one teachers’ responses regarding signs of reading weakness for the student of cycle one depending on the state variable. In the view of these rustles, the student recommended to increase the attention of supervisors of the cycle one, during their visit to teach reading skills, so as to get free of reading weakness. Therefore, study offered some suggestions like: Experimental Study Procedures aim at identification of reading weakens in different stages of study.
Abstract

The study aimed at revealing the effectiveness of learning by making projects in developing critical reading skills and reading orientations. It was conducted on grade eleven female students in A1 Buraimi governorate. The students were (60) divided into two groups (30) in the experimental group and (30) in the control group.

The study adopted the semi experimental design in terms of dividing the sample of the study into groups, an experimental and a control group. The researcher has designed a critical reading skills test, reading test to measure the impact of using project-based learning strategy on students learning and academic achievement in critical reading skills and the attitude measurement for students towards reading. She also designed a guide for using project-based learning strategy.

All the instruments were examined by a group of specialized adjudicators who ensured their validity. Reliability of the test readied (0.769) using the internal consistency tool (Cronbach Alpha coefficient). Also, the measurement reliability reached (0.801) according to (Cronbach Alpha) for interior consistency. The results of the study showed differences with statistical indication at the level of (α ≤ 0.05) for the experimental group in the dimensional exam for critical reading. Similarly, Other differences were found with statistical indication at the level of (α ≤ 0.05) These differences were in the average grades of experimental and control groups in terms of dimensional application aiming to measure the orientation towards reading in the experimental group.

In the light of the previous results, the current study recommended that it is necessary to prepare a curriculum with specific elements and aims to teach critical reading by the strategy of making projects. The researcher suggested conducting a study which aims to reveal the effective role of learning by making projects in developing other skills in the Arabic Language in different educational stages.
استنبهت الباحثة يتيم بن محمد بن إسماعيل البلوشية مناهج وطرق تدريس اللغة العربية في الأنشطة النحوية في مدارس التعليم ما بعد الأساسي في محافظة شمال الباطنة من حيث التحديات التي تواجه تطبيق معلمي اللغة العربية للتعليم المبرمج في الأنشطة النحوية في مدارس التعليم ما بعد الأساسي في محافظة شمال الباطنة، وذلك استناداً إلى@media (max-width: 768px) { .container { max-width: 100%; width: 100%; margin: 0 auto; } #content { padding: 20px; } #content p { font-size: 16px; line-height: 1.5; margin-bottom: 1em; } #content h2 { font-size: 24px; margin-bottom: 1em; } } @media (max-width: 767px) { #content h2 { text-align: center; margin-bottom: 0.5em; } #content h2 { font-size: 20px; } } /* Styles for tables */ .table-responsive { overflow-x: auto; width: 100%; max-width: 750px; margin-top: 20px; border: 1px solid #ddd; text-align: center; } table { width: 100%; text-align: center; border-collapse: collapse; background-color: white; } th, td { padding: 8px; border: 1px solid #ddd; text-align: left; } th { background-color: #f2f2f2; } @media (max-width: 767px) { .table-responsive { max-width: 100%; margin-top: 20px; text-align: center; overflow-x: auto; width: 100%; } } */

**الباحث:**
زينب بنت محمد بن إسماعيل البلوشية

**التخصص:**
مناهج وطرق تدريس اللغة العربية

**الدرجة العلمية:**
магستير

**التخصص:**
ماجستير

**السنة:**
2018

**عنوان الاطروحة:**
التحديات التي تواجه تطبيق معلمي اللغة العربية للتعليم المبرمج في الأنشطة النحوية في مدارس التعليم ما بعد الأساسي في محافظة شمال الباطنة

**الكلمات المفتاحية:**

**الملخص (Abstract):**

هدفت الدراسة الحالية إلى التعرف على التحديات التي تواجه تطبيق معلمي اللغة العربية للتعليم المبرمج في الأنشطة النحوية في مدارس التعليم ما بعد الأساسي في محافظة شمال الباطنة، ولتحقيق ذلك استخدمت الباحثة المنهج الوصفي، وتم إعداد استبيان مكون من (34) فقرة تم توزيعها على عينة الدراسة غير التعتمدية التي تم اختيارها بالطريقة العشوائية، وتألفت من (182) معلمًا ومعلمة في مدارس التعليم ما بعد الأساسي في محافظة شمال الباطنة في العام الدراسي (2017/2018). وظلت النتائج الدراسة أن التحديات التي تواجه تطبيق معلمي اللغة العربية للتعليم المبرمج ملحوظة على مستوى حسابي عالٍ حسب التقدير الذي حددته الدراسة. وأنه لا توجد فروق ذات دلالة إحصائية عند مستوى التقدير (α<0.05) في التحديات التي تواجه تطبيق معلمي اللغة العربية للتعليم المبرمج في الأنشطة النحوية تعود إلى التوجه الاجتماعي للمعلمين ومن أهم التوصيات التي توصلت إليها الدراسة: ضرورة الاهتمام بالمهام والأشكال الإبداعية للمعلم للمعلمين بمدرسة شمال الباطنة. وخرجت الدراسة بعدة مقترحات من أهمها: تصميم مادة تعليمية مربعة للأنشطة النحوية في مفهوم اللغة العربية جاهزة للإستخدام من قبل المعلم لصياغة التعليم ما بعد الأساسي.

**البروفايل:**

This study is aimed at identifying the challenges the teachers of Arabic Language face in applying programmed education in the grammatical activities at post-basic education schools in Batinah North Governorate. In order to achieve this, the researcher used the descriptive approach, and prepared a questionnaire consisting of (34) items distributed to the study non-probabilistic sample of teachers who were purposely chosen. The sample consisted of 182 post-basic education school teachers in Batinah North Governorate in the academic year (2017/2018). The results of the study showed that the challenges the teachers of Arabic Language face in applying the programmed education obtained a high arithmetic mean according to the estimate determined by the study. They also showed that there were no statistically significant differences attributed to the teachers' gender at the level of (α≤0.05) in the challenges the teachers of Arabic face in the application of programmed education in the grammar activities. The most important recommendations of the study are: The need to pay attention to incentives and rewards for the teachers of Arabic Language by the school administration; to encourage teachers to pay attention to the use of programmed education in the teaching of grammatical activities. The need for electronic units in schools to produce electronic courses in grammatical activities in the schools of Batinah North Governorate. The study concluded with several proposals, the most important of which is: To design a programmed educational material for grammatical activities in the Arabic language curriculum ready for use by the teachers in the post-primary education classes.
أثر برنامج تدريبي مقترح لتنمية مهارات الكتابة الوظيفية لدى طلبة كلية البريمي الجامعية

البحث:
سماح بنت خميس بن سعيد المعمرية

العمليات والطرق: مناهج وطرائق تدريس اللغة العربية
التخصص: ماجستير
الدرجة العلمية: 2018

عنوان الاطروحة: المهارة بالفتح - الكتابة الوظيفية
المهمات المفتوحة:

المستند:

لا يمكنني قراءة الطبيعة المتاحة أو المحتوى من الاطروحة المدرجة.

abstract

The present study aimed at building a proposed program in developing the skills development of writing skills among the students of A1 Buraimi University College and measuring its impact. And to achieve the objectives of the study, which was tested in graduate studies at King Abdulaziz University for Science and Technology at King Abdulaziz University College for students of A1 Buraimi University College, and to build a training program for students of A1 Buraimi University College, and settings. After the researcher confirmed the authenticity of the tools and stability, I started a vehicle on a sample (80) students. The results of the study indicate that there are differences between the average scores of students in tribal and post-application to write skills. There are no differences in the level of acquisition of students of the Faculty of undergraduate university for cadre’s career writing between and extinguishing. In the light of the results recorded by the result or the observation of the researcher to benefit from the writing skills of writing at the university after the graduation to support them in the implementation of your decision better.

هدفت الدراسة الحالية إلى بناء برنامج مقترح في الارتقاء الإنمائي للمهارات الكتابية الوظيفية لدى طلبة كلية البريمي الجامعية وقياس أثره، وتحقيق أهداف الدراسة استخدمت البحث الانتقالية التدريبي المعتمد على التصميم المحدد لوحده ذو الأدوات والمواد البحثية، وهي قائمة مهارات الكتابة الوظيفية المناسبة لطلبة كلية البريمي الجامعية، وقائمة تقييم تحليلية لتصحيح اختبار الكتابة الوظيفية، وبناء برامج تدريبية لطلبة كلية البريمي الجامعية، وإعداد دليل البرنامج التدريبي، وبناء برامج تدريبية لطلبة كلية البريمي الجامعية، وإعداد دليل البرنامج التدريبي. وبعد أن تأكد الباحثة من صدق الأدوات وثباتها، شرعت في تطبيقها على عينة بلغت (80) طالبا/ طالبة. وقد أشارت نتائج الدراسة إلى وجود فروق بين متوسطات درجات الطلاب في التطبيق القبلي والبعدي لاختبار مهارات الكتابة الوظيفية، ولا يوجد فروق في مستوى اكتساب طلبة كلية البريمي الجامعية للمهارات الكتابية الوظيفية بين الذكور والإناث. وضوء ما أشارت إليه الدراسة أن نتائج أورست البحث الإرداد من قائمة مهارات الكتابة الوظيفية وذلك من خلال تقييم أداء طلبة كلية البريمي الجامعية للمهارات الكتابية الوظيفية، من خلال بناء اختبارات في ضوء تلك القائمة، وتم إعداد المواصلات الذين يقومون بنشر مقرر اللغة العربية. بقائمة المواصلات حتى تكون لهم سيناريو في تحقيق السير الشخصية من أجل مهارات الكتابة الوظيفية في الجامعات والكلمات. في مجالات أخرى مثل: كتابة التقرير، محضر اجتماع، السيرة الذاتية.
The objective of this study was to improve the attitudes of Arabic language teachers toward the use of collaborative learning in Al-Wusta Governorate. To achieve the objectives of the study, the researcher adopted the descriptive approach and designed a questionnaire for the study which included (30) paragraphs divided into three fields: Cooperative in the Arabic language, and the third field is the interest in cooperative learning in the Arabic language. The researcher calculated the validity of the questionnaire by the validity of the content, while the stability computed the internal consistency structure by the equation α = Cronbach Alpha for the stability of the questionnaire was r = 0.874. The researcher applied the tool to the study sample (93) teachers and teachers of the Arabic language in the governorate the study sample was selected by random sampling method by drawing lots. After conducting the statistical analysis, the researcher found that the teachers of the Arabic language in Al-Wusta governorate had positive attitudes in all fields of cooperative learning which were included in the questionnaire. There are significant differences at the level of significance (α ≤ 0.05) between males and females in favor of females. In the light of the results, the researcher recommended a number of recommendations, including: Activating the role of the first teacher in cooperation with the school administration in the male schools in Al-Wusta governorate; to the distance between the educational directorate and its affiliated schools, especially in the cooperative learning programs, so that it has a greater influence on teachers and their attitudes. And increase the supervision visits and the provision of training doses and cooperation with teachers of Arabic language in terms of cooperative learning in the Central Province, has made some suggestions, including research qualitative to benefit more closely and all aspects of collaborative learning through observation and interview.
هدفت هذه الدراسة إلى تعرف أثر القراءة الحرة في تنمية مهارات التعبير الشفوي لدى طالبات الصف العاشر الأساسي. واعتماداً على المنهج السببي المقارن، وشملت عينة الدراسة (60) طالبة من طالبات الصف العاشر الأساسي في ولاية صحار، قامت الباحثة بسفرة الطلاب أثناء أداء التعبير الشفوي، وتغذى النتائج إلى مستوى الطلاب في مهارات التعبير الشفوي والمقارنة بين طالبات القراءة وآخرين غير القراءة. وتم استخدام الأداة التي أنتجها AlHashimi (2004)، وتم قياس صدق المحتوى لهذا المعيار، وقد بلغ نسبتي الكفاءة قيمه 92%، وفق معامل كور بيرسون، إذ كان معامل الارتباط بين النقطة الأولى والثانية 0.779 وبين النقطة الأولى والثالثة 0.781، وبين النقطة الثانية والثالثة 0.913. وفي النتائج، هناك تفوقاً في متوسط مهارات التعبير الشفوي للطالبات القارئات على غير القراءات في مستوى متوسطي، وتحسن بعض مهارات التعبير الشفوي للطالبات القارئات. وهكذا، توصي الدراسة بتعزيز القراءة الحرة، وتطبيقها في الصفوف المبكرة، وتوزيع مهارات التعبير الشفوي، وإجراء دراسات تصويرية لتشجيع القراءة الحرة، وتحسين مهارات التعبير الشفوي.
هدفت الدراسة الحالية إلى الكشف عن مستوى اكتساب طلبة الصف الحادي عشر في مدارس ولاية السويق لمهارات القراءة الناقدة، بالإضافة إلى استقصاء ما إذا كانت توجد فروق تعزى لمعايير التخصص والنوع. تكوين عينة الدراسة من 470 طالبًا وطالبة، حيث تم قياس مدى مهارات القراءة الناقدة عن طريق مقياس محايد وتحقيق الصدق. كما بلغ ثبات المقياس باستعمال معادلة ألفا كرونباخ 71. أظهرت النتائج وجود فروق إحصائية في مهارات القراءة الناقدة تعزى للنوع الاجتماعي لصالح الإناث، بالإضافة إلى وجود فروق سلبية في مهارات القراءة الناقدة تعزى لفقرة الواقع، ونوع النتائج السلبية أوصت الدراسة بالتركيز في تدريس مهارات القراءة الناقدة لصالح الإناث، وضرورة تدريب المعلمين على كيفية تدريس القراءة الناقدة وتحسين تقييم التقويم. بحيث تكون مهارات القراءة الناقدة حاضرة في كل ما يتعلق بالممارسات التعليمية الابتدائية. وقدمت الدراسة مقترحات عديدة من أهمها: تصميم برنامج تدريبي متفق عليه لتنمية مهارات القراءة الناقدة لدى طلبة الصف الحادي عشر.

This study aimed to reveal the level of acquisition of eleventh grade students in Schools of Wilayat Al Suwaiq the critic reading skills, in addition to survey whether there are differences because of the major or the type. The study was applied to 470 students to measure the critic reading skills. The honesty of this study was measured by the content honesty and virtual honesty (Using the alpha equation of Cronbach 71). The study followed the descriptive approach One of the most important findings of the study is that there is a weakness in the level of the acquisition with the eleventh-grade students of critical reading skills. Also, has been noted that there are differences in critical reading skills due to gender in favor of females. Additionally, there are differences in the major in favor for Scientific major. Through the previous results, the current study recommended the need to train teachers on how to employ critical reading skills and teach them in the educational process, and to identify the critical reading and its importance. And the need to develop the critical reading skills of the eleventh-grade students through teaching activities and assessment tools, so that critical reading skills are present in everything related to the educational learning practices of the student. The study presented several proposals, the most important of which are: Designing a proposed training program for the development of critical reading skills among eleventh grade students.
The purpose of the study is to investigate the status of using modern educational technologies techniques by Arabic teachers in Al-Buraimi governorate. The researcher adopted the descriptive approach as it fits the purpose of the study. The sample of the study consisted of (92) male and female Arabic teachers working in (21) schools of the second circle of basic education and post-basic education schools in Al-Buraimi governorate; selected through random sampling. To achieve the aim of the study, a questionnaire of 33 educational techniques was administered. The findings of the study showed that the status of the use of teachers of Arabic language in Al-Buraimi governorate of modern educational technology came in an average level, where Google search engine came in the first place, followed by the Internet, while the language lab and E-portfolios lastly ranked. The results showed no statistically significant differences at the level of ($\alpha = 0.05$) between the average responses of teachers to the status of the use of modern educational techniques according to the gender. The researcher presented several recommendations, the most important of which is the need to hold training courses for teachers and language teachers on how to employ language labs and electronic files of achievement in Arabic language classes.
الباحث:
شيخة بنت مسعود بن سالم السعدية
التخصص:
ماجستير في مناهج وطرق تدريس اللغة العربية
الدرجة العلمية:
ماجستير
السنة:
2019
عنوان الاطروحة:
مدى توافر مستويات الفهم القرائي في الأنشطة التقويمية في كتاب اللغة العربية للصف الخامس في سلطنة عمان
اللغة العربية
الفهم القرائي، الصف الخامس، الأنشطة التقويمية، كتاب اللغة العربية
الكلمات المفتاحية:
الفهم القرائي، الصف الخامس، الأنشطة التقويمية، كتاب اللغة العربية

هدفت الدراسة إلى إعداد قائمة بمهارات الفهم القرائي المناسبة لطلبة الصف الخامس، كما هدفت إلى الكشف عن مدى توافر مستويات الفهم القرائي في كتاب اللغة العربية (لغتي الجميلة مهاراتي في القراءة) للصف الخامس في سلطنة عمان. وقد اتبعت الدراسة في الإجابة عن السؤال الأول من خلال دراسة الأدبيات والدراسات السابقة التي تناولت موضوع الدراسة، وإعداد قائمة بمهارات الفهم القرائي في المستويات منهجي التقويم، الفهم المباشر، الفهم التذوقي، الفهم الاستنتاجي، الفهم التطبيقي، الفهم النقدي، والفهم الإبداعي المناسبة لطلبة الصف الخامس، وقياس صدقها وثباتها، ثم تطبيق الأداة في مدارسها التهيئة لتحليل عينة الدراسة (372) نشاط في الجزء الأول والثاني، والبحث في إجراء الدراسة، وإعداد قائمة بمهارات الفهم القرائي المناسبة لطلبة الصف الخامس، تتضمن 43 مهارة من مهارات الفهم القرائي، تضمنت الكتب (38) مهارة من إجمالي (43) مهارة من مهارات الفهم القرائي، تضمنت منهجي التقويم، الفهم الاستنتاجي، الفهم التذوقي، الفهم التطبيقي، الفهم النقدي، والفهم الإبداعي، 16.01%، تلفظ مستوى الفهم الإبداعي، 11.54%، تلفظ مستوى الفهم التقني، 5.24%، تلفظ مستوى الفهم التثقيفي، 4.46%.

وقد أوصت الدراسة بمجموعة من التوصيات، منها إعداد قائمة بمهارات الفهم القرائي المناسبة لطلبة الصف الخامس، تضمنت (43) مهارة من مهارات الفهم القرائي، تضمنت منهجي التقويم، الفهم النقدي، والفهم الإبداعي، 16.01%، تلفظ مستوى الفهم النقدي، 11.54%، تلفظ مستوى الفهم النقدي، 5.24%، تلفظ مستوى الفهم التثقيفي، 4.46%.

The study aimed at preparing a list of reading comprehension skills that are suitable for fifth-grade students. Moreover, it aimed at revealing the extent of availability of reading comprehension levels in the Arabic language textbook (my beautiful language reading skills) for the fifth grade in the Sultanate of Oman. The researcher used the descriptive approach based on content analysis. The first aim was reached by studying previous studies and preparing a list of reading comprehension skills in six levels: literal comprehension, appreciative comprehension, inferential comprehension, applied comprehension, critical comprehension and creative comprehension students of fifth grade students. While the second objective was achieved by analyzing the sample of the study (372) activities in the first part and the second part.

The study introduced several results, including a list of 43 skills distributed at the six reading comprehension levels suitable for fifth-grade students. The book included 38 skills out of a total of 43 reading comprehension skills included in the study instrument. The availability of the six levels of reading comprehension skills rates is varied. The highest is the inferential comprehension 36.74%, followed by a literal comprehension level of 25.98%, followed by a practical comprehension level of 16.01%, followed by a creative comprehension level of 11.54% followed by a critical comprehension level of 5.24%, then a level of comprehension 4.46%. The study had several recommendations, including determining the actual rates of reading comprehension skills that should be available in the studying activities while developing the book and enriching the book with assessment in the skills that the study showed in the six levels.
The study aimed to identify the attitudes of Arabic language teachers in cycle two (5-8) course towards active learning in the Sharjah Private Education Authority, and whether there are statistically significant differences attributable to gender variables or years of experience, and the study followed the descriptive approach; In order to answer the study questions, the literature and previous studies related to the subject of the study were studied, and the design of the scale of Attitudes as a main tool for research, including (36) phrases, distributed on three aspects.

The researcher found the validity of the scale by the validity of the content. As for stability, it was measured by calculating the construction of internal consistency with the "Cronbach's alpha" formula, it reached (r = 0.900), then applying the scale in its final form to the study sample, amounting to (217) Male and female teachers, chosen in a simple random assignment method, from Arabic language teachers in the Sharjah Education Authority, Emirate of Sharjah.

The researcher performed the statistical treatments, and the results of the study showed that there are high positive attitudes among Arabic language teachers in cycle two (5-8) course towards active learning in the Sharjah Private Education Authority, as well as the absence of statistically significant differences at the level of significance (a ≤ 0.05) attributed to the gender variable in all aspects of the study, and finally, there were no statistically significant differences in the directions of the study sample at the significance level (a ≤ 0.05) due to the variable of years of experience. The study presented a set of recommendations, including: Organizing accredited visit exchange programs between the Sharjah Private Education Authority and other educational institutions; to take advantage of the high positive trends of the Arabic language teachers in Sharjah Authority towards active learning, and continue to motivate Arabic language teachers; to ensure that positive trends remain, follow-up on all new active learning.

The study also presented several suggestions, including: Conducting a study to clarify the effect of positive attitudes of Arabic language teachers towards active learning in raising the level of academic achievement in the Ministry of Education in the United Arab Emirates.
مناهج التربية الإسلامية وطرق تدريسها
The extent cycle two students in basic education adhere to the values contained in Islamic studies books in the Sultanate of Oman.

Mahfudhabint Mohammed bin Almar Al Wahaibi Mutah University 2011

The study aims at identifying to what extent cycle two students in basic education conform to the values contained in Islamic studies books. The study will attempt to answer the following research questions:

1. What values do Islamic studies books contain in cycle two education?
2. To what extent do grade ten students adhere to the values contained in Islamic studies books in cycle two basic education?

To answer the research questions, the researcher analyzed the contentsof Islamic studies books and derived the values they contain. Based on the results, a second tool was developed to support the study. A questionnaire containing situations expressing specific values was prepared for students to respond to. This questionnaire helps measuring student's adherence to these values.

The first part of the sample study was composed of all Islamic studies books, and they were 6 books. The second part was composed of a total of (300) male and female students from grade 10 basic education frompublic schools, and private school's students formed (5%) of the study's community.

The researcher followed the descriptive analytical methodology in the study. She adopted the statistical methods of frequencies and percentages, standard deviation, T-test and variance analysis of repeated measures.

Some of the research findings:

a. The values of faith registered the highest frequency degree in regard to their inclusion in the books.

b. Students adherence to the values was very high.

In response to the results, the researcher proposed a number of recommendations such as building a matrix of values that takes into consideration different elements like balance, gradation, continuation and suitability to different age categories. In addition, the researcher highlighted the necessity of the cooperation between the family, school and community to instill good and righteous values in students.
هـدفت هذه الدراسة إلى تحليل وحدة القوانين والأنظمة المرورية الواردة في كتاب المهارات الحياتية للصف العاشر بسلطنة عمان وفق تصنيف كراثول للمجال الوجداني. ولتحقيق هدف الدراسة اتبعت الباحثة المنهج التحليلي، حيث شكل كتاب المهارات الحياتية للصف العاشر سلسلة عمان 2014 جمعية الدراسة الحالية. أما عينة الدراسة فتكونت من جميع المنهج والأنشطة الواردة في وحدة القوانين والأنظمة المرورية للمهارات الحياتية للصف العاشر سلسلة عمان 2014 وبعد البلاغ على المراجع والدراسات السابقة ذات الصلة بوضوع الدراسة الحالية قامت الباحثة بتعميم طبقة التحليل، حيث تمتلئة عينة الدراسة بالأهداف والأنشطة الواردة في وحدة القوانين والأنظمة المرورية والصف العاشر سلسلة عمان، وتحقيق من هذه الأدوات ومساعديها الأساليب الدارسة. تم إعدادها على مجموعة من المحامين لإبداع الأدوار فيها، وتم الوصول إلى المنهجية المناسبة للطاقم والأنشطة الواردة في وحدة القوانين والأنشطة المرورية على الصف العاشر، وللتحقيق من نتائجها. قام الباحثة بتوزيع أوراق ملء عددهم (6) بشكل متوازن وتحقيق الفاعلية في وحدة القوانين والأنشطة المرورية بمواد الدراسة الحالية، وتحملهم على مدى تحقيق الوحدة للأهداف الوجدانية.

وتم التحقق من نتائج الدراسة في تمام المنهجيات المشتركة في تجميع مستويات الأهداف الوجدانية، حيث يوجد منتصف كبير بين نسبة أعلى مستوى "الاعتزاز بقيمة" (50%) وأقل مستوى "تشكيل الذات" (3.6%). وفي ظل ما أنشأته عن الدراسة من نتائج تقدمت الدراسة بمجموعة من التوصيات، منها توزيع مستويات المجال الوظائي في الأنشطة التوجيهية بشكل متوازن وبسبب متعمدة من خبراء المهام في وزارة التربية والتعليم.
المبحث: الفحص

الباحث: فخرية بنت سالم السعدية

المنهاج: ماجستير

الدرجة العلمية: ماجستير

السنة: 2019

عنوان الاطروحة: أهمية التواصل الفردي باستخدام الواتساب في تواصل أولياء أمور طالبات الصف السادس في مادة الرياضيات بمدينة البريمي بسلطنة عمان.

الكلمات المفتاحية: التواصل، التواصل الفردي، وسائل التواصل الاجتماعي، الواتساب، ولي الأمر.

Abstract

The aim of this study was to reveal the importance of individual communication using WhatsApp in the extent to which the guardians of sixth grade students in Mathematics at Buraimi city in the Sultanate of Oman continued to achieve the objectives of the study. So, the descriptive approach was used to collect data through questionnaire questions. The validity of the instrument was measured by using pilot study to measure the stability of the tool by distributing a survey sample to calculate the internal consistency using the Cronbach's Alpha equation. The results of the reliability statistics were $\alpha = 0.716$. The study sample consisted of 130 guardians of sixth grade students in the school of Mimouna bint al-Harith School for Basic Education. The results of the study showed that the overall level of the importance of individual communication via WhatsApp in the extent of communication among the guardians of sixth grade students in Mathematics at AL Buraimi city in Oman was high, and also revealed that WhatsApp is easy to use and fast spreading in the Study sample. The findings of the study also demonstrated that there were no statistically significant differences between the educational level of the guardians and the age of the guardians in the importance of individual communication via WhatsApp in the extent to which guardians of sixth grade students in Mathematics at Buraimi city continued. Based on the results, the study presented some recommendations and suggestions to enhance the importance of individual communication through WhatsApp to develop the instructional process and achieve learning outcomes.
لورا عبد الله بن شعبان الفارسية

البحث: تخصص ماهج وطريق التدريس العامة
التخصص: ماجستير
الدرجة العلمية: 2016
العنوان الاباحية: فاعلية برنامج مقتني للفنون التشكيلية في تنمية الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف
الكلمات المفتاحية: فاعلية، الفنون التشكيلية، التنمية، الثقافة البصرية، المهارة، النقد الفني

هدفت هذه الدراسة إلى استقصاء فاعلية برنامج مقتني للفنون التشكيلية في تنمية الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف العاشر الأساسي بمحافظة جنوب الباطنة الساحلية، وذلك بالاعتماد على نتائج اختباري المعرفة في الثقافة البصرية لأجل/products للطبقة الصفية، كما تم استخدام تمارين وتمكين التعبير الفني لتطوير المهارات الفنيّة الفنية في المحافظة. تم اختيار 256 طالبًا وطالبة من طلبة الصف العاشر الأساسي للعام الدراسي 2015-2016، تم توزيع المشاركين على النمط التجريبية للدراسة، وتم استخدام التصميم التجريبي للدراسة، وتم استخدام مجموعة تجريبية تكوّنت من 135 طالبًا وطالبة نتنامز من البرامج المقتنية، وتم استخدام طبيعة تكُونت من 121 طالبًا وطالبة نتنامز من البرامج المقتنية.

هذا البرنامج امتلك تأثيرًا عاليًا على تطوير المهارات الفنية، حيث تم إعداد الطلاب بناءً على احتياجاتهم على مجموعة من المحكمين، وتم استخدام ثبات الاستخدام في اختبار الأداء لمهارات النقد الفني في الثقافة البصرية. حيث تم إعداد برنامج مقتني للفنون التشكيلية في تنمية الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف العاشر الأساسي بمحافظة جنوب الباطنة الساحلية، والذي تكوّن من 28 معلومة، وتم استخدام الدراسة في مجموعة تجريبية تكوّنت من 135 طالبًا وطالبة نتنامز من البرامج المقتنية، وتم استخدام طبيعة تكُونت من 121 طالبًا وطالبة نتنامز من البرامج المقتنية.

النتائج: نتائج الدراسة كشفت عن وجود فروق إحصائية بين المجموعتين بين اختبار النتائج في الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف العاشر الأساسي بمحافظة جنوب الباطنة الساحلية، وذلك بسبب استخدام البرنامج المقتني في تنمية الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف العاشر الأساسي بمحافظة جنوب الباطنة الساحلية. حيث تم استخدام ثبات الاستخدام في اختبار الأداء لمهارات النقد الفني في الثقافة البصرية. حيث تم إعداد برنامج مقتني للفنون التشكيلية في تنمية الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف العاشر الأساسي بمحافظة جنوب الباطنة الساحلية، والذي تكوّن من 28 معلومة، وتم استخدام الدراسة في مجموعة تجريبية تكوّنت من 135 طالبًا وطالبة نتنامز من البرامج المقتنية، وتم استخدام طبيعة تكُونت من 121 طالبًا وطالبة نتنامز من البرامج المقتنية.

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المؤلفون: د. خولة بنت عبد الله بن شعبان الفارسية

العنوان: فاعلية برنامج مقتني للفنون التشكيلية في تنمية الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف
الكلمات المفتاحية: فاعلية، الفنون التشكيلية، التنمية، الثقافة البصرية، المهارة، النقد الفني

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المؤلفون: د. خولة بنت عبد الله بن شعبان الفارسية

العنوان: فاعلية برنامج مقتني للفنون التشكيلية في تنمية الثقافة البصرية ومهارات النقد الفني لدى طلبة الصف
الكلمات المفتاحية: فاعلية، الفنون التشكيلية، التنمية، الثقافة البصرية، المهارة، النقد الفني

This study aimed to investigate the Effectiveness of the Suggested Fine Arts Program in developing Visual Culture and Art Criticism Skills of Grade 10 Students of the Basic Education in Al Batinah South Governorate in the Sultanate of Oman. The sample study consisted of 256 male and female students from grade 10 basic during the academic year of 2015-2016, distributed in four schools. Students were chosen according to the Purposive Sample method technique. In order to achieve the aims of the study, quasiexperimental design was used through experimental group of 135 male and female students who studied the suggested program, and a control group of 121 male and female students who studied by the traditional method.

The Manuals for the teacher and another for the student were prepared, and content validity was measured by a group of experts. The researcher prepared a cognitive test of the visual culture consisting of 28 items, and performance test for art criticism skills according to Feldman's model with scale consisted of 20 items distributed into four mean art criticism skills: Description, Analysis, Interpretation and Judgment as a model for measuring these skills. The content validity of both tools was examined by the experts, and their reliability was achieved by re-application for both tests using Pearson product-moment correlation coefficient. In the cognitive test in visual culture's reliability was calculated in the light of visual culture components and the grand total, which scored 0.77 and the reliability for the performance test for art criticism skills was calculated in the light of these skills and scored 0.96.

The results of the study revealed that there are statistically significant differences at the level of \((\alpha \leq 0.05)\) between the average score in the post-test of the cognitive test in the visual culture in the favour of the experimental group and the females, and also statistically significant differences at the level \((\alpha \leq 0.05)\) between the average scores of the post-test of the performance test for art criticism skills in favour of the experimental group and the females. In the light of these results, the researcher recommended the importance of designing curricula for Fine Arts that aimed to developing students' visual culture and art criticism skills, and training the Fine Arts teachers on strategies that could develop the visual culture and art criticism skills and implemented them to be in the classroom's environment, and also guiding them to employing the available equipment's and various learning sources to enrich students' visual experiences and developing their art criticism skills.
This study aimed to investigate effectiveness of Using e- Mental Maps on the achievement of grade 10th students in Social Studies and their attitudes towards the subject in the Sultanate of Oman. The study sample consisted of 103 female students from Bilad Bani Bu Ali Basic Education School at Wilayat Jalan Bani Bu Ali in Al Sharqiya South, enrolled in the academic year 2015/2016. The sample was chosen in a cluster random technique the sample was divided into two groups: an experimental group of 52 students, they studied using e-mental maps, and a control group of 51 students, they studied the usual way.

To achieve the objectives of the study, the researcher developed two study tools: an achievement test of a multiple choice and essay questions which included three levels: knowledge, understanding, and higher capacities. As well as, a questionnaire to measure students’ attitudes towards social studies. The validity of the two tools was measured by using the content validity. The consistency has been measured using the internal consistency through Pearson equation. The correlation coefficient of the test was 0.733 and 0.870 for the questionnaire, which is an indication that both tools are valid for the purposes of the study.

The study results indicated that there were statistically significant differences at the level of significance ($\alpha \leq 0.05$) for the total sum of the achievement test grades between the experimental and control groups in the measurement after the experiment, in favor of the experimental group, as well as, the attitude measurement towards social studies, in favor of the experimental group.

In light of these results, the researcher recommended to hold seminars and training courses for social studies teachers and supervisors to recognize e-mental maps. Moreover, to reform some parts of social studies curricula content according to this strategy due to its clear impact in the development of academic achievement and acquisition of positive attitudes towards social studies. In addition to the inclusion of social studies curriculum manuals (Teacher Book) of some study plans according to this strategy.
This study aims to investigates the relationship between Islamic education teachers practices of humanitarian relations and (Male and Female) grade 11 student’s attitudes towards the subject in the Sultanate of Oman. The study population is all grade 11 male and female students in the public schools in South Batinah (Academic year of 2014-2015) which is 5352 students. And the sample is 383 students. To achieve the study goals, the researcher uses the correlutive methodology. He also makes a questionnaire of six themes; each has 30 statements and attitude measurement that consists of 20 statements. The content is given to specialists to measure its reliability. The latter is also measured by using Cronbach’s Alpha that varies between (0.71-0.92) for the questionnaire and (0.89) for the attitude measurement. The study results show that Islamic education teachers humanitarian practices in the educational learning process is high; 4.09 and that the grade 11 students’ attitudes is high as well; 2.86.

The study results also show that there is not any statistical correlation between humanitarian practices of Islatic education teachers and their students’ attitudes towards the subject. And there are statistical differences between sample individual estimations of Islamic education teachers’ practices of humanitarian relation according to the variable (Male\Female) in all the study themes in favor of Females. There is statistical differences as well in the students’ attitudes according to the same variable in favor of Males. The study recommends that there should be a very good use of humanitarian practices to attract students towards the subject and emphasizes the importance of Islamic education teachers and supervisors making use of the attitudes measurements to assess and investigate students’ attitudes towards the subject and apply it to other samples. It also suggests that a similar study be conducted on other samples in different educational levels (First and second circuit) as well as apply similar study to investigate the relation between humanitarian practices of other subjects’ teachers and the students’ attitudes to it.
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<thead>
<tr>
<th>الباحث</th>
<th>سماء بنت سعيد خميس الفريسية</th>
</tr>
</thead>
<tbody>
<tr>
<td>التخصص</td>
<td>ماجستير</td>
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<tr>
<td>الدرجة العلمية</td>
<td>ماجستير</td>
</tr>
<tr>
<td>السنة</td>
<td>2017</td>
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<tr>
<td>عنوان الاطروحة</td>
<td>علاقة التفكير الأخلاقي والذكاء الروحي بالتحصيل الدراسي لدى طلبة الصف الحادي عشر في ولاية السويق</td>
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**Abstract**

This study aimed to investigate the size and direction of the relationship between: spiritual intelligence, moral reasoning, and academic achievement, in addition of whether spiritual intelligence, moral reasoning, and gender predict the academic achievement. The study’s sample consisted of 249 students. The study tools were, the moral reasoning inventory (Alghamidi,2015) which content validity was measured, and concurrent reliability coefficient was 0.83, and internal consistency coefficient was 0.70. The spiritual intelligence inventory (King, 2008) was used, and content validity was measured. The internal consistency coefficient was 0.80. The findings showed that there was a small and positive relationship between moral reasoning and academic achievement, where the results showed a small and negative relationship between moral reasoning and academic achievement. The results also indicated that there were no statistically significant differences in moral reasoning and spiritual intelligence with regard to gender, but there was a statistical difference on moral reasoning with regard to gender in favor of female. In addition, the model of moral reasoning, spiritual intelligence and gender predicted academic achievement. Based on the previous findings, the study recommended updating the roster of students' affairs by giving more attention to moral education. And the need to contain the teacher's guide to the curriculum on the guidance emphasizes the importance of considering the moral reasoning and multiple intelligences, including spiritual intelligence. Also, the development of guidance programs urging attention to the link between moral reasoning and moral behavior. The relation between the abilities of moral reasoning and spiritual intelligence with other variables should be investigated.
This study aims at revealing the efficiency of using problem-solving strategy in the development of creative thinking and academic study achievement for grade eight in the sultanate of oman. The study population consists of 2814 students of grade eight students in the public schools for basic education in south-blina governorate for the academic year of 2015-2016. The study sample consists of 64 students of grade eighth in Aqeel Bin Abi Talib school for basic education. To achieve the study aims, the researcher used Torrance test A&B. The researcher also designed a unit following problem solving strategy and then created an exam on that unit. The credibility of this study tools was measured by presenting it to examiners to identify the external of the first tool (Torrance Test), and the content reliability in regards to the unit mentioned previously. The reliability in regards of the tools was measured by the internal harmony of it using Cronbach equation that is applied on both of Torrance test and the exam. Findings of the study is that there are differences of statistical among the experimental groups pertaining the dimensional measurements of the total grades of Torrance test and its different levels in favor of experimental group. That is a result of using the independent variable (Problem-solving). The study also finds differences of statistical among the experimental groups for both pre and post measurements and in the arithmetic average of fluency, flexibility and originality in favor of the post application of Torrance test. Considering the previous findings, the study recommends that some of the course content should be reformulated and restructured in a way that suits problem-solving strategy. The study also recommends the inclusion of the problems and situations that challenge the student’s mental abilities. 

هدفت هذه الدراسة إلى الكشف عن فاعلية استخدام استراتيجية حل المشكلات في تنمية التفكير الابتكاري والتحصيل الدراسي في مادة الدراسات الإجتماعية للصف الثامن بسلطنة عمان، حيث تكون مجتمع الدراسة من 2814 طالب من طلاب الصف الثامن الأساسي بمدارس الحكومية بمحافظة جنوب الباطنة بسلطنة عمان للعام الدراسي 2016-2015م. وتكونت عينة الدراسة من 64 طالب من طلاب الصف الثامن بمرحلة عمل السباعي بالمدرسة الأساسية بمدرسة عقيل بن أبي طالب. ولتحقيق أهداف الدراسة استخدم الباحث اختبار تورانس بصورته اللفظية (أ و ب). كما صمم الباحث وحدة دراسية حسب استراتيجية حل المشكلات ثم قام ببناء اختبار تجريبي للوحدة الدراسية، وتم قياس مدى أدوات الدراسة بعرضها على المحكمين، ومعايرة المحتوى اللفظي للوحدة الدراسية، والاختبار التجريبي. أما ثبات الأدوات فتم قياسه باستخدام معادلة كرونباخ ألفا لكل من اختبار تورانس والاختبار التجريبي. وتعزى ذلك إلى أن النتائج التي توصلت إليها الدراسة عند درجة فرص ذات دلالة إحصائية بين المجموعة التجريبيه والمجموعة الضابطة. كما أوجدت الدراسة فروقات ذات دلالة إحصائية لدى أفراد المجموعة التجريبيه، في مستوى الأدوات التجريبيه في كل من مجالات الأدوات التجريبيه والتحديبيه، ومساحة الإيجابيات في كل من النماذج التجريبيه والتحديبيه. وفي المستويات الثلاثة لمستويات الطلاقة والرونة والآداء لإعطاء المشكلات، ويعزى ذلك إلى أن أفراد المجموعة التجريبيه بمعدل مستوى الأدوات التجريبيه والتحديبيه. وفي المجموعات الثلاثة لمجموعات الطلاب والمدرسين والأنشطة والتحديات التجريبيه والتحديبيه، ويعزى ذلك إلى أن أفراد المجموعة التجريبيه وبمعدل مستوى الأدوات التجريبيه والتحديبيه. وفي المجموعات الثلاثة لمجموعات الطلاب والمدرسين والأنشطة والتحديات التجريبيه والتحديبيه. وفي المستويات الثلاثة لمستويات الطلاقة والرونة والآداء لإعطاء المشكلات، ويعزى ذلك إلى أن أفراد المجموعة التجريبيه، ويعزى ذلك إلى أن أفراد المجموعة التجريبيه. 

Abstract

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The purpose of this study was to examine the effectiveness of flipped classroom model on academic achievement in Applied Mathematics and on the attitudes towards mathematics among grade-eleventh female students in North AL Batinah Governorate. In order to achieve the objectives of the study, the researcher used pretest-posttest quasi-experimental design. The study sample was selected using the cluster random technique. It consisted of 103 female students from grade 11 who were studying applied mathematics in Nafisa Bint AL-Hassan school in Saham and Um Salamah school in Suhar. The sample was divided into an experimental group of 55 female students studied by using the flipped classroom model, and a control group of 48 students studied by using the usual method. The instruments used in this study were an achievement test on the Exponents and Logarithms Unit, and an attitudes scale. The findings of this study showed that there were statistically significant differences, at the level of significance α ≤ 0.05 between the experimental group and the control group in their performance in the achievement test and their attitudes toward mathematics, in favor of the experimental group. Accordingly, the use of the flipped classroom model in teaching mathematics because of its efficiency in improving academic achievement and building positive attitudes towards mathematics. Also, it recommends conducting workshops for teachers in order to train them on the use of the flipped classroom model and how to implement it in the ideal way. Moreover, it was suggested that similar studies should be conducted on other stages. Also, the researcher suggests that a similar study should be conducted in order to investigate to what extent the efficiency of the flipped classroom model is affected by students’ gender.
Abstract

This study aimed to identify the effectiveness of some active learning strategies in academic achievement and attitudes toward mathematics among eighth grade students in Oman. To accomplish that, a teaching guide has been developed to help teach mathematics according to some selected active learning strategies. The researcher also developed an achievement test, and a mathematics attitudes scale to collect important data of the study. Both tools were checked against validity and reliability. Sample of the study consisted of 60 students from eighth grade in South-East Governorate of Oman, and was divided into two groups: the experimental group who studied mathematics using active learning strategies, and a control group who studied the same mathematics unit by the usual way.

The study has come to the following conclusions:

- The lack of significant difference statistically significant at a level of significance $\alpha \geq 0.05$ between the experimental group students grades and intermediate degrees of control group students in post application to test collection.

- The lack of significant difference statistically significant at a level of significance $\alpha \geq 0.05$ between the experimental group students grades and intermediate degrees of control group students in post application to scale.

In the light of the findings of the study on the effectiveness of using active learning strategies in mathematics achievement and development trend of eighth grade students; the researcher recommends the following:

Conducting further research studies on the effectiveness of active learning strategies in mathematics achievement and development trend other educational stages and different age levels in the Omani environment.
This study aims to study the effectivity of teaching “Faster Math” method on students’ achievement and mental calculation for Grade One Basic Education students. The study sample consisted of (59) male and female grade one students who were selected randomly from A1-Kawthar School in A1-Seeb. The sample was divided into two groups: experimental group (30 students) which was taught by using Faster Math, and control group (29 students) who were taught using the normal way. The sample had undergone the study for eight weeks.

The research implemented two tools to attain the study aims: the first one is an achievement test which has (15) items and the second one is a mental math test which consisted of (10) items. Both tests targeted three levels: knowledge, application and reasoning. The validity of the research tools and teaching materials had been checked by content validity who proved that they are valid for the purpose of this study. The reliability of the tests was measured by internal consistency Cronbach’s alpha where the results showed “0.77” of internal consistency for the achievement test and “0.79” for the mental math test, which represents a high level of reliability of the research tools.

The study results revealed that there are significant differences between the averages of the performance of students of experimental and control groups at the level of significance (c 0.05) in the dimensional application of educational achievement and mental math for the experimental group.

Consequently, it is recommended to train the concerned teachers to use Faster Math in their teaching. In addition to that it is also recommended to integrate Faster Math into the curriculum where the students use their hand and fingers in calculation processes, especially the basic ones. Finally, it is also recommended to embed the Faster Math into the course outline and lesson planning guide.
هدفت هذه الدراسة إلى الكشف عن مستويات الإحتراق النفسي وتقدر الذات لدى معلمي اللغة الإنجليزية والعلاقة بينهما، وتحقيق أهداف الدراسة تم استخدام المنهج الإرتباطي، حيث تم استخدام مقياسين، هما: مقياس الإحتراق النفسي للمعلمين من إعداد سيدمان وراير (ترجمة عادل عبد الله محمد 1994)، مكون من 21 مفرق، ومقياس كوبر سميث لتقدير الذات النموذج المصغر (ترجمة ليلى عبد الحفيظ عبد المجيد 1985)، المكون من 25 مفرق، وتم قياس مدى الفروق بين الذات عند تحليلهما على مجموعة من المحكمة، وتم فحص نتائج الآليين من خلال تحليلهما على عينة استطلاعية تم قياس الاتساق الداخلي باستخدام معادلة كرونباخ ألفا. وح fontsstyles assistant
The current study aims to reveal the difficulties that face the teachers in domain one in teaching the Social Studies course in education (1-4) schools in Muscat Governorate, and knowing the effect of specialization and teaching experience variables.

In order to achieve the study aims, the survey method was used by using a questionnaire consisting of (52) items which were divided into seven dimensions of difficulties related to content, teaching methods, teaching aids, student, teacher, technical and administrative, and evaluation. After achieving validity and reliability of the study tool, it was applied to the sample of (114) teachers from Domain one at elementary schools for grades (1-4) in Muscat Governorate. The findings showed that the degree of difficulties faced by teachers was significantly high with mean (2.85). It also showed no significant differences at (α≤0.05) with respect to the specialization variable at all difficulties except the content difficulties which showed significant in favor of social studies teachers' parameters. There were no statistically significant differences with respect to teaching experience variable. The study also recommended the necessity of held training programs and workshops to the in-service teachers, and to reformulate the teacher's manual in a way that enable the teachers to teach the subjects in good way.

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The study aimed to find out the attitudes of the teachers of cycle the primary education, from grade five to ten, of the basic educations of the classes in the city of Buraimi, and to figure out if there were statistically significant differences between male and female teachers in their attitudes toward computer use in teaching. The study sample consisted of 40 male and female Islamic education teachers that were selected randomly, 18 male teachers with a percentage of 45 and 22 female teachers with a percentage of 55 from a population of 73 male and female teachers. The study tool, which is a 28-phrase questionnaire, was applied to them. The validity of the content of this measure was measured by the validity of the content, Gauge using the equation Alpha Kronbach 0.91. The most important conclusions from this study were that the attitudes of the Islamic education teachers of cycle the primary educations in Al Buraimi, in the use of computers in teaching were positive, and the results indicated that there were statistically significant differences in the attitudes of teachers towards using computers in teaching for males. In light of the previous results, the study recommended activating professional development programs for female teachers, and its methods of use. In addition to motivating teachers who are good at using computers in teaching and honoring them.
The current study aimed to find out whether there is a relation between the spatial intelligence and the skill of reading the map of the female students in the grade 6th of basic education schools in Wilayat Sohar – Al Batinah North Governorate. Furthermore, to identify the type of spatial intelligence that the female students have and to recognize the type of the skills that used to read the map. The sample of the study consists of 125 female students of grade 6th in governmental schools at Wilayat Sohar. Furthermore, the study, depends upon the “correlation approach, and it applied the tow instruments of the study as they are: Spatial intelligence test – (Raven) – the validity of the content was measured through sincerity of the arbitrators- And reliability of internal consistency was also achieved using the Cronbach’s alpha formula $r = 0.84$, furthermore, to test reading skill of reading map prepared by the researcher. The validity of the content was measured through sincerity of the arbitrators and the internal consistency was confirmed and the reliability of the scale was achieved by using Cronbach’s Alpha formula $r = 0.77$. The most important findings of the study that there was a positive correlation between spatial intelligence and the skill of reading map. The results also indicate that the female students of 6th grade of basic education in Wilayat Sohar have spatial intelligence of its different aspects, especially, the perception of discrete and spatially related forms. Furthermore, the findings also indicating the female students of grade 6th of basic education – in Wilayat Sohar. They are applying all the sub-skills of reading map, in particular, reading the key of the map. In the light of the above-mentioned findings, the current study recommended the necessity of using a modern and varied teaching method by the teacher, which will develop the spatial intelligence of the students in basic education, and the need to pay attention to the teaching and develop the skill of reading the map by teachers of social studies.

هدفت هذه الدراسة إلى الكشف عن ما إذا كانت توجد علاقة بين الذكاء المكاني ومهارة قراءة الخريطة لدى طالبات الصف السادس بولاية صحار في محافظة شمال الباطنة، بالإضافة إلى التعرف على نوع مهارات قراءة الخريطة التي توظفيها تكثت عينة الدراسة من 125 طالبة من طلاب الصف السادس بمحافظة بوليتية صحار. واعتمدت الدراسة المنهج الارتباطي، وتم تطبيق أدوات الدراسة وفقاً انتشار الذكاء المكاني للطالبات، وقد تم قياس مدى تطبيق طريقة قراءة الخريطة من خلال استناد المحكمين، وبلغ نتائج الاستنتاج الداخلي باستخدام معادلة ألفاكرونباخ $r = 0.84$ بالإضافة إلى اختيار مهارة قراءة الخريطة من عمد البلاتية. وقد تم قياس مدى تطبيق طريقة قراءة الخريطة من خلال استناد المحكمين، وبلغ نتائج الاستنتاج الداخلي باستخدام معادلة ألفاكرونباخ $r = 0.77$، ووضعت الدراسة على وجود علاقة ضعيفة موضعية بين الذكاء المكاني ومهارات قراءة الخريطة. كما أشارت النتائج إلى امتلاك طالبات الصف السادس الأساسي بولاية صحار للذكاء المكاني بوضعية مختلفة ويحتاجوا إلى إدراك النشاط المنتمي والمترابط معًا. كما أوضح النتائج أن طالبات الصف السادس الأساسي بولاية صحار يوظفن كل المهارات الفرعية لقراءة الخريطة وحولها ومهارات قراءة خريطة الأماكن، وفي ضوء النتائج السابقة أوصت الدراسة الحالية بصورة توظيف طرق تدريس خلال مكونة من قبل المعلم تعم على تجربة الذكاء المكاني لدى طالبة التعليم الأساسي، وضرورة الاهتمام بتقرير وتنمية مهارة قراءة الخريطة من قبل معلمي الدراسات الاجتماعية.
التحديات الإدارية التي تواجه معلم مادة الفنون التشكيلية في محافظة شمال الباطنة من وجهة نظرةهم

التحديات الإدارية. الإدارة. الفنون التشكيلية

الكلمات المفتاحية:
التحديات، الإدارة، الفنون التشكيلية

Abstract

The current study aimed at investigating the administrative challenges facing the teachers of Fine Arts in the North Batinah Governorate from their point of view. The study population consists of all teachers of Fine Arts in the schools (275 teachers in the academic year of 2017/2018). The sample was 100 male and female teachers. They were selected using the stratified random sampling techniques. The study tool was a questionnaire developed by the researcher consisting of 30 items distributed on three domains. Content validity was measured, and internal consistency measured by Alpha Cronbach was \( r = 0.87 \). Study results showed that no significant differences \( \alpha \leq 0.05 \) in total group response, and no significant differences \( \alpha \leq 0.05 \) in administrative aspect of school principle for females. Also, the results showed that no significant differences \( \alpha \leq 0.05 \) in terms qualification, experience, type of school and number of teachers in each school. The study recommends that a concerted effort be review and updated education roles manual, and increase the number of fine arts teachers in schools.

هدفت الدراسة الحالية إلى استقصاء التحديات الإدارية التي تواجه معلم مادة الفنون التشكيلية في محافظة شمال الباطنة من وجهة نظرهم، وتكون مجتمع الدراسة من جميع معلمي ومعلمات الفنون التشكيلية بمدارسمحافظة شمال الباطنة والبالغ عددهم 275 في العام الدراسي 2017/2018. وتكونت عينة الدراسة 100 معلم ومعلمة، وتم اختيارهم بتقنية العينة العشوائية الطبقية. وتم تطوير أداة الدراسة من قبل الباحث وتم قياس صدق المحتوى للأداة وثبات اتساق الداخلي بمعادلة ألفا كرونباخ وبلغ \( r = 0.87 \). نتجت الدراسة أن不存在 فقط الأدوات الإدارية للمدرسة لصالح الإناث في مستوى الدلالة 0.05 (بالالمجموع الكلي). وجود فروق ذات دلالة إحصائية عند مستوى الدلالة 0.05 في مجالات الإدارة والأدوات الإدارية (على مستوى الدلالة 0.05). وجود فروق ذات دلالة إحصائية عند مستوى الدلالة 0.05 في مجالات الإدارة والأدوات الإدارية (على مستوى الدلالة 0.05). وبناء على نتائج الدراسة فإن الباحث يوصي بتحديث وتثبيت مدارس الفنون التشكيلية في شمال الباطنة (المخططة) 1-12.) بتعلم ناحية لتخفيف الأعباء الإدارية على المعلم الواحد بالمدرسة.
The current study aimed to investigate the reasons why social studies' teachers were unwilling to participate in training programs in North Al-Batinah Governorate. To achieve the objectives of study, a descriptive approach was designed and implemented. A questionnaire was constructed including 28 phrases that were divided into five fields. The results of questionnaire were tested and calculated by applying the Cronbach’s alpha coefficient and the Reliability Coefficient. The finding that was achieved from testing the Reliability Coefficient was \( r = 0.87 \). About (132) social studies' teachers were targeted as the sample of study. The major findings of study were that there were, firstly, several prominent and influential reasons caused teachers to be unwilling to join training programs. For example, teachers, who were already overloaded with the maximum number of classes per a week, considered any training program as a burden task. They also expressed their concerns towards enrollment at any training program because it would affect their achievement at workplace and might cause in delaying the delivery of curriculum plans. Moreover, teachers were unmotivated to join these programs since they did not contribute in promoting them at career-hierarchy and did not honor their active participation to get a particular financial incentive. Secondly, based on questionnaire findings' analysis, the third area entitled "Training Target", the fourth area entitled "Place and Time of Implementing Training Program", and the fifth area entitled "The Impact of Training programs on lesson plans, the teachers and the schools" were the most influential areas that resulted in making teachers to be unmotivated to join training programs. Thirdly, there were not significant differences statistically and the significance threshold was set at \( \alpha \leq 0.05 \) attributed to the gender variable. Fourth, there were significant differences and the significance threshold was set at \( \alpha < 0.05 \) attributed to the variable of years of experience between the period of (5-10) and the period of (11-15 and more). The result of \( P \) value test was significant for teachers who had an experience period ranging from 11 to 15 years and more. Finally, the current study concluded with providing some important recommendations such as training programs have to be implemented with more practical manner rather than theoretical manner. Also, training programs have to be introduced and executed in an interesting approach by using advanced and modern technology within its essence and providing adequate equipment for training environment and location. The study recommended the importance of promoting incorporeal and financial motivation in order to encourage teachers joining training programs. In addition, it recommended that the goals and objectives that are set for the training programs of teachers have to be accurate, measurable, understandable and applicable in real context.
هدفت هذه الدراسة إلى معرفة اتجاهات معلم ومعلمة مادة الجغرافيا والتقنية الحديثة نحو استخدام الحاسوب في التدريس، والكشف عن ما إذا كانت هناك اختلافات في الاتجاه بين المعلمين والمعلمات نحو استخدام الحاسوب في تدريس المادة، وتبث الدراسة النتائج النهائية، كما تكون عينة الدراسة وهي نفس مجتمع الدراسة من 30 معلمًا ومعلمة، وتم تقسيمهم إلى مجموعتين، ومن ثم قياس متغيرات هذا الفحص عن طريق صدقة المحتوى وصدق اللفظ، كما حددت الدراسة شريحة مستخدمين باستخدام معادلة ألفا كرونباخ 0.93. من أهم النتائج التي توصل إليها الدراسة أن أتبايع المعلمين نحو استخدام الحاسوب في تدريس مادة الجغرافيا والتقنية الحديثة في محافظة البريمي، كلاهما إيجابية، كما أشارت النتائج إلى عدم وجود اختلاف في الاتجاه بين المعلمين والمعلمات نحو استخدام الحاسوب في التدريس، وفي ظروف النتائج السابقة أوصت الدراسة بضرورة تعزيز الاتجاهات الإيجابية للمعلمين نحو استخدام الحاسوب في الدروس من خلال تزويدهم بكل ما هو جديد من البرامج الحاسوبية، بالإضافة إلى تقديم تدريبات ودورات على كيفية استخدام هذه البرامج الحاسوبية. كما أوصت الدراسة بتحفيز المعلمين المحترفين في استخدام البرامج الحاسوبية، والتوثيق على المشاريع الطالبة للإثارة، من خلال تقديمهم على مستوى الهيئة العلمية في مختلف نظم المعلومات الجغرافية السنوي.
This study aimed to investigate the impact of the Arabic calligraphy program on the development of writing skills and feedback among cycle one teachers in AIRakha’a Basic School. Qualitative case study methodology was used because the data was gathered from ALRakha’a Basic School in Suhar in A1 Batinah North Region. The researcher adopted a training program in Arabic calligraphy where she trained the teachers for a month in the school. To measure the impact of the program, the researcher provided two study tools: the first one is the observation form; which is divided into two parts: the first observation form is to measure the writing skills amongst the trainee teachers, she measured through 15 writing skills, the second observation card was to measure the development of feedback on the participated teachers in calligraphy training program where the researcher used Holding clas- sification (1975). While the second research tool was the focal and individual interviews which were applied after the program. The interviews were included many questions to investigate on depth the impact of the program on writing skills and feedback. The finding showed the importance of teacher’s training on the writing skills and writing letters correctly because of its impact on students’ acquiring writing skills, and its impact on the speed of their learning more effectively. Also, the result found that the suggested program in Arabic calligraphy helped to improve some the writing skills in a positive way and that through applying some of the acquired skills and the effectiveness of cycle one teachers and their motivation to applying Arabic calligraphy rules. Also, the result showed the impact of the program on increasing and diversifying the use of feedback by cycle one teachers while they were teaching writing skills. In the light of previous finding the study recommended to adopt of Arabic calligraphy writing skills development program for cycle one teachers because of its effective influence on the development of the written skills for teachers. In addition of giving more space for Arabic calligraphy lessons to practise writing skills correctly through the lessons and giving extra exercises to improve the Arabic calligraphy writing skills.
The current study aims to investigate the effectiveness of life skills' curriculum of 9th grade to achieve the entrepreneurship competencies as well as to explore the statistical significance of such effect with regard to the type of gender. The study sample consisted of 61 life skills teachers (both males and females) in South A1 Batina Governate in addition to the 9th life skills' textbook. The Survey method was used and two tools were used in the study: the questionnaire which was consisted of 8 dimensions and the textbook content analysis card. The psychometric characteristics were checked by Trustees and formative validity, and the internal consistency was calculated by using Cronbach's Alpha (01=0.95). The findings showed that the participants' responses were matching with the content analysis findings in some competencies such as self-awareness, independence, responsibility, creativity, innovation, initiation, ambition and risk-taking and matching with (project's management, communications and decision making). On the other hand, the findings showed that there was no statistically significant in the efficiency of grade-nine life skills curriculum that are related to the gender differences. Based on the findings, the study recommends improving life skills' curriculums by cognitive data and activities related with the competencies: self-awareness, independence, responsibility, creativity and innovation, initiation and ambition and risk-taking. The study also recommends conducting training workshops, for life skills teachers about the self-business projects and entrepreneurship to help the students to develop their skills.
The study aims at assessing grade 10’s fine arts teachers guide as well as student’s tendencies towards its contents. The study used the descriptive method. The sample of the study was used to assess the curriculum, included all the fine arts 69 teachers (male/females) who teach grade 10 in the year 2018\2019. The sample to assess students’ tendencies related to the contents were 240 students chosen from Al Seep State.

The questionnaire was used to assess the fine arts teachers guide, which was composed of 59 items each item divided into seven, moreover a measure composed of 30 items and divided into three parts was used to assess student’s tendency towards the curriculum contents. To ensure reliability, both tools were assessed via presenting them to persons of expertise and specialty. Moreover, the validity was assessed via internal consistency through the α-equation of Krombach, questionnaire α=0.98, and the student tendency scale of α=0.77, assessment questionnaire there was no significant statically variable α=0.05 in the evaluation of teachers guide because of the social variable, the student’s tendency assessment towards the curriculum contents in which drawing gained the first rank of students’ preference. In study unit’s preference section of typing on silky screen achieved first preference rank, followed by drawing on ceramic unit, while the curriculum contents achieved, moderate preference grade, the study found no significant statistical variables the indicative level was α=0.05 of the students tendency towards the curriculum contents. Therefore the researcher recommends, developing the fine arts teachers guide of grade 10, to suit innovations, provide more time, raw materials and tools required for learning Purposes.
هدفت هذه الدراسة إلى الكشف عن مدى وجود علاقة بين معتقدات معلمي الفنون التشكيلية بمحافظة مسقط حول أهمية الوسيلة التعليمية وذكائهم المكاني، بالإضافة إلى التعرف على مستوى الذكاء المكاني لدى معلمي الفنون التشكيلية، ومتطلعاتهم حول أهمية الوسيلة التعليمية. تولستع واحدة عينة عشوائية من معلمي الفنون التشكيلية بمحافظة مسقط، وتكونت عينة الدراسة من 132 معلما وامرأة من معلمي مادة الفنون التشكيلية، وتم تطبيق الدراسة على مستوى الوسيلة التعليمية، إختبارات الرافن للمعلمين، وقد تم قياس صفقة المحتوى والثبات المكاني للإدوات من خلال صفقة المحكمين، وقياسات نواتج الإدوات المكاني، باستخدام معادلة قيم رايف، وقيمة معامل الثبات الإسパーティكية، α = 0.91، ومعامل الثبات الإسパーティكية، α = 0.77.

وتوصلت الدراسة إلى ارتفاع معتقدات معلمي الفنون التشكيلية حول أهمية الوسيلة التعليمية، ب균 وزاوية في جهة المعلم، بلغ 4.68، حيث جاء مدور تعديل الوسيلة التعليمية في المرتبة الأولى بそうسط حسب 4.61، بينما وضع مهارة في المعلم، وتميز متوسط 4.34. كما أظهرت الدراسة إلى أن معلمي الفنون التشكيلية يمتلكون مستوى عالية من الذكاء المكاني، وتوصلت كذلك إلى عدم وجود علاقة ذات إجماعية بين معتقدات المعلمين حول أهمية الوسيلة التعليمية وذكائهم المكاني.

وتوصي الدراسة بإشراك معلمي الفنون التشكيلية عند إعداد وتطوير المناهج في إقتراح وسائل تعليمية مراعاة للمتعلم، وتنظيم معارض تعاونية بين معلمي الفنون التشكيلية في عرض وسائل تعليمية مبتكرة.

إن هذه الدراسة تهدف إلى الكشف عن مدى وجود علاقة بين معتقدات معلمي الفنون التشكيلية بمحافظة مسقط حول أهمية الوسيلة التعليمية وذكائهم المكاني، بالإضافة إلى التعرف على مستوى الذكاء المكاني لدى معلمي الفنون التشكيلية، ومتطلعاتهم حول أهمية الوسيلة التعليمية. تتوصل إلى ارتفاع معتقدات معلمي الفنون التشكيلية حول أهمية الوسيلة التعليمية. وتوصي بإشراك معلمي الفنون التشكيلية عند إعداد وتطوير المناهج في إقتراح وسائل تعليمية مراعاة للمتعلم، وتنظيم معارض تعاونية بين معلمي الفنون التشكيلية في عرض وسائل تعليمية مبتكرة.
| الباحث: عمر محمد علي راشد النقبي |
| التخصص: مناهج وطرائق التدريس العامة |
| الدرجة العلمية: ماجستير |
| السنة: 2019 |
| العنوان: فاعلية استراتيجيّة التعلّم التعاوني في تنمية بعض المهارات الحاسوبيّة لدى نزلاء المؤسّسة العقابيّة والإصلاحيّة بدولة الإمارات العربيّة المتحدّة |
| الكلمات المفتاحية: التعلم التعاوني- المؤسّسة العقابيّة والإصلاحيّة- النزلاء |

**Abstract**

The study aimed to identify the effectiveness of cooperative learning strategy on the development of some computer skills of the inmates in the penal institution and reform in the United Arab Emirates. The sample of the study included (40) inmates. To achieve the objective of the study, the researcher applied the quasi-experimental design with two groups: an experimental group of (20) inmates that studied using the cooperative learning strategy and a control group of (20) inmates that studied in the usual way. The researcher prepared an achievement test consisting of (25) items of multiple-choice type. Their validity was measured by a group of specialized educators, and the reliability of the internal consistency was calculated by using the Cronbach's alpha coefficient (0.716). The results of the study showed the following: There were statistically significant differences at (α≤0.05) between the mean scores of the experimental group in the pretest and their mean scores in the post-test in favor of the post-test. There were statistically significant differences at the level of (α≤0.05) between the mean scores of the experimental group and the control group in the post-application of computer skills tests for the benefit of the experimental group, and therefore the use of the cooperative learning strategy had a significant impact on the increase of inmates acquisition of computer skills.

The recommendations highlighted the following: adopting the cooperative learning strategy in teaching the inmates due to its effectiveness in raising their achievement level and training the lecturers appointed in the penal and correctional institutions to use the cooperative learning strategy in teaching the inmates in various disciplines.
研究中心

الباحث: رقية بنت ناصر بن مسعود المسكري
التخصص: ماجستير
الدرجة العلمية: ماجستير
السنة: 2019
عنوان الطرحة: اتجاهات طلبة التعليم ما بعد الأساسي في ولاية صور نحو ممارسة الرياضة المدرسية
الاتجاهات العملية: تعريف إمرائي للياقة - اتجاهات عملية نحو ممارسة الأنشطة الرياضية - الرياضة المدرسية - الأنشطة المدرسية - تعريف إمرائي.

الكلمات المفتاحية:

Abstract

The study aimed to identify the attitudes of post-basic education students in sur city towards practicing school sport, for the eleventh and twelfth grades, and to detect the differences in the students’ attitudes according to the variables of the study (gender, school location, curriculum, educational stage) The questionnaire was distributed to the survey sample of (80), male and female students with (40). The questionnaire was divided into (health, social, psychological, competitive, the importance of school sports curriculum, potential). The study sample consisted of (400) students who were randomly selected. The results of the study showed that there were statistically significant differences at (α ≤ 0.05) In the attitudes of post-basic students in Sur towards school sports due to gender variable and that for the males, and also the absence of statistically significant differences at (α ≤ 0.05) in students’ attitudes attributed to the school site. In the light of the results of the study, a set of recommendations was developed and some suggestions were made. The most important of these is the need to provide the tools, tools and security factors in government Schools.

هدفت الدراسة إلى التعرف على اتجاهات طلبة التعليم ما بعد الأساسي في ولاية صور نحو ممارسة الرياضة المدرسية للصفين الحادي عشر والثاني عشر، والكشف عن الفروق في اتجاهات الطلبة في تعرضonyms دراسة النتائج الاجتماعية، موقع المدرسة، اختبار مستوى الرياضة المدرسية، المرحلة الدراسية، حيث استخدمت الباحثة المنهج الوصفي لملاءمته لطبيعة الدراسة، واعتمدت الاستبانة كأداة لجمع بيانات الدراسة. وتم توزيع الاستبيان على العينة الاستطلاعية وعددهم (40) طالب وطالبة، وتوزع الاستبان من (40) عبارة، وتم تقسيم المحاور إلى (الصحة، الاجتماعي، النفسي، التنافسي، أهمية منهج الرياضة المدرسية، الإمكانيات)، وشملت عينة النكهة للدراسة من (400) طالباً وطالبة تم اختيارهم بالطريقة العشوائية وتم تتبع نتائج الدراسة إلى أن اتجاه عينة الدارس كان إيجابياً، ودرجة مرتاحة نحو الجانب الصحي بالمرتبة الأولى، بينما، من جهد، نوام، نواك، الإمكانيات والمرافق في المرتبة الأخيرة. وكشفت نتائج الدراسة وجود فروق ذات دلالة إحصائية عند مستوى (0.05 ≤ α) في اتجاهات طلبة التعليم ما بعد الأساسي في ولاية صور نحو ممارسة الرياضة المدرسية، وتم توصيل النوع الاجتماعي وذلك لأشخاص الذكور، وأيضاً عدم وجود فروق ذات دلالة إحصائية عند مستوى (0.05 ≤ α) في اتجاهات الطالبة نحو اهتمام المدرسة، وفي تلك نتائج الدراسة، ومجموعة من التوصيات وإعطاء بعض الملاحظات. واجه أهميتها: مصادر الإفهام وتوفر الإمكانيات، والدارات، ووعي الأمان والسلامة بالمدارس الحكومية.
This study aimed to investigate the role of emotional intelligence in predicting the self-efficacy of mathematical thinking among the students of the fourth basic grade in Buraimi Governorate. To achieve the study's objectives, the researcher adopted the predictive methodology. The sample consisted of 150 students selected by cluster and sample random techniques. The study's tools were: Mathematical Thinking Scale provided by the researcher, Self-efficacy Scale for Children (SEQ-C) (Muris, 2001), and Bar-On Emotional Intelligence scale (2002). The content validity of the tools was measured, and the internal consistency reliability obtained by Cronbach Alpha. The results of the study showed a statistically significant correlation between mathematical thinking, self-efficacy, and emotional intelligence. The self-efficacy variable predicted mathematical thinking, when emotional intelligence was a mediator. The results also showed that gender, and the type of school had an impact on the prediction of mathematical thinking. To verify the structural equation modeling of the emotional intelligence scale, the confirmatory factor analysis of the adopted model was performed, and the results after the introduction of the amendment proposals showed a model was corresponded to the study's data. Based on these results of the study, the researcher recommended attention to the development of psychological factors that contribute to the development of mathematical thinking, including self-efficacy and emotional intelligence. It also recommended that the proposed model be used, with the suggestion that further studies be applied to investigate the structural equation modeling of the Emotional Intelligence scale.
Abstract

This study aimed at investigating the Islamic education teachers' attitudes in Saham toward using electronic educational package in learning the recitation of holy Quran, and whether their attitudes could differ according to the variable of gender. To achieve the aims of the study, a descriptive method was followed, by administering a scale consisted of (30) items, equally distributed into two domains; the importance of using electronic educational package, and the use of electronic educational package domains. The results of the study revealed that the teachers' attitudes toward using electronic educational package in learning the recitation of holy Quran were low, and there were statistically significant differences in their attitudes due to the variable of gender in the favor of males. In the light of these results, the researcher recommends to insight teachers about the importance and the use of electronic educational package in learning the recitation of holy Quran.
The study aimed at investigating the first field teachers' attitudes in Wilayat Al-Musanana toward employing smartphone application in their teaching, and whether there were statistically significant differences in their attitudes due to the variable of the years of teaching experience. To achieve the aims of the study, the researcher developed (Al-Saedi, 2018) scale. The scale consisted of (24) items distributed into two domains; (12) items in teachers and student domain, and (12) items in study course domain. The validity and reliability of the scale were verified by suitable methods. The sample of the study consisted of (132) first stage female teachers purposefully selected from the schools of Al-Musana. The results of the study revealed that the first field female teachers' attitudes toward employing smartphone applications in their teaching in Wilayat Al-Musanana were positive, and there were no statistically significant differences in attitudes their due to the variable of the years of teaching experience. In the light of these results, the researcher recommends to conduct workshops about activating smartphones applications in teaching for teachers.
The purpose of this study is to answer the following two questions: What are the attitudes of Arabic Language teachers in the Second Cycle towards using Differentiated Instruction method in Sohar? Is there any statistical significance at level of significance (0.05) in the use of Arabic Language Teachers in the Second Cycle towards using Differentiated Instruction method in Sohar can be attributed to gender? In order to achieve the objectives of the study, the researcher employed a descriptive method and constructed scale as study tool contained (25) paragraphs, the researchers applied the instrument to the sample of the study (136) Arabic Teachers (male and female) in Sohar. The sample of the study was selected by stratified random sampling. After statistical processing, the study concluded that the Arabic Language Teachers in Sohar have high positive attitudes towards using Differentiated Instruction method. The findings also, revealed that there are no statistically significant differences due to gender between the Arabic Language Teachers (Male and Female) in using Differentiated Instruction. In the light of the findings, the study recommended scale up the supporting and Arabic teachers who employ Differentiated Instruction method, to maintain the level of excellence, conducting reciprocal visits to Arabic Language Teachers to benefit from the attitudes and experiences of Arabic Language Teachers towards differentiated education, increase the interest of Arabic Language Supervisors during their visits Differentiated Instruction in order to maintain positive attitudes towards it.
The aim of this study is to investigate the role of emotional intelligence as an intermediate variable in predicting intrinsic motivation on the ability to solve mathematical problems. The study was applied among the students of the fourth grade at the Wilayat of Al Musan'a, and it based on the predictive approach to achieve its objectives. The study sample consisted of 183 male and female students from six schools. The tools were the Emotional Intelligence Scale of Goleman (2002), the motivation scale for Lepper, et al (2005), and the Mathematical Problem Solving Test which provided by the researcher. The content validity was measured for the instruments, and the internal consistency reliability was measured. The coefficient of reliability of the measures of emotional intelligence and intrinsic motivation (α = .79) and the reliability coefficient for solving mathematical problems (α = .85). The results found that the students had an average level of: emotional intelligence, intrinsic motivation and solving mathematical problems. The results also found a weak and negative correlation between the ability to solve mathematical problems, emotional intelligence and intrinsic motivation. Moreover, there was a weak and positive correlation between emotional intelligence and intrinsic motivation. The results of the study also indicated that there was no mediation role for emotional intelligence in predicting intrinsic motivation by solving mathematical problems. The study recommended to develop the skills of: solving students' mathematical problems, emotional intelligence skills, intrinsic motivation, instructional courses for parents and on how teachers deal with students, and how to use emotional intelligence and intrinsic motivation for academic success.
هدفت الدراسة الحالية إلى الكشف عن مستوي المعرفة بأحكام التجويد لدى طلبة الصف العاشر بولاية صحار، ودفاعيتهم نحو تعلمها، وتقييم العلاقة بينهما. لتحقيق هدف الدراسة تم استخدام المنهج الوصفي، حيث تكونت عينة الدراسة من 9 مدارس من مدارس الحلقة الثانية من التعليم الأساسي 9 طالبا وطالبة في (325) طالبا وطالبة، وذلك تم اختيارهم بطريقة العينة الطبقية الطبيعية. وحصص عليهم أدوات الدراسة والتحقيق، وتقييم ودفاعة الدراسة، وتقييم العلاقة بينهما. أدوات الدراسة بالتجويد، وتقييم ودفاعة الدراسة، وتقييم العلاقة بينهما، بالتحقيق بالتجويد، وتقييم ودفاعة الدراسة، وتقييم العلاقة بينهما. وأية النتائج التي توصل إليها الدراسة الحالية أن مستوي المعرفة بأحكام التجويد لدى طلبة الصف العاشر جاء مستوي المتوسط، ودفاعة الدراسة جاء مستوي عالية. كما أشارت نتائج الدراسة إلى عدم وجود أي فروق بين مستوي المعرفة بالتجويد، ومستوى الدفاعة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توجيه الدراسة، بأن تحديداً، إلى أن أحكام التجويد، ودفاعة الدراسة، ومستوى التعلّم، ومستوى الدافعية، الذي يأتي في توج

Abstract

The Level of Knowledge of The Rules of Tajweed Among The Students Of The Tenth Grade In The State of Sohar And Their Motivation Toward Learning It

The purpose of the study was to determine the level of knowledge of Tajweed rules among 10th grade students in Sohar and their motivation to learn them and the relation between them. To achieve this purpose, a descriptive approach was used. The sample of the study consisted of 325 students in 9 basic education schools of the second cycle. A stratified random sampling was used to choose the students. The study tools were a unit of instruction in Tilawah and an achievement test. The validity of the study was achieved through content validity and the test reliability through Cronbach's Alph, which was 72. The motivation tool consisted of 26 items and the content validity was used to determine its validity. The Cronbach's Alpha was 0.79.

Findings of the study showed that the knowledge level of Tajweed rules among 10th grade students was medium. The level of motivation of students was high. Moreover, there were no statistically significant differences between the level of knowledge of Tajweed rules and motivation of learning among 10th grade students. Based on the findings of the study, it was recommended that teachers should increase the level of motivation of students through teaching. It was also recommended to conduct intensive workshops for teachers in Tajweed rules. Also, they should focus on specific Tajweed rules among 10th grade students.
The present study aims to identify the role of instructional competencies in the use of educational robot for teachers of information technology in the schools of the second seminar (5-10) in the North Batinah Governorate, in addition to revealing the existence of statistically significant differences in the role of teaching competencies in the use of educational robot according to the gender variable Experience. The questionnaire was used as a tool for collecting data. It consisted of 64 sections divided into six axes. The sample of the study was 70 teachers who were selected in the simple random sampling method during the semester (2018/2019). The authenticity of the questionnaire was verified by presenting it to the competent arbitrators, and the structural truth was verified by calculating the correlation coefficients between the score of each axis and the total score of the questionnaire, which ranged from 700 – 849. The internal consistency coefficient of stability was Cronbach’s alpha α = 0.88, indicating that the tool was applicable. The results showed that the degree of teaching competencies in the use of educational robots among the teachers of the points of the questionnaire as a whole was average with an average of M = 3.23. As indicated by the results that there was no statistically significant difference at the level of significance α ≤ 0.05 between respondents’ responses to the role of teaching competencies in the use of educational robot due to the gender variable, while there are statistically significant differences at the level of significance α ≤ 0.05 in teaching competencies for the use of educational robot due to the variable of experience and the differences in favor of experience more than 10 years. Conduct training courses for teachers before and during the service in the field of teaching competencies in the use of educational robot, especially for experienced teachers 1-5 years that need to pay attention to the preparation and implementation of educational meetings on a continuous basis for teachers to exchange experiences in the field of robotics educational.
The current study aimed to identify the degree use of seventh grade teachers of the mathematical representations in solving the verbal algebraic problems and the level performance of their students. To achieve the objectives of the study, the researcher used descriptive analysis, as well as used two tools: questionnaire – the degree using of the teachers’ seventh grade the mathematical representations in solving the verbal problems, it consists of 23 paragraphs and a test tool to measure the performance of seventh grade students in mathematical representations for algebraic problems. It consists of 15 questions. The validity related to contents of the two tools were measured by presenting it to panel of competent arbiters. The reliability of the tools was calculated by using Cronbach’s Alpha Formula, and it revealed the reliability coefficient of mathematical representation (0.87) while the reliability coefficient of the test tool was (0.78). Sample of the study was consists of 50 teachers (male and female) and 338 students (male and female) from different schools in States of AL-Suwaiq and AL-Khaboura. The findings of the study showed that the degree of use of seventh grade teachers for mathematical representations: Symbolic, verbal, visual, tables, cognitive maps, mental maps, and physical) in solving algebraic verbal problems it is estimated average, and the overall level of students’ performance in testing mathematical representations of algebraic verbal problems was rated low. In addition, it was found that there are variables in the degree as the teachers of seventh grade use of mathematical representation in solving algebraic verbal problems due to the gender variable and it was for the benefit of females. Based on the findings, the study recommended to concentrate training programs to serve the learning by supporting and encouraging teachers to employ mathematical representations in solving algebraic verbal problems.)
Maryam Abdullah Ali Al Balushi

**Abstract**

The study aimed to investigate English teachers’ beliefs towards using Arabic (L1) in English (L2) classroom in Al-Batinah North Governorate, in Sultanate of Oman. A Convenience sampling technique was used to select sample of the study; there were 169 English teachers who were both male and female. An online questionnaire (an electronic questionnaire) and observation-checklist were used to gather data. The data was analyzed by using SPSS software. The Cronbach’s Alpha was used to check the internal consistency and the factor analysis approach was used to confirm categorization of the questionnaire items. Also, T-test and ANOVA tests were employed to accept or reject the hypotheses.

The study findings indicated that there is no significant difference in the teachers' beliefs towards using Arabic in English classrooms attributed to the gender and years of experience. However, the results showed that there is a significant difference in teachers' beliefs towards using Arabic in English classrooms attributed to school cycles, in favour of cycle two teachers; it seems Cycle-Two teachers support the use of L1 during teaching/learning L2.

Therefore, the study would suggest that Ministry of Education provide teachers some guidelines for using Arabic in English classrooms in specific times for example: explaining abstract and complex vocabulary and explaining grammatical rules whenever the teacher feels there is misunderstanding and confusion from the students.

**impact of L1, factor influencing L2 use, first language (L1), Second language acquisition (L2), Teachers’ beliefs**
This study aimed at investigating the impact of a training program based on the fine arts curriculum on reducing the mental and emotional disorders among sample of students who suffer from mental and emotional disorders in Al Batinah South Governorate’s schools. The researcher developed and applied a training program among 60 male and female students categorized as having mental and emotional disorders through monitoring the behaviour of the student in the school and conducting psychological tests. The sample was divided into two groups; an experimental group that was consisted of 30 male and female students, and a control group of 30 male and female students. Intervening variables such as spatial intelligence and age have been controlled, and the experimental group was subject to the program through applying the various fields of the art practices such as drawing, painting, paperwork, printing, clay, textiles, and artistic works under a psychological guidance with a view to reducing the disorder undermining their ability to learn. The art practices have been applied individually and collectively, and with and without guidance. The program period is one month including 10 treatment sessions; the first of which was implemented in the first week, while the remaining sessions were distributed by three sessions over the week, with 40 minutes for each. The results of the study indicated that, there were statistically significant differences between the experimental and control groups at the significance level of (0.05) in favor of the experimental group. Moreover, the results indicated that there were statistically significant differences attributed to the variables of gender, age and art field. The researcher recommended that the treatment programs based on the fine art should be applied to the school students with disorders affecting their ability to learn since it has a significant impact on them.
The aim of this study is to investigate the impact of storytelling on the development of the basic awareness of the fourth graders in the North and South Batinah governorates. The study society includes 77 senior teachers from both governorates. The researcher has employed a qualitative and quantitative descriptive approach and used a questionnaire for collecting data. The findings indicate that the impact of storytelling on the development of motives, values and self-awareness amongst the fourth graders was high in all schools located in both north and south Batinah governorates. The findings of the second questionnaire revealed no significant differences when comparing the mean responses of the participants located in north and south Batinah governorates. In the light of the above findings, Educational supervisors may want to focus on incorporating storytelling technique into all primary school practices, including teaching programmes across the key learning areas, to bring the discussion of values and attitudes which are infrequently addressed. Implementing storytelling in primary schools to help students enhance their analytical skills by examining and analysing the literary elements in a story. Enriching core academic subjects with short thoughtful and inspirational stories. Encouraging senior teachers to incorporate storytelling into their repertoire of teaching skills, which can enhance students’ engagement with their subjects, help them better understand oral language and help them internalise a sense of story. Encouraging students in primary schools to read short stories to develop early literacy and promote reading comprehension skill.

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Abstract

The aim of the study was to examine the degree of use of modern educational technologies in teaching Islamic education in second cycle schools in A1-Buraimi Governorate, and to identify the effect of gender, experience, and qualification on teachers’ use of modern educational technologies. The study sample consisted of 94 Islamic education teachers in 15 schools. To achieve the purpose of the study, a questionnaire consisting of 25 educational technologies was used. The results of the study showed a high degree of use of modern educational technologies in teaching Islamic education in A1-Buraimi Governorate. The use of educational computer and its annexes received the highest ranking, followed by the use of e-book such as the Qur’an and the use of internet sites. On the other hand, the use of the electronic educational package received the least used educational technology. The results showed statistically significant differences (a ≥ 0.05) in the study sample estimates on the degree of use of educational technologies in teaching Islamic education according to gender, in favor of male teachers. There were also statistically significant differences on teachers’ use of educational technologies according to experience (1-5 years), (6-10 years) and (over 11 years). The differences were in favor of the sample of teachers with (1-5 years) and (6-10 years). The results also showed statistically significant differences (a ≥ 0.05) according to teacher qualifications (Bachelor and lower, Masters and higher degree), in favor of the sample of teacher’s wit the Masters and higher degrees. In light of these findings, the researcher made several recommendations, the most important of which are to encourage the exchange of educational experiences among Islamic education teachers on the use of educational technologies in teaching, and to continue providing teachers with Professional development programs on the use of educational technologies in Islamic education classes.

الخلاقي

هدفت الدراسة إلى الكشف عن درجة استخدام معلمي التربية الإسلامية التقنيات التعليمية الحديثة بمدارس الحلقة الثانية في محافظة البريمي، وتحديد تأثير متغيرات النوع الاجتماعي، والخبرة، والمؤهل العلمي في درجة استخدام التقنيات التعليمية الحديثة في تدريس التربية الإسلامية. وتضمنت عينة الدراسة 94 معلمًا في 15 مدرسة من مدارس الحلقة الثانية. وتم استخدام الاستبانة التي تتألف من (25) تقنية تعليمية لقياس درجة استخدام معلمي التربية الإسلامية للاقناعية الحديثة. وظهرت النتائج اختلافات إحصائية عند مستوى (0.05) في تقديرات عينة الدراسة في درجة استخدام معلمي التربية الإسلامية للاقناعية الحديثة بحسب النوع الاجتماعي، وجاءت الفروق الإحصائية لصالح عينة المعلمين ذوي النوع الاجتماعي. وأظهرت النتائج اختلافات إحصائية عند مستوى (0.05) في تقديرات عينة الدراسة في درجة استخدام معلمي التربية الإسلامية للاقناعية الحديثة بحسب الخبرة، وجاءت الفروق الإحصائية لصالح عينة المعلمين ذوي الخبرة (1-5 سنوات) و(6-10 سنوات). وأظهرت النتائج اختلافات إحصائية عند مستوى (0.05) في تقديرات عينة الدراسة في درجة استخدام معلمي التربية الإسلامية للاقناعية الحديثة بحسب مؤهل العلمي، وجاءت الفروق الإحصائية لصالح عينة المعلمين الذين حصلوا على مؤهل البكالوريوس فأعلى. وفي ضوء هذه النتائج، قدمت الباحثة بعض التوصيات، أهمها: تشجيع تبادل التجارب التربوية بين معلمي التربية الإسلامية حول استخدام التقنيات التعليمية الحديثة في التدريس، والاستمرار في تقديم برامج تعليمية متخصصة حول استخدام التقنيات التعليمية الحديثة في تدريس مادة التربية الإسلامية.
The present study investigates the effects of using weblogs on the professional development of EFL supervisors and teachers in Oman. The sample of this study consisted of 41 participants (4 supervisors and 36 teachers) in the Dahirah region during the academic year 2009-2010. This study was a quasi-experimental one-group study design. A comparison between the results was made before and after the use of weblogs. A questionnaire was designed to answer the four questions of this study. The first part of the questionnaire focused on finding out to what extent do weblogs increase communication between supervisors and teachers. The second part focused on finding out to what extent do weblogs enhance teachers’ training chances. Revealing the attitudes of the participants was the focus of the third part and the fourth part highlighted the problems which the participants encountered. The statistical analysis of the data revealed the following findings:

1. The results of the questionnaire revealed an increase in the perceived quantity of communication between supervisors and teachers after using weblogs. This indicates that weblogs were effective in this regard.
2. The results also revealed that weblogs enhanced the perceived quality of teachers’ training opportunities.
3. The attitudes of the participants remained the same before and after the use of weblogs.
4. 14 problems were reported by participants, but lack of time and no or limited Internet coverage were the main ones.

These findings have led the researcher to list a number of recommendations for future weblogs studies.
نبذة

الباحث:
نورة بنت عوض بن سعيد البادية
التخصص:
مناهج وطرق التدريس العامة
الدورة العلمية:
ماجستير
السنه:
2020
عنوان الاطروحة:
معلمي اللغة العربية، استراتيجيات التدريس ذات العلاقة بالتفكير ما وراء المعرفي، محافظة البريمي.

الكلمات المفتاحية:
الاستراتيجيات التدريس ذات العلاقة بالتفكير ما وراء المعرفي، تجربة، محافظة البريمي.

Abstract

The study sought to answer the following two questions: What are the attitudes of Arabic language teachers in grades (11-12) towards teaching strategies related to metacognitive thinking in Buraimi Governorate? Are there statistically significant differences at the level of significance (0.05) in the attitudes of Arabic language teachers in grades (11-12) towards metacognitive thinking strategies attributable to the gender variable and years of experience? To achieve the goals of the study, the researcher adopted the descriptive approach, and designed a scale of trends as a tool for the study that included (45) items, and the researcher applied the tool to the study sample that was chosen in the stratified way (91) male and female teachers from the Arabic language teachers in Al Buraimi Governorate, and after conducting statistical treatment The researcher found that there were statistically significant differences between males and females in the direction towards a loud thinking strategy only, as the probability value is less than the significance level (α=0.05), and by returning to the arithmetic means it is clear that these differences are in favor of females, i.e. The female trend towards the implementation of the loud thinking strategy is higher than that of the males, and in contrast there is no difference in the differences between males and females towards the rest of the strategies: the KWL strategy, the cross-teaching strategy, and the study also found that there are statistically significant differences in the trend towards the KWL strategy between Teachers who Bernhm of more than 15 years and: teachers who have experience of (5-10 years) and teachers who have experience (11-15 years) The study recommended increasing support and enhancement for Arabic language teachers who employ teaching strategies related to metacognitive thinking. The study also recommended increasing the interest of supervisors as well as the first teachers in the strategy of thinking aloud during their class visits, in order to maintain positive trends towards it.
The aim of the study to identify the attitudes of physical education teachers towards integration of students with special needs in physical education classes, and to detect the differences in the teachers’ attitudes according to gender and years of experience variables. The study sample consisted of 54 physical education teachers in Al Batinah South Governorate within the academic year 2019-2020. The researcher used the descriptive design as it is related to the nature of the study. The study instrument was a questionnaire which was divided into three domains (academic, psychological and social domains). The instrument was validated by a group of experts. The inter-consistency was calculated by using alpha Cronbach and the reliability factor reached r=0.88. The findings of the study revealed that physical educational teacher’s attitudes were neutral towards the integration of students with the special needs in the physical education classes. Furthermore, it revealed that there were no statistically significant differences at (α=0.05) in the attitudes of physical education teachers towards students with the special needs in the physical education classes due to gender variable. However, the results showed that there were statistically significant differences at(α=0.05) in the attitudes of physical education teachers towards students with the special needs in the physical education classes due to years of experiences variable. In light of the findings, the study therefore recommends modifying the educational curriculum to enhance students with special needs and to provide educational aids to facilitate the integration of those students in physical education classes.
The current study aimed at identifying the effect of the use of educational aids on improving the level of skill and cognitive performance of the grade four students in physical education subject in Wilayat of Nakhl. In order to fulfill the study aims the researcher used the semi-experimental method which based on dividing the sample group into two groups; experimental and control using pre and post tests. The researcher designed the tools and research methods to apply different educational aims in grade four physical education curriculums in second semester of 2019-2020. After making sure of the authenticity of the exams, the researcher applied them on samples of 32 students. The applications of these exams aimed at identifying that obstacles and difficulties the researcher might go through during the application of the exams. It also aimed at computing the needs of the students and the effectiveness of the program on same sample students. Then the educational program was applied on sample of 65 male and female students. The results of the study indicated that the impact size value is very high, based on Cohen's classification (1985). The impact size value of the cognitive level was 0.42 and the impact size of the skill level was 0.76 which is bigger than ETA value which is 0.14. There are statistically significant differences between the mean scores of the experimental and control groups in the level of cognitive and skill performance in favor of the experimental group. In addition, there are no statistically significant differences at the level of significance as 0.05 in cognitive and skill performance attributable to the gender of the group's students. In the light of the study results, the researchers recommended that paying more attention on providing educational aids which are suitable for the physical education subject in the schools, providing sport halls equipped with different physical education aids and materials, focusing on the correct applications of the physical educational aids in schools, conducting some filed studies in order to identify the effectiveness of the educational aids in developing the cognitive and skill level of the students in educational subject and organizing training courses for physical education teachers on how to apply the educational aids in physical education curriculums.
The purpose of the study was to identify the degree of use of geographical technologies in teaching from the perspectives of social studies teachers in Al-Buraimi Governorate, and to test whether there were statistically differences in the degree of use of geographical technologies based on teachers’ gender and years of experience. To achieve the purposes of the study, the researcher used the descriptive approach and he developed a questionnaire consisting of 21 items. After ensuring the validity and reliability of the questionnaire, it was applied on a random sample consisting of 75 teachers in basic education schools of the second cycle and post basic education schools in Al-Buraimi Governorate. Results of the study showed medium use of geographical technologies in teaching (M=3.14). The most used technologies were Global Positioning System (GPS), Google Earth, and geographic films. In addition, the results indicated that there were statistically significant differences between male and female teachers in the use of geographical technologies, favoring male teachers. The findings also indicated no statistically significant differences in the use of geographical technologies due to teachers’ experience. The study recommended that teachers be made aware of the importance of using geographical technologies in teaching because of their positive impact on the motivation towards learning, and the development of social studies teachers’ skills in the use of geographical technologies through the intensification of training courses and the exchange of supervisory visits at the level of the governorate and the Sultanate, and support the efforts of distinguished teachers in the use of geographical technologies in teaching and benefit from their experience and honor them.
هدفت هذه الدراسة إلى التعرف على مدى فاعلية استخدام إستراتيجية حل المشكلات في تنمية التفكير الابتكاري والتحصيل الدراسي في مادة الفنون التشكيلية لدى طالبات الصف السابع الأساسي بولاية الرستاق، والكشف عن تأثير استخدام إستراتيجية حل المشكلات في تنمية التفكير الابتكاري والتحصيل الدراسي في مادة الفنون التشكيلية نظرًا لتعتبر الدراسة الفكر الإبداعي والتحصيل الدراسي، وتخفق أهداف الدراسة، استخدمت الباحثة المنهج شبه التجريبي. تم تصميم المجموعة الضابطة (عشرات التكامل) وشملت أدوات الدراسة (اختبار تورانس للتفكير الابتكاري - الفنون التشكيلية - الابتكاري - الابتكاري - الفنون التشكيلية). وتضمنت العينة الأساسية للدراسة مكونة من 68 طالبة وهو العينة الاستكمالية (98 طالبة). طبقت الدراسة على صف مكسيكية بالطريقة القصدية. كما أوضح ذلك نتائج الدراسة على أن وجود فرق ذات دلالة إحصائية عند مستوى الدلالة (a ≤ 0.05) بين المجموعتين التجريبية والضابطة في الفي، وهي تشير إلى فعالية استخدام إستراتيجية حل المشكلات في تنمية التفكير الابتكاري والتحصيل الدراسي تبعاً لفروع الدراسة. كما أوصت الباحثة بالاستفادة من نتائج اختبار (تورانس) للتفكير الابتكاري. وذلك بإخضاع معلمات الصف السابع لبرامج تدريبية حول تطبيق إستراتيجية حل المشكلات في تنمية مهارات الفكر الابتكاري والتحصيل الدراسي.
The aim of this study was to investigate the impact of repeated reading on the reading comprehension of grade four students in Al Khabourah in Al Batina North Governorate in the Sultanate of Oman during the 2019-2020 academic year. The study sample consisted of 60 grade four students in Al Khabourah in North Al Batinah. The sample was divided into a control group of 30 students, who were taught using the usual way of teaching, while the experimental group included 30 students, and they studied using repeated reading strategy. In order to investigate the research objectives, a teacher guide and a student notebook were used to teach the reading texts from the syllabus of grade four second semester. The research instruments included pre and post-tests. All instruments were validated by a group of experts. The inter-consistency was calculated by using alpha Cronbach and the reliability factor reached (r=0.74). The research findings revealed statistically significant differences in reading comprehension in favour of the experimental group (0.033). However, the results also revealed no statistically significance differences between male and female students within the experimental group. In light of the results, the study therefore recommends employing the repeated reading strategy in teaching reading comprehension in grade three and four curriculum. It also suggested varying the comprehension activities to narrow the gap between grade four and grade five curriculum.
The study aims at acknowledging the values of self-censorship that should be included in Islamic Education Curriculum for grade eleven in the Sultanate of Oman. It also finds out the degree of availability of these values in the curriculum. The researcher used the descriptive analytical method represented by the content analysis method as it suits the nature of the study and its aims. The study population was represented in the Islamic Education Book for the eleventh grade in the Sultanate of Oman, edition 1435 AH/2014 AD for the first and second semesters, while the study sample was limited to the Student’s Book of Islamic Education for the eleventh grade. The researcher applied the tool of the study which was a list of self-censorship values that should be included in the Islamic Education Curriculum for grade eleven. It was transformed into a content analysis card after being judged, and it has been scientifically adjusted after being presented to arbitrators. The researcher verified the validity of the analysis card through the sincerity of the arbitrators, and its stability by calculating the analysis plant over time using the Holsti equation and also by calculating the stability of the analysis in different individuals using Cooper equation. After conducting statistical treatments of the data using frequencies and percentages to calculate the extent to which the student’s book for Islamic education for the eleventh grade contains self-censorship values, the results of the study showed the availability of the self-censorship values in the student’s book in Islamic education for grade 11 (the total frequencies of all values) to a high degree, and with percentages uneven. The devotional faith values achieved the highest recurrence rate, and ranked first with a percentage (40.6%), while social values ranked second with a percentage (20.7%). The moral values ranked third with a percentage (20.4%), and personal values got the most Fourth place with a percentage (18.3%). The study recommended reconsidering the construction of Islamic education curricula for all academic levels, especially the eleventh grade, to include the values of self-censorship, developing them among students, and diversifying them to suit different age groups.
الإدارة التربوية
This study is aimed at investigating the relationship between class interaction and class size in the Faculty of Language Studies at Sohar University. The sample of this study was selective and experienced. It included all lecturers who teach level two students in the Faculty of Language Studies in the academic year 2017/2018. The number of the lecturers with little experience was five while the number of the experts was fifteen. The researcher applied two study instruments which were direct observations via visiting classrooms and recording videos, individual interviews for discussing some ambiguous points. The researcher filled in observation forms for forty classrooms, twenty of them for small classrooms and twenty for large classrooms. In addition, the researcher measured all types of validity, descriptive, interpretative, theoretical and evaluative. Furthermore, the reliability of the study was confirmed by repeating them several times with sudden visits.

The results revealed that there is an inverse relationship between class interaction and class size in all study themes which are: lecturer interaction with learners, learners’ interaction with lecturer and learners’ interaction with learners. This result supports the presumed theory’s model. So, it recommends reducing the number of learners in large classes to range between 40 and 45 learners, and at the same time maintaining the same number of learners for small classrooms with two to three hours. Moreover, the study recommends providing the lecturers with training sessions in terms of controlling the problem of class interaction in large classrooms; for example, providing the lecturers at Sohar University with adequate training and workshops that consolidate and improve their teaching skills in large classrooms.
الدراسة البحثية: أثر القيادة الديمقراطية على الرضا الوظيفي لدى معلمي مدارس مدينة العين بدولة الإمارات العربية المتحدة

الأستاذ: حميد راشد عبيد الدرعي

الوصف:

الدراسة تهدف إلى معرفة أثر ممارسة القيادة الديمقراطية على الرضا الوظيفي لدى معلمي مدارس العين بدولة الإمارات العربية المتحدة. وتتضمن الدراسة عينة عشوائية ملتزمة لمجتمع الدراسة من معلمو مدارس مدينة العين، حيث بلغ عدد المشاركين (301) معلماً، من فيدماً، وأثناء، واعدة ومشروعة في مجالهن، وكان يناسب مع طبيعة الدراسة. كما استخدمت الاستشارة أكاديمية للتعليماتcadres وتم بناء الاستمارة حسب الأدب النظري والدراسات السابقة، وتحوي على (68) فقرة موزعة على مجالين: فقرة تقييم ممارسة الديمقراطية بمدارس مدينة العين، والثاني يكون من (42) فقرة تقييم مستوى الرضا الوظيفي لدى معلمي مدارس العين بدولة الإمارات العربية المتحدة.

الدراسة أخذت إلى الاعتبار أن درجة ممارسة الديمقراطية لدى معلمي مدارس العين جاءت بمتوسط (4.5) وانحراف معياري (0.597)، وأن مستوى الرضا الوظيفي لدى معلمي مدارس العين جاء بمتوسط (4.285) وانحراف معياري (0.750). كما وجدت الدراسة أيضاً أن عدم وجود دليت إحصائية في متوسطات مهارات التعليم لدى مدراء مدارس العين المتميزة في مدرسة الديمقراطية تعزى لمجموعة من المبادئ، في حين وجدت هذه الدراسة في متوسطات مهارات التعليم لدى مدراء مدارس العين المتميزة في مدرسة الديمقراطية تعزى لمجموعة ميزة من المبادئ، في حين وجدت هذه الدراسة في متوسطات مهارات التعليم لدى مدراء مدارس العين المتميزة في مدرسة الديمقراطية تعزى لمجموعة ميزة من المبادئ، في حين وجدت هذه الدراسة في متوسطات مهارات التعليم لدى مدراء مدارس العين المتميزة في مدرسة الديمقراطية تعزى لمجموعة ميزة من المبادئ، في حين وجدت هذه الدراسة في متوسطات

الخاتمة:

توصي الدراسة ببناء مجتمع مدرسي يدعم ممارسات الديمقراطية، وتنمية مهارات التعليم لدى معلمي مدارس العين، وتعزيز جذب المبادئ الديمقراطية للمرء للعملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية. وتوصي الدراسة بتوفير التدريبات المستمرة للمرء للعملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية، وتعزيز دور الديمقراطية في العملية التعليمية.
The study aimed to determine whether there is a statistically significant relationship between variables: Participation in the activities and psychological compatibility among ninth graders in the state of Seeb. The study sample consists of 320 students. Study tools were participation in the school activities questionnaire which content validity was measured, and psychological adjustment scale provided by (Mohammed, 2015). The content validity of the scale was measured, internal consistency reliability was measured by using Cronbach equation, the results showed accepted reliability r=0.925.

The most important findings of the study were positive relationship between school activities and psychological adjustment, and the results of the study indicated that there were statistically significant differences in psychological compatibility due to the type of school activity. In the light of the previous findings, this study recommended the necessity of activating the role of the school in the areas of activities and convincing parents of their educational importance to encourage their children to participate in various programs. In addition to the need to benefit from the private sector in supporting the activities of student activity and highlighting the activities through the provision of supporting programs and means and equipment. In addition to conducting, a scientific study aimed at identifying the relationship between school activities and psychological and social adjustment with other variables.
الباحث: خالد بن محمد بن بطي القاسمي
التخصص: إدارة تربوية
الدرجة العلمية: ماجستير
السنة: 2018
عنوان الاطروحة: فاعالية التدريب أثناء الخدمة في تطوير المهارات القيادية لمديري المدارس بسلطنة عمان
الكلمات المفتاحية: "الدراية التصورية"

The present study aimed to investigate whether there are statistically significant differences between the variables of the level of effectiveness of in-service training in developing the leadership skills of the school principals in the Sultanate of Oman and the effect of gender variables and years of professional experience and governorates on the effectiveness of in-service training in developing leadership skills for school principals in Oman. The researcher used the descriptive approach in his study. The sample of the study consisted of 53 males and females' administrative supervisors. The instrument was applied and the validity of its content was estimated to be 0.926 using the Alpha Cronbach equation. The results showed that the effectiveness of in-service training in the development of leadership skills for school principals from the point of view of administrative supervisors was at a high level of efficiency with an average of 3.75 and a standard deviation of 0.884. The results indicated that there were no statistically significant differences in the level of effectiveness of in-service training in the development of leadership skills for the gender variable and years of professional experience. The results showed differences in the level of effectiveness of in-service training due to the variable of the governorate of education.

In the light of the previous results, the current study recommended the necessity of continuity in the establishment of training programs that enhance leadership skills with the development of specialized programs to consider the individual differences in the employees, as well as those related to the application of international quality standards. In addition to the other programs focusing on the use of scientific research methodology in decision making. Proposing a scientific study investigate the leadership skills that schools principals implement and ways of developing them from the teachers' perspective.
This study aimed to investigate the effectiveness of Sohar teachers' employment of Educational portal, as well as whether there are any differences on the teachers' employment of Educational Portal with regard to the teachers' qualification. The sample of the study is comprised of 60 teachers working at schools of Second Cycle. The study' tool is questionnaire which was prepared by the researcher. The content validity of the questionnaire was measured, and the internal consistency reliability was measured used Cronbach's alpha. The findings showed that Effectiveness of Teachers employment of Educational Portal at the school of the second cycle in Wilayat Sohar was with grade: "Sometimes", the mean is= 3.1. The results showed also that there is significant statically differences in the effectiveness of employment the Educational Portal with regard to the qualification levels in favor of who are higher than those of bachelor degree. In the light of the previous findings, the current study recommended that it is necessary to find a special guide to every teacher that explains the Educational Portal, and it is necessary to conduct intensive training courses to teachers about how to deal with the Educational Portal. Furthermore, it recommended to conduct another study to identify the difficulties of employment Educational Portal at the schools of the second cycle from the viewpoint of the teachers in Wilayat Sohar, and to make another study aimed to survey of the effectiveness of recruiting male and female teachers at the schools of the Second circle that affiliated to Directorate General of Education at North Batinah Governorate.
The present study is aimed at identifying the degree of administrative empowerment and its relationship with the implementation of school management standards from the point of view of the principals of basic education schools in Musandam Governorate and showing the effect of the gender variable, the variable of academic qualification, the variable years of experience on the degree of appreciation. There is a statistically significant relationship between variables: administrative empowerment and the application of school management standards. The sample of the study consisted of (36) principals and assistants principals of schools. The study tool was applied and a questionnaire prepared by the researcher was distributed on the two main areas of study: administrative empowerment and school management standards. The validity of the tool was measured through the (true honesty) of the arbitrators and the correlation coefficients and paragraphs with the total score (content validity). The results of the study indicate that there is no significant difference in the estimation of the study sample to the degree of administrative empowerment, gender, and years of experience, while there are statistically significant differences in the sample of the study sample for the degree of administrative empowerment due to the academic qualification in favor of the bachelor degree.
The current study aims to determine the preferred leadership style of school principals in the UAE from the point of view of teachers who are winners of the Khalifa Award of the local creative teacher’s category and to indicate the effect of the variables (type and academic qualification) on the study of preference of teachers for this type. In order to achieve these objectives, the survey was used. The study community consisted of males and females’ teachers who won the Khalifa Educational Award. The sample consisted of 105 teachers. The final sample of the study consisted of 89 teachers which form about 85% of the study. A survey consisted of (44) paragraphs was designed and distributed in three types. Its Validity and Reliability was measured and assured. It was 0.97 The study found that the co-democratic pattern was ranked first with a relative weight of 87%, followed by the pro-democracy (84%) and the autocratic (79%). The results also showed that there are no statistically significant differences in the teachers’ average degree of preference for practicing leadership patterns (participatory democracy, democratic consultation, and autocratic), due to the type and the academic qualification variable.
الباحث: طلال بن علي بن مصبح المطيري
التخصص: الإدارة والأصول التربوية
الدرجة العلمية: ماجستير
السنة: 2018
عنوان الدراسا: العلاقة بين دور مدير مدرسة التعليم الأساسي للصفوف من (10-5) بمحافظة البريمي وتطبيق طلابهم للأنشطة الرياضية من وجهة نظر المختص
الإدارة المدرسية- النشاط الرياضي- المختصون

الملخص

The purpose of this study is to identify the relationship between the role of the principals of the basic education schools for grades (5-10) in Al Buraimi governorate and the Implementation of their students to sports activities, from the point of view of the specialists, and to measure the level of the roles of the school principal to implement sports activities. Where the study followed the descriptive-associative approach. The entire study community was selected as a sample, so the total number (81) of male and female specialists in sport activities, members of the School Sports Committee, school activities specialist, school sports supervisors and school sports teachers. Two tools were prepared and distributed for the study, the first to measure the role of the school principal in the implementation of school activities and consisted of (30) items distributed on four axes, and the second to measure the implementation of students to sports activities and consisted of (32) items distributed on four axes. The results of the study indicate that the level of the role of the school principal in the implementation of sports activities was medium, and the axis of managing the school's activities ranked first, while the focus of planning the school's management of sports activities in the last place, and the results of grades of the level of implementation of students of grades (5-10) for sports activities in basic education schools in Al Buraimi governorate was medium, while the axis of external sports activities represented the school ranked first, and individual and collective sports in last place. The results of the study revealed a weak positive correlation between the role of the principals of the basic education schools for grades (5-10) in Al Buraimi governorate and the implementation of their students to sports activities from the point of view of the specialists. The results of the study were made recommendations and proposals, the most important of which is the need to increase the administrative and technical attention of school principals in the implementation of sports activities, and the need to increase the motivation of students and the attention of school principals with greater awareness of students. Several different studies were also proposed in sports activities.
The study aimed to discover the application of transformational leadership of the schools’ principals in A1 Batinah North Governorate in the Sultanate of Oman. It also identifies whether there are differences in the use of transformational leadership in terms of work experience, educational qualification and gender.

To reach the goals of the study, a descriptive method was used and a questionnaire was distributed amongst 187 principals who reside in Albatinah North schools. The questionnaire included seven areas of the dimensions of transformational leadership: vision and message of the school, goals and priorities of the school depending on its needs and the needs of the society, common culture that is supportive for the change inside the school, good model, stimulation of mentality, expectation of the performance of the school workers and change. The major results of the study revealed that the transformational leadership is highly applied in the school environment. The group (5-10) showed a difference in the application of transformational leadership due to the years of work experience. Educational qualification also can make a difference in the application of transformational leadership. As well, females highly use transformational leadership compared to males. The study brought about some important recommendations. First of all, it is necessary to develop school’s vision through utilizing the available potentials. Also, conducting intensive career improvement programs in schools are important to enhance the skills of creativity and leaderships of employers. Finally, carrying out training courses for the principals in order to teach them the bases of leadership.
This study aimed to investigate the level of nutritional awareness among Grade 12 students. And the degree of the school’s concerns in spread various ways of the food awareness among grade 12 students in the school. In addition, it examines statistically significant differences in the level of nutritional awareness among students due to the gender variable. In the study, the researcher used a questionnaire to collect the data whose content was measured by the validity of the content, and the coefficient of its stability using the alkrnabach equation 0.827. Moreover, the study was carried-out on a selected sample of 271 students from the target population by implementing cluster random sampling technique. The findings of the study showed that the level of nutritional awareness among the 12th grade students in post-primary schools in the Wilayat of Saham in North Batinah governorate was high with an arithmetic mean of 2.62, and a standard deviation of 0.017. The school’s interest in the methods’ spread of food awareness among the students was medium with a mean of 1.94 and a standard deviation of 0.53. The results indicated that there were statistically significant differences in the level of food awareness due to the gender variant in favor of Females. Based on the results of the study, the researcher recommended to consider the educational programs offered to students in all educational stages, Intensify efforts by official media to address campaigns promoting unhealthy nutrition that affect human health in the near or long term, Attention to the awareness of the parents of the students because they have an important role in supporting the school to establish food awareness as the behavior of students at home and the environment around them. Considering the possibility of forming a specialized group within the school means educating its peers about food awareness, practicing it as a behavior and demonstrating its importance to human health.
The study aimed to identify the availability of the principles of quality management in sports complexes in the Sultanate of Oman. The sample consisted of 95 members working in sports complexes, including heads of departments, trainers and sports activity specialists. To achieve the above objective, a questionnaire was developed and distributed to the sample. The study used the descriptive methodology approach. The internal consistency of the questionnaire was 0.962 determined using Cronbach’s alpha coefficient. The study reached a number of findings, the most important of which is that the degree of availability of the principles of quality management in sports complexes in the Sultanate of Oman was found to be medium, with a mean of 3.12. The customer focus theme had the highest mean, while the leadership theme had the lowest mean. The findings also indicated that there were no statistically significant differences at the level of (α ≤ 0.05) in the availability of quality principles in sports complexes in the Sultanate of Oman, among the study sample’s estimates for all themes related to the sports complex variable. In the light of the previous findings, the current study recommended the need to work on continuous improvement of the workers in sports complexes in the Sultanate of Oman, as well as the need for senior leadership to take the views of their employees when suggesting proposals and solutions to the problems facing them, as well as the need to provide continuous training for staff and to develop a clear training plan. In addition, the study recommended conducting scientific studies aimed at evaluating the quality management system in sports complexes in the Sultanate of Oman.

Abstract

The study aimed to identify the availability of the principles of quality management in sports complexes in the Sultanate of Oman. The sample consisted of 95 members working in sports complexes, including heads of departments, trainers and sports activity specialists. To achieve the above objective, a questionnaire was developed and distributed to the sample. The study used the descriptive methodology approach. The internal consistency of the questionnaire was 0.962 determined using Cronbach’s alpha coefficient. The study reached a number of findings, the most important of which is that the degree of availability of the principles of quality management in sports complexes in the Sultanate of Oman was found to be medium, with a mean of 3.12. The customer focus theme had the highest mean, while the leadership theme had the lowest mean. The findings also indicated that there were no statistically significant differences at the level of (α ≤ 0.05) in the availability of quality principles in sports complexes in the Sultanate of Oman, among the study sample’s estimates for all themes related to the sports complex variable. In the light of the previous findings, the current study recommended the need to work on continuous improvement of the workers in sports complexes in the Sultanate of Oman, as well as the need for senior leadership to take the views of their employees when suggesting proposals and solutions to the problems facing them, as well as the need to provide continuous training for staff and to develop a clear training plan. In addition, the study recommended conducting scientific studies aimed at evaluating the quality management system in sports complexes in the Sultanate of Oman.
نماذج التمكين الإداري وعلاقة مستوي التطور التنظيمي لمدير مدارس التعليم الأساسي في محافظة شمال الباطنة

الباحث: فاطمة بنت ناصر بن محمد الربيعية
التخصص: الأصول والإدارة التربوية
الدرجة العلمية: ماجستير
السنة: 2018
عنوان الاطروحة: "التمكين الإداري وعلاقة مستوي التطور التنظيمي لمدير مدارس التعليم الأساسي في محافظة شمال الباطنة"
الكلمات المفتاحية:

Abstract
This study aims to identify the level of administrative empowerment and its relation with the level of organizational development for the principals of the basic education schools in North Batinah Governorate in Sultanate of Oman, and to reveal the differences among significance of such relation in a term of the community gender, the educational cycle and the years of experience. The study adopted the descriptive method in relevance to the nature of the study and its objectives. Application has been made on all study community as they are 100 principals of basic education schools at North Batinah. To answer the questions of this study, a questioner was established, consisted of (53) paragraph distributed in two parts, one administrative empowerment, which contains five scopes: giving authority, motivations, participation in decision making, communication and information flow, and Professional development. The second part organizational Development which contains five scopes, including: the strategic, structural, executive, human resources management and technologies. The information is processed by using the Mathematical averages and the standards deviations and relative importance (rank) of the study parts, examining (t-test) to verify the significance of the differences which are attributed to community gender, the educational cycle and the years of experience. The most important results that this study finds the following: The estimations of the study sample regarding the administrative empowerment, organizational development levels found in a high degree. As for the differences, there are no a statistical significance differences in the level of significance α ≤ 0.05 between school principals average estimates to the administrative empowerment according to the sample of the study attributed to the community gender, the educational cycles and the years of experience. There are no a statistical significance differences in the level of significance α ≤ 0.05 between school principals average estimates to the Development Organization according to the sample of the study attributed to the educational cycles and the years of experience. There are statistically significant differences in the level of significance α ≤ 0.05 in average estimates school principals of the Organization Development in (human resources management) domain due the community gender in favor of females. There is a weak correlation between administrative empowerment and organizational development, where the correlation coefficient is r = - .33, which is statistically significant at α=0.05 according to the opinion of the sample of the study. Therefore, the study recommends with several recommendations, the most important of which includes: developing the system of motivations currently applied in the ministry for the substitute of school administration for the school principals, give further chance for participation in the schools principals in decision making, especially in the new experiments relating to the scholastic works, activating the role of the schools principals in forming the educational plans and its objectives in terms to be appropriate to the requirements of actuality and the future ambitions, necessity of applying the term of educational development in the educational basic education schools as a strategy for development for changes and solving problems.

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كريمه بنت جمعه بن ابراهيم الجديدية
التخصص: الإدارة التربوية
الدرجة العلمية: ماجستير
السنة: 2018
عنوان الأطروحة: دور إدارة مدارس التعليم الأساسي لصفوف 5-9 بولاية السويق في تنمية الفكر الوقائي لدى طلبتهم
الكلمات المفتاحية: فكر، الفكر الوقائي، الفكر السنسي، التعليم، مهندس

Abstract

This study aimed to identify the role of school administrations in cycle two basic education schools (5-9) in Wilayat Al Suwaiq in developing students’ preventive thoughts. The study sample consisted of (120) individuals including school administrators, assistants, social workers, psychologists, and senior teachers who were systematically selected and represented (81%) of the study population. In order to achieve the purpose of this study, the researcher adopted the descriptive approach by designing a questionnaire. It is consisted of (56) items divided in to 5 domains. The domains included school administrations role in developing students’ preventive thoughts in: the school plan, students, school environment, school activities and parents. The instrument reliability and validity were checked as well. The findings revealed the following: the role of school administrations in cycle two basic education schools for grades 5-9 was found to be of a high level with a general mean of (3.89) and a standard deviation of (0.53). In addition, it was found that there was statistically significant difference at a level of (0.05) related to gender in two domains: (students and school activities) in favor to females. It was also found that there was a statistically significant differences (0.05) in the qualification variable in two domains: (the school plan and the school activities) in favor to the master degree qualification. On the other hand, there was no statistically significant differences at (0.05) in two variables: job title and years of experience in all the study domains. Based on the findings of the study, the researcher recommended preparing curricula that develops students’ preventive thinking, giving school administrations more authority to encourage teachers to do research that corrects students’ negative thinking, defining specific school lessons in the daily schedule that aim to prevent students from negative phenomena that face their children.
The current study aims to identify the reality of implementing the "quality of school leadership and management" standard by Abu Dhabi Private Schools' Leaders in I'lrtiqaa" Program from principals and teachers' views. The sample consisted of (89) principals and (445) selected from (89) private schools Abu Dhabi. A questionnaire consisting of (50) items divided into five dimensions was applied, after verification of validity and reliability, where the coefficient of Cronbach’s Alpha was (0.88). The results showed that the degree of implementing the "quality of school leadership and management" standard was high from principals' views, and moderate from teachers' views. The results also showed no significant differences between the degree implementing the "quality of school leadership and management" standard due to the school type from principals' views, while it showed a significant difference from teachers' views in favor of schools implying American curriculum compared to British curriculum. Moreover, the results showed a very weak negative correlation between the principals and teachers in the degree of implementing the "quality of school leadership and management" standard. According to these findings, it was recommended the need to hold seminars, workshops and training courses for private school administrations, especially in school leadership effectiveness, self-evaluation and development planning areas.
هدفت هذه الدراسة إلى استقصاء دور مديرى المدارس في تنمية الإبتكار لدى طلبة التعليم الأساسي بمحافظة شمال الباطنة، واستخدم الباحث المنهج الوصفي، كما سعت الدراسة إلى التعرف على أهم تغيرات النمو، المؤهل العلمي، سنوات الخبرة في مجال العمل الإداري، وقد تم في هدوء هذه الأكاديمية في إعداد مديرى ومديرات المدارس بالمحافظة وعددهم 100 مدير ومديرة، حيث قام الباحث بتجميع الإسهامات بعد الربط للتدريبي والدراسات السابقة المتعلقة بتنمية الإبتكار لدى الطلبة، ومن أهم نتائج الدراسة جاء دور مدير المدرسة لدى الطلبة من حيث التنمية الإبداعي، كما بنيت نتائج الدراسة بعد وجود فروق ذات دلالة إحصائية لمتغير النوع الاجتماعي (ذكر/أنثى) في مجالات: التنظيم، والمكافحة والإدارة المدرسية، حيث أن يقوم دور مدير المدرسة في تنمية الإبتكار لدى الطلبة الأساسي بدرجة عالية. كما تبين النتائج عدم وجود فروق ذات دلالة إحصائية في مجال القادة، فيما إذا كان الحاصل على درجة البكالوريوس أو الماجستير أثراً في مجالات: التنظيم، والمكافحة والإدارة المدرسية، حيث أن القيام دور مدير المدرسة في تنمية الإبتكار لدى الطلبة الأساسي بدرجة عالية. كما 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Administrative transparency is one of the most influential organizational practices that positively affect the quality of work and raise the employees’ morality. This study investigated the relationship between administrative transparency achievement motivation, in addition of the degree of administrative transparency practiced by school principals, and teachers’ achievement motivation, in Suhar. Moreover, it studied the influence of gender on the practice of administrative transparency. The study sample consisted of 365 male and female teachers. The researcher used the Administrative Transparency Measurement Scale developed by Rawlins (2008) to measure administrative transparency, and the Academic Motivation Scale developed by Blais (1993) to measure teachers’ achievement motivation. The content validity of the two scales was measured including the item validity and sampling validity. Moreover, the internal consistency of the scales measured by the Cronbach’s Alpha showed that they had high reliabilities, which were 0.89 and 0.81 respectively. One of the main findings of the study was that school principals practiced a low level of administrative transparency, and teachers had low achievement motivation. The study also indicated that the relationship between administrative transparency and achievement motivation was weak r= 0.329. Those findings fairly supported the proposed model for the study. Furthermore, the findings indicated that there were statistically significant differences in the practice of administrative transparency due to the gender variable in favor of male. Based on these findings, it is recommended that the Ministry of Education should provide training courses and workshops for school principals to familiarize them with administrative transparency and develop a specific mechanism on how to implement it. In addition, it is vital to raise teachers’ achievement motivation through the implementation of innovative motivating training programs. Teachers also should be interviewed to explore sources of motivation and other factors that would help to improve their achievement motivation, and reduce the pressure of their workload. Finally, it is suggested to further investigate the reasons of low administrative transparency and achievement motivation in schools and the relationship of variables to other potential variables.
The present study aims at identifying the role of school administration in enhancing intellectual security of the students (grades 11-12) in public schools in the Wilayate of Sohar, Sultanate of Oman from the students' point of view, as well as finding out whether there are statistically significant differences in the strengthening of intellectual security by the schools' administration attributed to the gender variables. The sample consisted of (381) in total, out of which females' students were (193) and males' students were (188) selected from (14) schools in the Wilayat of Sohar using appropriate class techniques. They were tested using a questionnaire consisted of (45) expressions distributed along five axes. The validity of the content and the reliability of the representation of the questionnaire were measured. The internal consistency of the questionnaire was measured using a Cronbach equation at (0.899). The results indicated that the level of sample evaluation for the role of school administration in promoting intellectual security for students in Wilayat of Sohar was moderate. The results also showed that there were substantial differences between the arithmetic averages of the role of the school administration in promoting intellectual security for students in Wilayat of Sohar attributed to the type variant of female students. The open question showed that the most prominent proposals and suggestions to develop the school administration in addressing the issues of students intellectual security from their point of view was to allocate a monthly or weekly class to address students intellectual issues, in addition to consider students' opinions on the development of their school and solve their problems. In the light of these findings, the study recommends that the school administration should educate and raise the awareness of students regarding the intellectual security via plays, art works and writing researches and educational articles. Moreover, educate and teach parents about negative effects of modern technologies and social media, and establishing a committee in the school to be dedicated to strengthening students' intellectual security.
Abstract

The study aimed to investigate the level of training programs of Department of Education and Knowledge in teachers' professional development in Abu Dhabi. The sample consisted of 528 teachers working in the schools related to the Department of Education and Knowledge. A questionnaire consisting of (74) items distributed over eight dimensions was applied. Content validity was measured, internal consistency reliability was measured, and Alpha Cronbach results showed that the level of training programs of Department of Education and Knowledge in teachers' professional development in Abu Dhabi was high, where the "trainers, the content of the training programs, the training environment, the methods, methods and activities of the training programs" dimensions were ranked firstly, with a high level. While the "objectives of training programs, planning of training programs, evaluation of training programs" dimensions were ranked at lastly, with moderate level. The results showed significant differences between the means of the level of training programs of Department of Education and Knowledge in teachers' professional development and all its fields regarding to the variable of specialization, favor of the teachers of humanitarian subjects and the field teachers, compared to the teachers of the scientific subjects. While there were no significant differences due to the variable of the educational stage, and no significant differences were observed with the variable years of experience, except in planning training programs and trainers' dimensions. According to these findings, it was recommended that the training programs be based on the teachers' private needs to develop their knowledge, skills and experience to achieve a high effectiveness, and to involve teachers in the planning, implementation and evaluation of training programs.
The study aimed to investigate the degree of practicing change management among school leaders’ team from the teachers view in Abu Dhabi. The sample consisted of 440 teachers working in cycle one schools in Abu Dhabi. A questionnaire consisting of 58 items distributed on six dimensions. Content validity was measured, internal consistency reliability was measured, and Alpha Cronbach was r = (0.90). The results showed that the degree of practicing change management among school leaders’ team was moderate, where the “vision of the school and human resources management” dimension ranked firstly and secondly respectively, with a high degree. While the “organizational culture supporting the process of change, the community participation to serve the change processes, strategic planning of the process of change and resolving the leadership of the process of change” dimensions ranked lastly respectively, with a moderate degree. Additionally, the results showed no significant differences in the degree of practicing change management among school leaders’ team, and its dimensions, with regard to ‘qualification and educational office’ variables. While the results showed a significant difference in the degree of practicing change management, and its dimensions, with regard to year of experience variable in favor of the teachers who have “less than 5 years” experience via the teachers who have “10 years and more” experience. According to these findings, it was recommended holding educational and rehabilitation courses for school principals on change management and its fields, especially in the change leadership, strategic planning of change process, and time and crisis management domains.
هدفت الدراسة الحالية إلى التعرف على مستوى إدارة الوقت وضغوط العمل لدى أعضاء التخطيط التربوي بالمديريات العامة للتربية والتعليم بسلطنة عمان، وكذلك استقصاء العلاقة بين إدارة الوقت وضغوط العمل لديهم، بالإضافة إلى الكشف عن عوامل ضغوط العمل لدى عينة الدراسة تؤثر أسوأ شروط الحوزة الوظيفية. تكونت عينة الدراسة من 39 عضو تخطيط تربوي، طبق عليهم أداة الدراسة والتي تكون من مقياس Time Management Scale Behaviors (Macan, 1994) ومقاييس تقييم الضغوطات في مكان العمل Workplace Stressors Assessment Questionnaire (Mahmood, Coons, Guy & Pelletier, 2010). تم قياس صدق المحتوى لهذا المقياس من خلال صدق الفقرات وصدق التمثيل (التعيين)، كما بلغ معامل ثبات الاتساق الداخلي المقاس معادلة ألفا كرونباخ 0.68. في ضوء النتائج السابقة، أوصت الدراسة الحالية بضرورة تعزيز مفهوم استثمار وإدارة الوقت بشكل فعال من خلال إجراء دورات التدريب والورش عمل لدى منتسبي الوزارة، لزيادة الإنتاجية وتخفيف الضغوطات على العاملين، بالإضافة إلى إنجاز الدراسات والبحوث المتعلقة بتحديد واستقصاء ضغوط العمل السلبية. بالإضافة إلى إجراء دراسات علاجية تهدف إلى التعزيز على علاقة إدارة الوقت وضغوط العمل ببعض الأغراض أخرى.
This study aimed at identifying the role of school principals on developing the entrepreneurial culture among students in Oman from the professional guidance specialists' point of view, and exploring the impact of the gender social variable and the educational stage on the assessment of vocational guidance specialists, for the role of principals in developing the entrepreneurial culture among students. To achieve the objectives of the study, a five-digit questionnaire was designed, which was consisted of (42) points divided into four stages: developing the culture of entrepreneurship of the school community, developing a culture of entrepreneurship among the students, spreading the culture of entrepreneurship among the local community, and building up the role of the entrepreneurship specialists in developing this culture. The validity was confirmed by presenting it to a group of (21) arbitrators. The tool was confirmed by the Cronbach Alpha equation that reached 0.99. The study sample consisted of (299) male and female specialists of the secondary education schools and after basic school education. They were selected randomly from (5) governorates in the Sultanate. The findings of the study showed that the role of principals in developing the culture of entrepreneurship among school students in Oman came at a "high" rate in general, and at all stages of the study from the point of view of professional vocational guidance specialists. The findings also indicated that there were no statistically significant differences at the level of ($p \geq 0.05$) on the role of principals in developing the culture of entrepreneurship among students from the point of view of vocational guidance specialists, according to the gender variable and the educational stage. In light of these findings, the study has reached a number of recommendations and suggestions, one of them was to sign agreements with the local society organizations for training the students on entrepreneurship work, specifying a fixed budget for spreading the leadership work culture, taking care of arranging various competitions for projects of entrepreneurship for students, and conducting a study on the problems that face the school principals in the development of entrepreneurship among students.
This study aimed to investigate the attitudes of the schools' principals in North A1 Batinah towards utilizing modern technology in education, and to examine the effects of gender on the principals' attitudes toward using educational technology. The sample of the study consists of 50 principals (males and females). The tool of the study is questionnaire which was developed to answer the questions. The questions consist of items distributed on three aspects that include, the advantages of modern educational technologies, its challenges and the methods of utilizing such technologies, and the methods of utilizing the technology. Content validity was measured, as well as internal consistency which measured the questionnaire reliability and the Cronbach’s alpha was $r = 0.79$. The most important findings of the study are that the school principals have got high altitudes of modern education technologies utilizations. Also, there are no significant statistical differences between male and female principals in their attitudes of utilizing modern educational technology in education. The most important challenges in utilizing such techniques are providing educational devices in all classrooms in consistent manner, having classroom dedicated to education technologies in the schools, and having educational technologies specialist. The most important recommendations of the study are providing the educational technology, such as various devices in the classrooms, preparing courses and training workshops for principals related to utilizing educational technologies findings of the modern innovations therein and increasing budget allocated to providing modern educational technologies in the schools.
Abstract

The present study aimed to identify the leadership patterns among school principals of post-basic education at Northern AL-Batinah Governorate and their relationship to burnout levels among teachers. The study sample consisted of (295) teachers from basic education schools; the sample of the study consisted of 295 teachers. A survey questionnaire and Maslach burnout survey was used to collect the data. The survey divided into three leadership styles: Participative democratic, Consultative democratic, and autocratic with internal consistency varied from 0.85 to 0.87. The Alpha Cronbach test was used to measure the internal consistency which it was ranged from 0.89 to 0.90 for both instruments. The results showed that the democratic style scored the highest average (4.21), while the authoritarian autocratic style was the lowest (3.86). The study results indicate that the teacher suffering with a low level of burnout, also, the results showed a significant difference among leadership styles and burnout. The study recommends to adopt democratic and democratic Consultant styles from school principals.
The current study aims at revealing how often primary school principals manage crises related to grades 1-4, Al-Batinah North, Sultanate of Oman. The other aim is to disclose if any statistically significant differences are to be found in connection with the frequency of their participation in crisis management attributed to job titles, qualifications, years of experience, etc. To achieve the study’s objectives, the descriptive methodology is endorsed, and a questionnaire of 46 statements is developed investigating the frequencies of their participation before, during and after the crises. The study has surveyed the participation of principals, assistant principals, and counselors of (162) schools in 2018/2019. The survey’s reliability has been approved by calculating the reliability of its content validity and construct validity by relevant specialists. In addition, the survey’s stability has been measured by calculating the stability of its internal consistency using Cronbach’s alpha coefficient. The result is found to be α= 0.93. The research has also calculated the stability factor using the Split-Half reliability method and is found to be α= 0.958. Further the research has also found that Spearman-Brown’s correction factor is α=0.979, and Guttman’s correction factor is α=0.978. The findings show:

- The frequencies of their participation are very high, and the mean of their roles is M=4.03.
- No statistically significant differences are among the frequencies of their participation attributed to job title, qualification, years of experience, etc.

Therefore, the study recommends:

1. Special training centers should be established everywhere in Oman and run by experts.
2. Efficient communicative network centers should be created and developed so as to provide us with all instantly needed solutions to encounter any crisis effectively.
3. A course on crisis management should be taught to university and college students.
4. A special website should be designed to manage and store everything about new and old crises.
5. More research is needed on the importance of transparency and clarity of their roles during crises via media.

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The purpose of this study was to determine principals' leadership styles of the Government cycle one schools with high performance in the Irtiqa’a program in the Emirate of Abu Dhabi. In addition to determine the influence of qualifications and years of experience in their leadership styles. The sample of the study consisted of 24 male and female school principals. The study used the descriptive approach as it matches the study nature. The Leader Performance Indicator of Hersey & Blanchard was used in this study. The findings indicated that the 'participant style' was the most used leadership style, followed by the 'delegation', the 'confessing', and the 'informer' styles. In addition, the study showed that there were no statistically significant differences in principals’ leadership styles due to educational qualifications, while there were statistically significant differences in principals’ leadership styles due to years of experience, with the sample of more than 10 years of experience. The study recommends enhancing the involvement of school principals, the necessity of disseminating participant style in state schools.
The study aimed to investigate the relationship between the effectiveness of the integrated training program for the occupants of middle management jobs at the Ministry of Education in Oman and the motivation for achievement from their point of view. The study sample consisted of (72) employees of the mid-level Administrative positions, applied the questionnaire to them – which it was consisted of (36) items was applied to the sample. The tools were distributed into two axes: The level of effectiveness of the integrated training program and the level of achievement motivation. The validity of its content was measured, as the level of effectiveness of the integrated training program was determined by using the Cronbach's Alpha 0.887 and stability of axis of achievement motivation by using the formula Cronbach's Alpha 0.877. The findings of the study concluded that, the effectiveness of the integrated training program to the occupants of mid-level Administrative positions was very high, as the arithmetic average of the axis (3.97), general standard deviation (0.49) as well as the level of achievement motivation was very high, as the general arithmetic average of axis was (4.42) with general standard deviation (0.35) in addition to a positive correlation and very low among the effectiveness of the integrated training program and the achievement motivation was Compute Pearson Correlation (r = 0.293) This result supports the proposed theory of the study, the results indicated that: there are statistically significant differences around the effectiveness of the integrated training program according to the variable years of experience in favor of the sample of experience 20 years or more, there are no statistical differences about the achievement motivation will be attributed to years of experience, and the findings indicated that there are no statistical differences about the effectiveness of the training program will be attributed to educational governorate, in addition to that, there are statistical differences about the effectiveness of achievement which it will be attributed to the variable educational governorate in favor of North Batinah Governorate. The most important recommendation is to develop the present training programs which are carried out by the Ministry of Education and to re-consider of its content and to promote it in accordance with the requirements of the mid-level admin positions and to focus on designing training programs on using modern training methods in line with recent development in the administrative work. The study also recommended increasing the number of training courses and increasing the number of training days of each course. One of the most important proposals is to carry out the evaluation study of the integrated program for the mid-level admin positions in the Ministry of Education, and to carry out the study to measure the relationship between the effectiveness of the integrated training program for the occupants of the mid-level Administrative positions and self-esteem.
The aim of this study was to determine the leadership styles of basic education school principals and their relation to the level of job satisfaction of teachers in the city of Abu Dhabi, the capital of the United Arab Emirates. The study sample consisted of 150 teachers out of 440 teachers (male and female). The questionnaire was used as a tool to measure the study variables. It contained 55 items divided into two parts: the first part consisted of 37 items to identify the most common leadership styles while the second part consisted of 18 items to measure the level of job satisfaction of the teachers in Abu Dhabi. The most important results were that the democratic style was ranked first followed by autocratic and non-intervention styles, the study also revealed that there were no statistically significant differences in the estimates of the study sample by gender and teachers' qualifications variables in all parts of the scale. On the other hand, there were statistically significant differences in the level of importance ($\alpha = 0.05$) in the study sample due to years of experience in all parts of the scale. The study also showed a high degree of job satisfaction among the teachers of the first cycle schools. In addition, a positive correlation between the democratic leadership style and teachers' job satisfaction was found. In light of these findings, the study recommended the importance of follow the good experience of the distinguished principals following the democratic leadership style, especially towards teacher satisfaction.

The bachelor's degree is the first step to submit to the academic supervision for the candidate to pass the test. The candidates who pass the test will be offered the opportunity to submit their academic research to the university administration. The academic research must be submitted in writing and it must be submitted in the original language of the research. The candidate must submit a copy of the research to the university administration. The university administration will review the research and determine whether it meets the requirements for submission.
The Study aimed to identify the practice of management by walking around and its relationship to job performance among the principals of schools in the grades 5-10 in Batinah Governorate North, Sultanate of Oman. The researcher used the descriptive method (correlation study), and the study population comprises of teachers in grades (5-10) at Batinah Governorate North, Sultanate of Oman by female variable (male/female). There were no differences as per the sample of study estimation on years of experience.

They were positive correlation relationship between the degree of principals of grades 5-10 in Batinah North, Sultanate of Oman for the management by walking around and level of job performance of teachers in their schools. Thus, based on the results of study, the researcher developed a set of recommendations for the concerned authorities including: urges school principles to practice management by walking around because it provides enough time to identify problems, improve communication, motivation teachers, as well as achieve development and creativity to select the best decisions in order to treat the crises that schools confront. And conducting the survey study to identify the barriers that facing the practice management by walking around implementation in the schools.
This study was aimed to identify attitudes of the school administration towards the development of sports activities in schools of Al-Buraimi Governorate and Wilait Sohar in the North Batinah Governorate, and to identify the differences in the attitudes of the school administration towards the development of sports activities in relation to variables of gender, experience, job title, and academic qualification. To achieve this, the researcher prepared a questionnaire consisting of 46 items divided into three parts, namely attitudes of the school administration towards the school sports teacher, attitudes of school administration towards the practice of school activities, and attitudes of school administration towards the concerned authority to implement sports activities in schools. The study sample consisted of 105 principals and assistant principals from Al-Buraimi Governorate and Wilait Sohar in the North Batinah Governorate. The results of the study showed that the attitudes of the school administration towards the development of sports activities in the schools of Al-Buraimi Governorate and Wilait Sohar in the North Batinah Governorate were high in all parts of the questionnaire. In addition, the results indicated that there were no statistically significant differences for the effect of variables of the academic qualification, gender, and job title on the attitudes of the school administration towards the development of sports activities in the schools of Al-Buraimi Governorate and Wilait Sohar in the North Batinah Governorate. It was also found that there were statistically significant differences between the years of experience between the first group (less than 5 years), and the second (from 5 to 10 years), and the third (more than 10 years) groups in favour of the third group (more than 10 years).
هدفت هذه الدراسة لاستقصاء العلاقة بين أنماط سلوك التعليم وفقاً لنموذج كولب في التجارب العملية لمادة الأحياء وعلاقتها بالتعلم المنظم ذاتيا لدى طلاب الصف الثاني عشر بمحافظة الظاهرة، ولقد شملت هذه الدراسة 250 طالب وطالبة، حيث تم اختيارهم من خلال استقراء ليبرلي (Williamson, 2007) (Kolb & Mcarthy (2005) ) للمهارات التعليمية المنظمة ذاتيا. وقد تم التأكد من صدق البند وصدق التعين، حيث بلغ معامل الثبات للمقياس 0.72، كما تم استكشاف البنية العاملية للمقياس (Williamson, 2007) من خلال إجراء تحاليل معمقة استكشافي واستكشافي ويشمل التأكد من مدى صحة مصطلحات حجم العينة ومصفوفة الارتباط للتحليل، تم تحديد خمس مهارات يتضمن (29) بندا، ولقد بلغ معامل الثبات للمقياس آلفا كرونباخ (0.83) و أظهرت الدراسة أن أنماط التعلم التباعدي هو النمط الأكثر شيوعاً، بينما النمط التقاربي هو الأقل شيوعاً. وعند عدم افضلية أنماط التعلم عند أداء اختبار ويليوي (U - Test) لم توجد تراجع في نمط التعلم気持ちي، حيث تبين أن النمط التعلم التباعدي كان أفضل، وعند اختبار ويليوي المستقلين (U - Test) لم توجد تراجع في نمط التعلم المنظم ذاتيا. ومن خلال احتساب معامل الترابط بين أنماط التعلم وتوزيع المستويات المنظمة بالطرق المختلفة، وجد رضا ونجاح التدريس باستخدام الاستراتيجيات ذات العلاقة بالتجارب العملية، وتشجيع التدريس بالاستراتيجيات ذات العلاقة بالتجارب العملية.
The study aims to identify the Academic Advising and its relation with improving the learning of the students in the College of Education at Sultan Qaboos University from the view of the students, in the light of variables of gender, specialization and year of admission. The researcher used the descriptive approach in his study. The sample of the study was 454 students from all majors of the college. The results of the study in effect show important points to be concerned: the level of Academic Advising services provided to students and the role of the student in the Academic Advising process was at the intermediate level, and that the level of supervisor role in the academic supervision process was at the high level. The study also found that there are no statistically significant differences on the level of Academic Advising due to the gender variable. Besides that, there are no significant statistical differences about the academic supervision services and the role of the student in the academic supervision process due to the variable of specialization. The process of academic supervision is attributed to the specialization variable in favor of specializations (Physical Education, Art Education, Instructional & Learning Technology, Arabic Language). It attributes also to the academic supervision services in the college and the role of the supervisor in the academic supervision process due to variable admission year in the favorite of students admitted on the advanced years. There are no statistically significant differences on the student's role in the process of academic supervision due to the variable year university admission. The study also found a positive relationship between Academic Advising and improvement of student learning through the role of supervisor and student in the process of Academic Advising affecting the academic achievement of students. The study recommended that there should be more efforts to be made to activate aspects of the academic supervision process in the college, Taking in to concertation the quality and quantity of the academic supervision that go in harmony with the specializations of the students and the years of their admission, And to improve the shortcomings of the academic supervision which provided the students to the best, helping them to achieve high levels of achievement, and conduct assessments of academic supervision periodically.
This study aimed to identify the role of the school leadership in instilling a current of innovation among the students of the schools of the Third Educational Council in the United Arab Emirates using the descriptive approach. It sought to identify the differences in the responses of the sample members to the role of the school leadership in instilling the culture of innovation in Students of schools affiliated to the Third Educational Council in the United Arab Emirates according to the variables (gender, previous specialization, years of experience, academic qualification). In this light, a sample of the principals and principals of the Third Educational Council (71) director and director, where the researcher designed the questionnaire after reference to the literature and previous studies related to the establishment of the culture of innovation among students. Among the most important results of the study was the role of the school leadership in establishing the culture of innovation among the students of the third educational council in the United Arab Emirates with a mean score of 2.98 and a standard deviation of (1.259). The results of the study also showed that there were no statistically significant differences in the gender variable (male / female) about the role of the school leadership in establishing the culture of innovation among the students of the third educational council in the UAE in all the study axes. The results also showed no significant differences due to the previous specialization and years of experience in all the study axes. The results also showed no significant differences due to the sample (university and above, MA and above) in all the subjects of the study. The study recommended the creation of an organizational unit in the third educational council in the United Arab Emirates, which is concerned with the discovery of creative and innovative students. It also devises plans, methodologies and mechanisms to instill a culture of innovation among students and to develop curricula according to the educational future outlook. And to include in them the need to establish a culture of innovation in the school environment, for the school leadership in turn to encourage and nurture innovation in schools at the level of teachers and students.
### Abstract

This study aimed at investigating the quality of the training programs offered at the Training and Professional Development Center for teachers of the Arabic language in North Al Batinah Governorate. The descriptive approach was adopted in this study to achieve its objectives. The study consists of 160 male and female teachers, distributed in 26 schools in Al Batinah North Governorate which were randomly selected by using cluster technique. The researcher designed a 34 items questionnaire based on the Donald Kirk-Patrick model, distributed across four areas: the evaluation of the reaction of the trainees, the learning, the evaluation of the behavior and the evaluation of the results. The validity of the questionnaire content was measured through the validity of the item and the validity of the reliability. The coefficient of its internal consistency was $\alpha = 0.78$. The results showed that the quality of the training programs provided at the Professional Training and Development Center for teachers of the Arabic language in North Batinah governorate reached a high degree in a arithmetic average of 3.4138. The results also showed no significant differences with regard to the sex variable and there were no statistical differences with regard to the variable years of experience. The study recommended; using the Donald Creek Patrick model to assess the quality of the training programs offered by the Training and Professional Development Center, consulting an external evaluator for more credibility in measuring the return of training, increasing the number of training programs to include the largest segment of teachers and reconsidering the times when training programs are conducted to suit teachers' academic schedules.
The purpose of this study was to identify the extent of the use of electronic management in administrative works in Governmental schools in Al Buraimi Governorate, and to reveal the differences in the attitudes of the sample members to the extent of the use of electronic management in the administrative works of the principals of governmental schools in Al Buraimi Governorate due to variables (gender - job title - Years of experience). To achieve the purpose of the study, the researcher prepared a questionnaire consisting of (62) items divided into three parts: the use of electronic management in the school which measures (18 items), resources (human - training - financial), and measures (28 items), the most important obstacles (technical - human - financial), which prevent the use of electronic management in schools, (16 items).

The study sample was consisted of (28) principals, (19) assistant principal, and (63) of senior teacher of Al-Buraimi government schools.

The results of the study showed that the responses of the principals, principal assistants and senior teachers towards the use of electronic management in the school received a high degree of practice, and the responses of the principals and assistant assistants and the senior teachers towards resources (human - training - physical), received a high degree, and the responses of principals, principal assistants and senior teachers towards the most important obstacles (technical - human - financial), that prevent the use of electronic management in the school received a medium degree of practice.

In addition, the results indicated that there were no statistically significant differences, for the effect of the variable of (gender and job title) towards the range of use of electronic management in administration works in the governmental schools of Al-Buraimi Governorate, and there are statistically significant differences between the years of experience variable between the first group (less than 5 years) and both of the second (of 6 – 10 years) and third groups in favour of the third group (more than 10 years). The researcher recommended several recommendations, including emphasis on the training of the administrative body at the school on the use of electronic management in the administrative and technical work, and motivate and encourage the most active administrators and employment of e-commerce, and provide qualified trainers to train personnel on information technology management.
للمشروع: شخصية محمد بن علي البولشية
العنوان: ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان.

فصل 1 - درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان:
1. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
2. هل توجد فروق ذات دلالة إحصائية؟ يدل على تشابه مدير مدارس محافظة شمال الباطنة في سلطنة عمان.
3. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
4. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.

فصل 2 - أثر المؤهل العلمي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان:
1. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل المؤهل العلمي؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
2. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل المؤهل العلمي؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
3. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل المؤهل العلمي؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
4. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل المؤهل العلمي؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.

فصل 3 - أثر القيادة الفنية لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان:
1. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل القيادة الفنية؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
2. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل القيادة الفنية؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
3. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل القيادة الفنية؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.
4. هل توجد فروق ذات دلالة إحصائية في ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان بسبب تفاضل القيادة الفنية؟ أظهرت الدراسة أن درجة ممارسة التخطيط الاستراتيجي لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان كانت بدرجة عالية حيث بلغ المتوسط الحسابي لجميع المجالات 4.14، وجميعها في درجات ممارسة عالية.

فصل 4 - توصيات:
1. يجب أن تكون لكل مدرسة خطة استراتيجية في ظل عدم تحكيم مدير المدرسة بالدقتة.
2. القيادة الفنية لدى مدير مدارس محافظة شمال الباطنة في سلطنة عمان.

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The purpose of the study was to identify the effectiveness of the school principal's supervisory visits in improving the performance of basic education school teachers (grades 5-9) from their points of view in Wilayat Suhar, Sultanate of Oman. The second purpose was to determine if there were statistically significant differences in teachers' points of view in relation to gender, years of experience, and qualification. The study has surveyed the performance of a sample of 275 (42.3%) female and male teachers out of 682 teachers. The questionnaire consisted of (40) items covering four part: lesson planning, teaching performance, classroom management, and evaluation. The validity of the survey was checked by a panel of educators, and the reliability was checked by using Cronbach’s alpha. The findings of the study showed that teachers’ degree of estimation regarding the effectiveness of the principal’s supervisory visits was high in all parts of the study (M=3.68, SD=0.94). The study further showed that there were no statistically significant differences at (α=0.05) in teachers’ estimation of the effectiveness of the principal’s supervisory visits in improving the performance of teachers from their points of view in relation to gender, specialization, and years of experience. The study recommended that supervisory visits of the school principal should continue in schools due to their effectiveness in improving teachers’ performance, and enriching them with up-to-date educational practices in teaching and evaluation.
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<thead>
<tr>
<th>بالباحث:</th>
</tr>
</thead>
<tbody>
<tr>
<td>فاطمة بنت سالم بن عبد الله الرشيدية</td>
</tr>
<tr>
<td>التخصص:</td>
</tr>
<tr>
<td>ماجستير في الأصول والإدارة التربوية</td>
</tr>
<tr>
<td>الدرجة العلمية:</td>
</tr>
<tr>
<td>ماجستير</td>
</tr>
<tr>
<td>السنة:</td>
</tr>
<tr>
<td>2019</td>
</tr>
<tr>
<td>عنوان الاطروحة:</td>
</tr>
<tr>
<td>دور إخصائي التوجيه المهني في اختيار المواد الدراسية لطلبة الصف العاشر من التعليم الأساسي</td>
</tr>
<tr>
<td>بمحافظة البريمي</td>
</tr>
<tr>
<td>التوجيه المهني - المواد الدراسية</td>
</tr>
</tbody>
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<th>الكلمات المفتاحية:</th>
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<tr>
<td>Abstract</td>
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<td>The study aimed to know the role of professional guidance specialist in the selection of subjects for students of the tenth grade in the province of Buraimi in the Sultanate of Oman. The aim was to detect the existence of statistically significant differences at the level of significance α=0.01 on the role of professional guidance specialist in the selection of subjects for students of the tenth grade in the province of Buraimi in the Sultanate of Oman by type of students (male - female). This study followed the descriptive approach to suit the nature of the study. (5-12) in the province of Buraimi and their number (491) students, and were selected by random sample. The results of the study indicate that the respondents’ responses to the role of vocational guidance specialist in the selection of subjects for the tenth-grade students in Al-Buraimi Governorate in Oman indicate the convergence and diversity of the responses between very high arithmetic mean 4.25 to average arithmetic 3.39. The results of the study indicate that there are statistically significant differences for the favor of female sample in the administration of the role of professional guidance specialist in the selection of subjects. The study came out with a set of recommendations:</td>
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<td>1. the availability of basic information about the role of the guide in the progress of society.</td>
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<td>2. the intensive attention to the continuous training of specialists.</td>
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<td>3. identification of the needs of the labor market.</td>
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</table>

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The current study aimed to identify the relationship between work stress and the use of modern technologies from the point of view of principals in the school of North Batinah Governorate. The study sample consisted of (136) principals (male and female) who were chosen by the convenience sampling method, representing (69%) of the population. The descriptive correlated approach was used, through the two questionnaires, one of them for work stress which consists of (29) items divided into four sections: the type of administrative work, the students, the physical environment of work, and the local community. The other questionnaire of the use of modern technologies, consisted of (12) items. Validity and reliability were checked for both questionnaires. The findings of the study showed that: the level of work stress among the principals and principals of North Batinah schools came at an average level with an average of (2.84) and a standard deviation of (0.64). The degree of their use of modern techniques was very high with an average of (4.39) and a standard deviation of (0.44). The absence of statistically significant differences at the level of significance (0.05) depending on the gender variable on the level of work pressures of the principals according to experience in the first axis: the type of administrative work for principals who have more than 10 years. The results of the study showed that there were statistically significant differences at the level of (0.05) on the degree of use of modern technologies among the principals according to the sex variable. The differences were in favor of females. In addition, there was no statistically significant correlation between work pressures and the use of modern technologies among the principals. In the light of the previous findings, the study recommended the need to provide a strong Internet network in the Omani schools, and to conduct more training courses and workshops in relation to the skills of using modern techniques for principals.
This study aimed to identify the degree of practice of school principals to reduce the phenomenon of school violence among students grades 11-12 in government schools in Musandam Governorate, Oman from the point of view of teachers, in addition to reveal whether there are statistically significant differences in the degree of practice of school principals to reduce the phenomenon of school violence attributable to gender. The nature of the study necessitated relying on the descriptive curriculum. The results showed that the sample estimation to the extent of the practice of school principals to reduce the phenomenon of school violence in Musandam Governorate was high, with a mean of 4.06, and a standard deviation of 0.77. The results showed that there are no differences between the arithmetic averages on the degree of practicing school principals to reduce the phenomenon of school violence due to gender variable. In the light of the results, the study recommended to publish the summary of incidents of school violence without mentioning certain figures in the media to raise awareness of the surrounding community and draw lessons from them; and coordinate with the security services to protect school facilities from sabotage due to school violence, And the need for the contribution of the principal of the school in the organization of exhibitions related to incidents of school violence, and the need to honor outstanding managers in Musandam, especially those interested in issues of school violence.
The study aimed to identify the role of school leadership to improve the quality of teaching and learning processes in the Educational Council 3 Schools in UAE. Using the descriptive approach, and aim to reveal the differences at responses of the study sample to the role of school leadership in improving the quality of teaching and learning processes. In the educational council schools according to the variables (gender, job title, and years of experience). In view of this, a sample was chosen purposively from school’s principals and academic deputies at the Educational Council 3 Schools in UAE selected, the population of study (119) distributed into (87) school principle, and (32) academic deputies. And the researcher designed the questionnaire after reference to the theory and previous studies that related to improving the quality of teaching and learning processes in the schools, the study came up with the following results: The role of school leadership in improving the quality of teaching and learning processes in the Educational Council 3 Schools in UAE, it came with a high rating. The overall mean was (4.33) and the standard deviation was (0.43). The study also showed that there were no statically significant differences for the gender variable (male/female) concerned the role of school leadership in improving the quality of teaching and learning processes in the schools in all areas of study, except for the first axis: the future vision of the teaching and learning process, in favor of females. Also, there are no statistically significant differences by job title and years of experience in all areas of study, except for the first axis: the future vision of teaching and learning process, which came in favor of the deputies of the academic directors. There are no statistically significant differences in the study sample estimates on the role of school leadership in improving the quality of teaching and learning processes in the Educational Council 3 Schools in UAE due to the years of experience in all areas of study. The researcher recommended that support of school leaders to senior leaders in the Ministry of Education, and spread the change and develop culture in the work environment in order to achieve the national agenda and the vision of the Ministry 2021.
أجل، نتائج الدراسة الحالية تشير إلى ان المعلمين الممارسين للرياضات في محافظة شمال الباطنة يمتلكون عادات عقلية مرتفعة بشكل عام. حيث تمكنت نتائج الدراسة من تحقيق المعدل القياسي العالٍ (94) لليونج وكيليك، الذي يحتوي على 16 عادة عقلية توزع على المحاور المذكورة. وأظهرت النتائج وجود اختلافات إحصائية في استخدام عادات عقلية معينة بناءً على الجنس والسن والخبرة. ففيما يتعلق بتمثيل وكيك، في حين تكونت نتائج من حيث النوع الاجتماعي تشير إلى أن المعلمين نساء أكثر استعداداً للتعلم المستمر، في حين أن المعلمين ذوي الخبرة الطويلة أكثر استعداداً للتعلم المستمر من الناحية الفنية والتقنية. بالإضافة إلى ذلك، تمكنت نتائج الدراسة من تحديد بعض العادات العقلية التي قد تكون ذات أهمية في ضمان جودة التعلم لدى المعلمين، مثل الاستعداد الدائم للتعلم، والتمكين من التعلم المستمر، والتفكير بالطريقة الفنية والفنية.
The objective of this study is to identify the level of utilization of learning resource centers (LRCs) in the first cycle schools of basic education in the schools of North Batinah Governorate in the Sultanate of Oman. In order to achieve the objectives of the study, the researcher used the descriptive approach. The sample consisted of 335 teachers, a questionnaire was used to measure the sample utilization of the learning resource centers, which consisted of three themes consisting of 31 items. The validity of the questionnaire content was checked by a group of reviewers, in addition to evaluating the stability rate by applying Cronbach Alpha Formula which amounted to (0.966). The results indicated that the degree of utilization of learning resource centers in the first cycle schools of basic education in the schools of North Al Batinah Governorate in the Sultanate of Oman was very high. The results also showed that there are statistically significant differences (α ≤ 0.5) in the degree of utilization of LRCs due to the specialization variable in favor of the domain one teachers. Furthermore, the study showed that there are no statistically significant differences (α ≤ 0.5) in the utilization of LRCs in the first cycle schools of basic education in the schools of North Batinah Governorate in Oman due to years of practical experience.
مقالة الإدارة المدرسية في تعزيز الأمن الفكري لدى طلبة مدارس التعليم ما بعد الأساسي بمحافظة شمال الباطنة، سلطنة عمان

الباحث: ثريا بنت سعيد بن أحمد الرسيعة
التخصص: الدبلوم والإدارة التربوية
الدرجة العملية: ماجستير
السنة: 2018
عنوان الدراسة: الكليات المفتاحية:

الخليجية، الإدارة المدرسية، الأمن الفكري

الملخص

This study aims to identify the effectiveness of school administration on enhancing intellectual security among Post basic students in the north governorate in Oman. Moreover, it aims to discover if there are statistically significant of the variables of types, job titles, qualification and years of experience. These differences were in favour of sample members who had years of experience of 10 years and more.

The study reached a number of recommendations, the most important of which were: Activating the role of social and psychological specialist reached an average of 1.91 and the role of social and psychological specialist reached an average of 1.73. Moreover, the role of the family was in favour of males.

There were no statistically significant differences at the level of significance (α ≥ 0.05) between the estimates of the study sample members in determining the effectiveness of the school administration in enhancing the intellectual security among the students of post education schools in North Batinah Governorate in Sultanate of Oman due to the gender variable. The role of the family scored with an average of 2.03, in all domains. As for the study sample members in determining the effectiveness of the school administration in enhancing the intellectual security among the students of post education schools in North Batinah Governorate in Sultanate of Oman due to the variable of job title.

There were statistically significant differences at the level of significance (α ≤ 0.05) between the estimates of the study sample members in determining the effectiveness of the school administration in enhancing the intellectual security among the students post primary schools in North Batinah Governorate in Sultanate of Oman due to the gender variable. These differences were in favour of sample members who had years of experience of 10 years and more.

The study reached a number of recommendations, the most important of which were: Activating the role of social and psychological specialists, by granting them the powers to coordinate with the relevant parties that practice the concept of intellectual security in order to hold lectures and meetings. Activating the role of the teacher by providing him with programs through which he can provide his students with some concepts related to intellectual security and how to strengthen it with students.
This study aims to reveal the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al Batinah. To achieve the aim of the study, the researcher conducted a questionnaire to collect the data from the Sample, and that is to measure the availability of the characteristics of an attractive educational environment in basic education schools. The study community, which belongs to the province of North Al Batinah, consists of 438 individuals who are: educational supervisors, headmasters, and first teachers. As for the study sample, it consists of 215 individuals, 49.1% of the whole study community. The study was applied randomly. The researcher uses the descriptive approach, and the main findings of the study are: The extent of availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al Batinah was average in all aspects. There are no statistically significant differences, which are related to the study variable “gender” and to the study aspect “the characteristics of an attractive educational environment’s inputs”, at the level α ≥ 0.05 in the study sample’s estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al Batinah; while there are statistically significant differences between males and females, which are related to the study variable “gender” and to the study aspects “the operations and the outputs”, at the level α = 0.05 in the study sample’s estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al Batinah. The estimations between the supervisors and the headmasters is in favor of the headmasters, and the estimations between the supervisors and the first teachers is in favor of the first teachers; while there are no statistically significant differences, which are related to the study variable “job title” between headmasters and first teachers, at the level α = 0.05 in the study sample’s estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al Batinah.

Finally, the researcher recommended to provide the school building with all substantial facilities, including (interior gyms, green areas, staff room...), and to start looking for practical solutions to activate and enhance the relationship between the school, the local community, and students' parents.
The study aimed to recognize the reality of the performance of departments gifted centers in the UAE, according to the vision of the sample, and detecting differences in the reaction of the sample for the study of the reality of performance in departments gifted centers. According to multiple variables, including: Human species; Qualification; Specialization; Vocational indefinitely, Years of Experience. As well as to reach a package of recommendations and proposals that contribute to improving the performance of departments gifted centers in the UAE. The study sample consists of 250 people working in the care of talented centers in the UAE which its number has reached 12 centers at the state level. And it has been a determination to do the study even serve as a questionnaire before the educational officials and school principals and experts in the gifted centers in the UAE. The study reached the following results: The study sample responses have shown that the total questionnaire to evaluate the performance of the departments and the gifted in the United Arab Emirates centers indicate estimate high performance departments. Where the sample showed responses to the availability of trained workers and the efficiency in the care of talented centers in the United Arab Emirates, where he got to the middle of -4.09- weighted according to the Likert scale Quintet. As it turns out positive nature of enrichment programs and advanced training in gifted centers in the United Arab Emirates, where he got to the middle of -4.04- weighted according to the Likert scale Quintet. As it turns out the presence of discovering talented in the United Arab Emirates centers indicate estimate high performance departments.

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جامعة صحراء العربية

الباحث:
عماد راشد حامد حجاز

الموضوع:
تقييم النشاط الرياضي في الجامعات العمانية في ضوء معايير الجودة الشاملة

تعويز الطرح:
2016

الدورة الالتحادية:
ماجستير

المستوى العلمي:
Postgraduate centre

中心大學

أكاديمية صحراء العربية

Title:
Evaluation of Sports Activity in Omani Universities in Light of Total Quality Standards

Abstract

This research aims to evaluate sports activity in the Omani universities in light of total quality standards and through recognizing the administrative reality of the sports activity in the Omani universities from supervisors, administrators, and students' viewpoints, as well as identifying the significance differences between the responses of the individuals, supervisors and administrators administration type in according to university and evaluating the sport activity in the Omani universities in light of the total quality standards.

To achieve these objectives, the researcher conducted two questionnaires, the first one specified for supervisors and administrators it consisted of (94) items they are classified into (8) axes, and applied on (57) supervisor and administrator; the second questionnaire consisted of (104) items they are classified into (7) axes, and applied on (1400) students.

The researcher used the descriptive approach adapting surveying style as it suits the nature of the research and its objectives. After applying the questionnaires and conducting classifications and statistics calculations for their results, the conclusion was as follow:

1. Research sample supervisors:
- There are obvious statistical differences between supervisors (governmental - private) average responses about the axes of the questionnaire (Evaluating of sports activity: The Omani universities in light of the total quality standards) axes under the consideration at level for the public universities, and there are no 0.05 differences in the axis of "proposed committees for applying the total quality management system."
- For students' responses about the content of the axis (Evaluating student's performance) the total degree of their views was neutral, whereas the variation rate was (18.09) the relative importance of the axis was (65.84%).
- Students' responses about the contents of the axis "continuous improving statements indicated that the total neutral degree views, while the total amount of the coefficient of variation (18.93) and the relative importance of the axis (64.01%)."
- Research sample students:
- The lack of differences between the averages of students' individual responses (males - females) to the axes of the questionnaire evaluating of sporting activity in the Omani universities in light of the total quality standards at the level of 0.05.
- There are significant differences between the averages of students' individual responses (public - private) to the axes of the questionnaire evaluating of sporting activity in the Omani universities in light of the total quality standards at level of 0.05 and that was in favor of private universities.

Through the presentation of the results and conclusions of research and comparing the results of the current study results to other studies the researcher have come to a set of proposals and recommendations that the study strive to achieve the most important:

- The researcher concluded through the presentation of the results and conclusions of research and compare the results of the current study results to other studies to a set of proposals and recommendations of the study seeks to achieve the most important:
- Using the questionnaire "evaluating of sport activity in the Omani universities in light of total quality standards for evaluating the quality of sport activity from specialists and benefited students' viewpoints."
- Must develop the organizational structure for applying the total quality management to be consistent with the needs of sports activity administration.
- Must educate supervisors, specialists and athletes on the principles of total quality management.
- The use of a questionnaire evaluating physical activity Omani universities in light of the overall quality standards to evaluate the quality of sport activity from the viewpoint of specialists and students' beneficiaries.
- Must develop the organizational structure for the application of total quality standards in line with the spons activity management needs.
- Must educate supervisors and specialists athletes on the principles of total quality management.

Keywords:
- Managing quality
- Sports activity
- Omani universities
- Total quality standards

Metric of the University:

شراكة عامة: 1400

الباحث:
عماد راشد حامد حجاز

الموضوع:
تقييم النشاط الرياضي في الجامعات العمانية في ضوء معايير الجودة الشاملة

تعويز الطرح:
2016

الدورة الالتحادية:
ماجستير

المستوى العلمي:
Postgraduate centre

中心大學

أكاديمية صحراء العربية

Title:
Evaluation of Sports Activity in Omani Universities in Light of Total Quality Standards

Abstract

This research aims to evaluate sports activity in the Omani universities in light of total quality standards and through recognizing the administrative reality of the sports activity in the Omani universities from supervisors, administrators, and students' viewpoints, as well as identifying the significance differences between the responses of the individuals, supervisors and administrators administration type in according to university and evaluating the sport activity in the Omani universities in light of the total quality standards.

To achieve these objectives, the researcher conducted two questionnaires, the first one specified for supervisors and administrators it consisted of (94) items they are classified into (8) axes, and applied on (57) supervisor and administrator; the second questionnaire consisted of (104) items they are classified into (7) axes, and applied on (1400) students.

The researcher used the descriptive approach adapting surveying style as it suits the nature of the research and its objectives. After applying the questionnaires and conducting classifications and statistics calculations for their results, the conclusion was as follow:

1. Research sample supervisors:
- There are obvious statistical differences between supervisors (governmental - private) average responses about the axes of the questionnaire (Evaluating of sports activity: The Omani universities in light of the total quality standards) axes under the consideration at level for the public universities, and there are no 0.05 differences in the axis of "proposed committees for applying the total quality management system."
- For students' responses about the content of the axis (Evaluating student's performance) the total degree of their views was neutral, whereas the variation rate was (18.09) the relative importance of the axis was (65.84%).
- Students' responses about the contents of the axis "continuous improving statements indicated that the total neutral degree views, while the total amount of the coefficient of variation (18.93) and the relative importance of the axis (64.01%)."
- Research sample students:
- The lack of differences between the averages of students' individual responses (males - females) to the axes of the questionnaire evaluating of sporting activity in the Omani universities in light of the total quality standards at the level of 0.05.
- There are significant differences between the averages of students' individual responses (public - private) to the axes of the questionnaire evaluating of sporting activity in the Omani universities in light of the total quality standards at level of 0.05 and that was in favor of private universities.

Through the presentation of the results and conclusions of research and comparing the results of the current study results to other studies the researcher have come to a set of proposals and recommendations that the study strive to achieve the most important:

- The researcher concluded through the presentation of the results and conclusions of research and compare the results of the current study results to other studies to a set of proposals and recommendations of the study seeks to achieve the most important:
- Using the questionnaire "evaluating of sport activity in the Omani universities in light of total quality standards for evaluating the quality of sport activity from specialists and benefited students' viewpoints."
- Must develop the organizational structure for applying the total quality management to be consistent with the needs of sports activity administration.
- Must educate supervisors, specialists and athletes on the principles of total quality management.
- The use of a questionnaire evaluating physical activity Omani universities in light of the overall quality standards to evaluate the quality of sport activity from the viewpoint of specialists and students' beneficiaries.
- Must develop the organizational structure for the application of total quality standards in line with the spons activity management needs.
- Must educate supervisors and specialists athletes on the principles of total quality management.
The importance of the current research is to highlight the concept of professional conduct and shed light on its importance for the manager who is considered as a main pillar in the educational systems, and to discover its impact on the future of the school administration in particular and educational management in general. This study aimed to design Proposed Training Program to develop the professional conduct for school administrators in the interior province in the Sultanate of Oman, the study also aimed to identify the training needs for school administrators required to design the training program according to it, and check the effectiveness of the proposed training program after its application on a sample study consist of a group of school principals in the interior province of the Sultanate of Oman. Where the researcher used a sample of 20 principals who were chosen randomly from the principals of the Al-Dakhliya province in Oman, and she has implemented a training program (designed by the researcher) on them. After a while, the researcher has applied a Test grades (designed by the researcher) on them, to ensure the effectiveness of the proposed training program.

The summaries of the results of the assumptions were as follows:

There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of managerial skills due to the variables of gender and females, and the variable of the number of years experience in favor of 20 years and more. There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of professional conduct due to the variable of the number of years experience in favor of 20 years and more. There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of professional conduct due to the variable of educational qualification in favor of females. There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of leadership skills due to the variables of gender and professional conduct. There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of leadership and professional conduct in terms of: honesty, administrative and technical. There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the professional conduct in terms of: Justice and Equality due to the variable of the number of years experience and in favor of 15 years and above. There were no statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the professional conduct due to the educational qualification variable. There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of professional conduct in terms of: efficiency, transparency, impartiality, diligence due to the variables gender (sex), educational qualification, the number of years experience. There were no statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of any required training needs for the development of professional conduct due to the educational qualification variable. There are significant differences between the average two study groups experimental and control in the meta—achievement test for the benefit of the experimental group.

### Abstract

The researcher has chosen a sample of 20 school administrators in the Al-Dakhliya province in Oman, and she has implemented a training program (designed by the researcher) on them, to ensure the effectiveness of the proposed training program. After a while, the researcher has applied a Test grades (designed by the researcher) on them, to ensure the effectiveness of the proposed training program. The summaries of the results of the assumptions were as follows:

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The study aimed to identify the challenges faced by women leaders in educational institutions in the Sultanate of Oman. To achieve this goal, the researcher collected data from respondents, using the questionnaire as a tool to measure the challenges facing women leaders in educational institutions. The study population to be: Director-General and assist the Director General, Director of the Department and Deputy Director of the Department, head of the Department and their number were 322 individuals who are working in the educational institutions in public section in the Sultanate of Oman. The study sample covered 202 individuals which was 90.9% of total community in random way. The researcher has used the descriptive approach and the study found a number of results, including: It comes assess that the challenges facing women leaders in the learning institutions from the point of view of the sample is highly rated “medium” in a mean 2.95 in all the variables studied in following order regulatory and legislative challenges, societal challenges, personal challenges facing women leaders in educational institutions.

There were no statistically significant differences at the level (α ≥0.05), in the estimation of the sample to the challenges facing women leaders which are attributable to the following variables: Job Title, educational qualification and the variable management experience in all three axes (axis of personal challenges, the focus of regulatory challenges, and the axis of social challenges).

There are statistically significant differences at the level of (α ≥0.05), in the estimation of the sample to the challenges facing women leaders that are attributed to the employer at the center of personal challenges and regulatory and legislative challenges between employer’s members working in the Ministry of Education, Ministry of Health, and the Ministry of Higher Education for the Ministry of Manpower. As a result, the study has recommended to strengthening the role of the media in promoting culture courage for women to hold leading positions. Also, decision-makers can contribute in encourage women to be leaders. Additionally, Omani women participation in the celebrations and events locally and internationally is highly required. As recommended, there are some necessary facilities are needed by women in the workplace, such as infant school. Finally, looking at the experiences of the leading nations in women leadership and overcoming the challengers can help Omani women in improving their positions as leaders.
محمد بن راشد بن صالح الروشدي

إدارة تربوية

ماجستير

السنة: 2016

عمليات إدارة المعرفة وأثرها في فاعلية الأداء المدرسي لدى مدراء المدارس الحكومية بمحافظة شمال الباطنة في سلطنة عمان

مفهوم المعرفة، مفهوم إدارة المعرفة، مفهوم إدارة المعرفة في المؤسسات التعليمية، مفهوم عمليات إدارة المعرفة، الأداء

الكلمات المفتاحية:

انظر إلى تفاصيل الدراسة في الموقع الإلكتروني للبحث المتعلق بالتعليم pour les détails de la recherche liée à l'éducation.

This study aims to identify the performance level of governmental schools’ principals in the Directorate General of North Al-Batina for the knowledge management processes. The study’s sample consists of (49) schools principals. To answer the study’s question, a questionnaire has been designed for this purpose which includes (40) items distributed into 4 knowledge management processes as follows: (knowledge generation, knowledge diagnosis, knowledge store, knowledge application). The findings indicate that, the principals have some amount of knowledge management processes vary between large and medium degree. The study’s findings show that there are no statistically significant differences at the indication level ($ \alpha \geq 0.05$) due to the effect of gender in: (diagnosis and store) processes. The findings also show some differences in (application, generation) in the favor of (females). The findings demonstrate that there are no statistically significant differences for the responses of the study’s sample traced to the experience effect in all processes. Moreover, the findings state that there are no statistically significant differences for the responses of the study’s sample attributed to the qualification effect in all processes. According to study’s findings, the study suggests that: Increasing the effectiveness of the research and Studies Committee in the directorates, to connect it with the central library in the Ministry of Education, the libraries in the directorates and the international libraries. To provide special consideration and attention to the infrastructural environment of technology so as to accelerate the web network and to connect schools with the international libraries in order to take advantage of the knowledge and to learn how to implement it. To provide all requirements that needed to implement the knowledge management at schools and the directorates.
This study aimed to identify the organizational culture in relation to managerial decision-making at some private universities in the Sultanate of Oman and to explore the significance of the differences in this relationship according to the gender variables, years of experience in current job, academic qualification, job title, and university. The study adopted the correlation approach for its relevance to the nature of the study and its objectives. The study used the simple random sample and consisted of academics and administrative academics at Suher University, Nizwa University, and Al-Sharqia University. The whole number was amounted to 417 individuals. The actual study sample was 167 members of the total community of the study. In order to answer the study questions, a 47-section questionnaire was built and divided into two themes: the reality of the organizational culture, which includes four areas values, beliefs norms, and future expectations; and the reality of administrative decision-making. Data were processed using the arithmetical averages, standard deviations, relative importance (rank) of the study axes, and the analysis of the single variance analysis to identify the significance of the differences attributed to the university variable, the academic qualification, years of experience, and T-test to verify the significance of the differences attributed to the gender variable type and job title. The most important findings of the study are the following: The study respondents' scores on the reality of the organizational culture and the reality of administrative decision-making in some private universities Suher, Nizwa and Sharqia in the Sultanate of Oman were high. As for the differences, there are no significant differences in the reality of organizational culture and the reality of administrative decision-making in some private universities Suher, Nizwa and Sharqia according to the study respondents' scores, attributed to the variables of the university, years of experience in the current job, academic qualification, gender and job title. There is a positive relationship between the organizational culture and the decision-making process. The correlation coefficient is \( r = 0.75 \) which is statistically significant at 0.05. According to the respondents' opinions, the higher the level of the organizational culture, the decision-making process shall more likely produce correct decisions.

**Abstract**

This study aimed to identify the organizational culture in relation to managerial decision-making at some private universities in the Sultanate of Oman and to explore the significance of the differences in this relationship according to the gender variables, years of experience in current job, academic qualification, job title, and university. The study adopted the correlation approach for its relevance to the nature of the study and its objectives. The study used the simple random sample and consisted of academics and administrative academics at Suher University, Nizwa University, and Al-Sharqia University. The whole number was amounted to 417 individuals. The actual study sample was 167 members of the total community of the study. In order to answer the study questions, a 47-section questionnaire was built and divided into two themes: the reality of the organizational culture, which includes four areas values, beliefs norms, and future expectations; and the reality of administrative decision-making. Data were processed using the arithmetical averages, standard deviations, relative importance (rank) of the study axes, and the analysis of the single variance analysis to identify the significance of the differences attributed to the university variable, the academic qualification, years of experience, and T-test to verify the significance of the differences attributed to the gender variable type and job title. The most important findings of the study are the following: The study respondents' scores on the reality of the organizational culture and the reality of administrative decision-making in some private universities Suher, Nizwa and Sharqia in the Sultanate of Oman were high. As for the differences, there are no significant differences in the reality of organizational culture and the reality of administrative decision-making in some private universities Suher, Nizwa and Sharqia according to the study respondents' scores, attributed to the variables of the university, years of experience in the current job, academic qualification, gender and job title. There is a positive relationship between the organizational culture and the decision-making process. The correlation coefficient is \( r = 0.75 \) which is statistically significant at 0.05. According to the respondents' opinions, the higher the level of the organizational culture, the decision-making process shall more likely produce correct decisions.
This study aimed to identify the professional development and its relation with the job satisfaction level among Sohar University staff, and showing the effect of both gender variables, job categories variables, qualifications variables and job experience variables on application results. The study sample was (100) staff of the total study population in the in a random stratified way. The study tool was designed to collect the data from study sample using the questionnaire which consisted of 69 items as a tool for measuring professional development and its relation with the job satisfaction level among Sohar university staff. The results of the study indicate that the level of job satisfaction can be predicted through professional development, where the value of the correlation coefficient $R^2=0.48$ was 90.55, with degrees of freedom (1.99) and a probability value of less than 0.05. This means that professional development explains 48% Of changes in the level of job satisfaction. Also, the results show generally an average statistically significant level on the level of professional Development, where there was an average statistically significant level on the level of training programs content and also to the reality of professional development methods provided. It was also indicating a high level of significance statistical in the facilities provided by the university during the training from the point of sample view. The results showed also that there was generally an average level of job satisfaction with the staff of Sohar University with a statistical significance of the results. It’s clear from the results an average level of satisfaction among the level of satisfaction of the job and the return from the job. Whilst in the part of human relation the results showed a highly statistically significant from the point of sample view. There was a positive relationship of statistical significance at the level of (α=0.05) between the professional development and the level of job satisfaction among the staff of Sohar University where the Coefficient of correlation value was (0.69). Based on study resuts and findings, the study recommended to repeat the study again in the future to determine the stability of satisfaction and the sustained the development of professional development plans. To adopts professional development programs based on the needs of individuals and their meticulous design to be successful programs with a return and affect.
<table>
<thead>
<tr>
<th>المنمضح</th>
<th>الباحث:</th>
<th>التخصص:</th>
<th>الدرجة العلمية:</th>
<th>السنة:</th>
<th>عنوان الدراسة:</th>
</tr>
</thead>
<tbody>
<tr>
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<td>ماجستير</td>
<td>درجة الماجستير</td>
<td>2017</td>
<td>القيادة الإبداعية ومعاقتها والمناخ التنظيمي في مدارس التعليم الأساسي الخاصة بمحافظتي مسقط وشمال الباطنة في سلطنة عمان</td>
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Abstract

This study aimed to investigate the relationship between creative leadership and the organizational climate in the private basic education schools of the governorates of Muscat and northern Batinah in the Sultanate of Oman. The study sample consisted of 162 teachers from private basic education schools in the governorates of Muscat and northern Batinah during the academic year 2016/2017. In order to achieve the objectives of the study, the researcher designed a questionnaire consisting of three parts: the first part addressing the personal and functional data of the sample members of the study, the second part addressing the creative leadership axis divided into four dimensions: sensitivity to school problems, originality, flexibility, fluency. and the third part addressing the organizational climate axis divided into four dimensions: organizational structure, leadership, incentives, participation in decision-making. The questionnaire was made up of 59 paragraphs, and the five-dimensional Likert scale was used (strongly agree- agree-neutral- disagree- strongly disagree). Reliability was measured by arbitrators and content was validated. Stability was measured using the internal consistency of the Cronbach’s alpha equation. The stability of the creative leadership axis as a whole was 0.92 and the stability of the organizational climate was 0.94. Numerical averages, standard deviation, one-way ANOVA, t-test, and LSD were also used. The results of the study indicate that the principals of the private basic education schools in the governorates of Muscat and northern Batinah in the Sultanate of Oman possess and apply creative leadership skills in their schools, and that the level of organizational climate in the basic education schools of Muscat and northern Batinah governorates in Oman was generally high. The results of the study also showed a strong correlation between creative leadership and organizational climate in the private basic education schools in the Sultanate of Oman. In the light of these results, the researcher developed a number of recommendations, including: Developing developmental programs for school principals and developing their skills in practicing creative leadership skills, improving the organizational climate of the school and developing training programs targeting all teachers with different qualifications. It also suggested conducting similar studies on other administrative and educational variables, conducting the same study and looking at the relationship with the same variables in other governorates.
The current study aimed to reveal the real application of self-evaluation in school performance development system by school principals in Buraimi from the view point of administrative supervisors and senior teachers and to identify whether there is a statistically significant relationship with the variable of gender. The study used the descriptive method. The study sample consisted of (54) administrative supervisors and senior teachers. The study tool was applied on them: the self-assessment scale for the school performance development system. Face validity was verified and the reliability of the scale reached .93 using Cronbach’s Alpha formula. One of the main findings of the study is that the degree of applying self-evaluation of the school performance development system by the school principals is significantly high in the management and education levels and moderate in the learning level. The results also indicated that there is no statistically significant difference to the extend of (0.05) in the view points of the administrative supervisors and senior teachers regarding the variable of gender in applying self-evaluation in school performance development system by school principals in Buraimi. In the light of the previous results, the current study recommended; involving the concept of school self-evaluation in school administration; increasing the areas of school self-assessment to cover not only management, education and learning, but also include all fields and areas of other school work such as: curricula, teachers, school environment, school resources, and community partnership. In addition, it recommends a comprehensive study of all the governorates of the Sultanate to see the extent of applying of self-evaluation of school performance development system and targeting other groups in the study, such as parents and school teachers.
## Abstract

هدفت هذه الدراسة إلى استقصاء تحديات صنع القرار لدى مدير مدارس التعليم الأساسي بمحافظة شمال الباطنة في سلطنة عمان، بالإضافة إلى الكشف عن ما إذا كانت توجد فروق ذات دلالة إحصائية في التحديات التي تواجه مدير المدارس تعود لمتغير سنوات الخبرة. تتكون عينة الدراسة من 269 مدير مدرسًا، وتم قياس صدق محتوى أداة الدراسة بمعادلة ألفا لكرونباخ. كما تم قياس ثبات الاتساق الداخلي للاستبانة بمعادلة ألفا لكرونباخ، حيث يبلغ معامل الثبات = .69.

من أهم النتائج التي توصلت إليها الدراسة أن تحديات صنع القرار لدى مدير المدارس في محافظة شمال الباطنة كانت ضعيفة، كما أشارت النتائج إلى وجود فروق ذات دلالة إحصائية في تحديات صنع القرار تعود لمتغير سنوات الخبرة لصالح سنوات الخبرة أعلى من 20 سنة. وفي ضوء نتائج الدراسة أوصت الدراسة بالتمكين والمثابرة للاستثمار في تدريب الدورات التدريبية في مجال صنع القرار، وتقديم الجوائز المالية والمعنوية لهم، بالإضافة إلى تجربة ممارسة التدريب في مجال صنع القرار لدى مدير المدارس بمحافظة شمال الباطنة في سلطنة عمان.

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<td>عنوان الاطروحة: تحديات صنع القرار الإداري لدى مدير مدارس التعليم الأساسي بمحافظة شمال الباطنة بسلطنة عمان</td>
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<td>الكلمات المفتاحية: صنع القرار، تحديات، الإدارة الإدارية، مدير المدرسة، التعليم الأساسي</td>
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This study aimed to investigate the administrative decisions making challenges that encounter basic schools’ principal in the North Batinah Governorate in the Sultanate of Oman. In addition, of examining whether, there is a statistically significant difference in the challenges with regard to principals’ experience. The sample consists of 269 principals. The study’s tool was the questionnaire that provided by the researcher. The content validity was measured which includes item validity and sampling validity.

The internal consistency reliability was measured via Cronbach alpha, and it was = .69.

The study’s finding showed that challenges that face basic schools’ principals’ were weak, in addition, that there is a statistically significant difference on these challenges with regard to principals’ experiences with favor of long experience, more than 20 years.

Based on these findings, the study recommended that training workshops and programs should be conducted for all of the principals, in addition of advising the principals to use educational technologies to facilitate decisions making, and providing supported environment which help principals to making decisions.
This study aimed to explore the relationship between the classroom interaction and classroom density for Grade 9 and 11 in Mathematics classes in ALRustaq. Grade nine represented Cycle two, while Grade 11 represented the post-basic education. The study included six male teachers. A video-based classroom observation method was used. A total of 24 periods were recorded by using the video camera (four periods for each class). The video data were analyzed through using an observation form; the researcher also used individual interviews with 19 teachers from the participating schools to certify the unclear points that were observed by the researcher. Four types of validity of the research instruments employed including descriptive, interpretive, construct, and evaluative validity. The reliability was also measured through using the same instruments in different schools such as Saad bin Al Rabie School (Grades 9–5). The study findings showed that the relationship between classroom interaction and classroom density is negative (an inverse correlation). It means that the numbers of students in classes increase, the classroom interaction decreases and vice versa. This result supports the study model. Based on the study findings, a recommendation proposed for the Directorate-General of Educational Planning in the Ministry of Education in Oman to decrease the classroom density from including about 35 students in each class to 25 students as maximum. In addition, the MOE policy makers are recommended to review the Mathematics curriculum of the two cycles (Cycle 2 and post-basic education) in terms of its quantity. The researcher also recommends the educational specialists in the Directorate-General of Educational Evaluation in the MOE to specify three consecutive mathematics periods a day, so the teachers will be able to fully achieve the lessons’ objectives. The Directorate-General of Human Recourses in the MOE is also recommended to organize training workshops for mathematics teachers on enhancing the application of cooperative learning among students.
The study aimed to identify commitment degree of basic education schools (5-9) teachers to education professional ethics in Batinah north governorate in the Sultanate of Oman. To achieve this, the researcher used the descriptive method, and collected the data from the sample using a questionnaire consisting of 60 items with 6 categories of teaching ethics: Teacher ethics with his profession, Teacher ethics with his administrators, Teacher ethics with his students, Teacher ethics with his colleagues, Teacher ethics with the community and parents, and Teacher ethics with his specialization.

The population of the study consisted of all headmasters and senior teachers in Batinah north in basic education schools (5-9) which amounted to 502 individuals. The sample of the study included (256) individuals which represented 50% of the population. The study sample was chosen using convenience sampling which is one type of non_probablity sampling.

The study revealed a number of results. Firstly, the study sample who are showed that basic education schools (5-9) teachers were committed to the ethics of the teaching profession with a high overall mean value (4.23) in all of the questionnaire's categories. There are no statistically significant differences at level (≤0.05) in the study sample responses according to the job title as headmistress or senior teacher in each category as well as in the overall mean score of all categories.

Secondly, regarding the effect of the study variables, which are gender, job title, qualification and work experience, to the degree of commitment of basic education school (5-9) teachers are as followed:

- There are statistically significant differences at level (≤0.05) in the study sample responses in terms of gender in three categories: teacher ethics with his profession, teacher ethics with his colleagues and teacher ethics with his specialization in favor of female teachers.
- There are statistically significant differences at level (≤0.05) in the study sample responses according to the job title as headmistress or senior teacher in each category as well as in the overall mean score of all categories.

There are no statistically significant differences at level (≤0.05) in the study sample responses according to the work experience in all of the questionnaire's categories. In the light of the results of this study and the subsequent discussions and interpretations, a number of recommendations are highlighted that could raise the commitment of basic education schools (5-9) teachers to teaching ethics in Batinah north governorate in the Sultanate of Oman. They are as followed:

- To work hard to complete the national framework for education in the Sultanate which includes the charter of the teaching ethics and professional licenses for teachers.
- to introduce courses on the teaching ethics in the curricula of education colleges.

To provide financial promotion and improve the social status of the teachers, which could contribute to improve their profession ethics.
This study aimed to identify the role of the school management in activation of the community partnership at cycle 1 schools in Al Ain city, United Arab Emirates, the researcher used the descriptive approach in the research; and sought to know the differences in responses of the teachers to the role of the school management in activation of the community partnership according to the variables of the study (Gender, Years of Experience and Educational Qualification), the sample of the study consisted of (230) male and female teachers, the sample was chosen randomly, as the researcher designed a questionnaire after referring to previous studies and theoretical literature relevant to activation of the community partnership. Among the most important results of the study, the role of the school management in activation of the community partnership was average and the arithmetic mean was (3.08) and the standard deviation was (1.17), the first area was in the first rank with the highest arithmetic mean, the fourth area came in the second rank, the second area came in the third rank while the third area came in the last rank. The study results indicated that there are no statistically significant differences attributable to the variable of the gender (male, female), the variable of years of experience and the variable of the educational qualification towards the role of the school management in activation of the community partnership in all areas of study. To emphasize the importance of the activation of the community partnership, the study recommended with the necessity of creating organizational units at the educational council which shall care of following school managements in application of the community partnership policies and developing methodologies, plans and mechanisms required to activate community partnership at schools affiliated with the UAE Educational Council, and working on developing the methods used in communication process and using modern technologies that encourage the members of the local community to communicate and facilitate their participation in the educational process.

Title: The role of school management in activation of community partnership at cycle 1 schools in Al Ain city, UAE

Abstract

This study aimed to identify the role of the school management in activation of the community partnership at cycle 1 schools in Al Ain city, United Arab Emirates, the researcher used the descriptive approach in the research; and sought to know the differences in responses of the teachers to the role of the school management in activation of the community partnership according to the variables of the study (Gender, Years of Experience and Educational Qualification), the sample of the study consisted of (230) male and female teachers, the sample was chosen randomly, as the researcher designed a questionnaire after referring to previous studies and theoretical literature relevant to activation of the community partnership. Among the most important results of the study, the role of the school management in activation of the community partnership was average and the arithmetic mean was (3.08) and the standard deviation was (1.17), the first area was in the first rank with the highest arithmetic mean, the fourth area came in the second rank, the second area came in the third rank while the third area came in the last rank. The study results indicated that there are no statistically significant differences attributable to the variable of the gender (male, female), the variable of years of experience and the variable of the educational qualification towards the role of the school management in activation of the community partnership in all areas of study. To emphasize the importance of the activation of the community partnership, the study recommended with the necessity of creating organizational units at the educational council which shall care of following school managements in application of the community partnership policies and developing methodologies, plans and mechanisms required to activate community partnership at schools affiliated with the UAE Educational Council, and working on developing the methods used in communication process and using modern technologies that encourage the members of the local community to communicate and facilitate their participation in the educational process.
The study aimed to identify the role of the school principals in activating community partnership in the Batinah North Governorate schools in the Sultanate of Oman, and to identify the effect of variables: gender, professional experience and academic qualification in the estimations of the principals of the northern Batinah governorate schools on activating the community partnership. The researcher used the descriptive approach in her study. The sample of the study was 117 principals, and applied the tool, where the validity of the content was estimated to be 0.910 using Alpha Cronbach equation. The results of the study found that the role of school principals in activating the community partnership in the schools of North Batinah Governorate in the Sultanate of Oman was high with an average of 4.05 and a standard deviation of 0.44. The results indicated that there were no statistically significant differences at the level of (α = 0.05) in the sample of the study on the role of school principals in activating the community partnership in the schools of North Batinah Governorate in Sultanate of Oman, due to gender variable, academic qualification and professional experience. In the light of the previous results, the current study recommended supporting the efforts of school principals in activating the community partnership and providing the necessary requirements for this, and adopting a clear methodical policy by the concerned with regard to the community partnership, which has systems and laws as well as, supported materially and morally. It is recommended also to introduce the community partnership within the programs and training plans that develop skills Communication and partnership with school administrations.
This study aimed to identify the level of readiness of the buildings of the second cycle basic education schools in North Al Batinah Governorate for crisis management, as well as to find out if there are differences of statistical significance due to gender variable and job. The sample of the current study consisted of 76 school principals and their assistants, selected by cluster method. The researcher prepared a questionnaire to measure the level of readiness, and the validity of its content was measured by specialists through the validity of the items and the validity of representation (appointment). The reliability of the internal consistency of the scale was also measured by Alpha Cronbach equation, where the coefficient reliability was $r = 0.91$. The most important findings of the study are that the level of readiness of the buildings of the second cycle basic education schools in North Batinah was high, in addition to the absence of differences of statistical significance attributed to gender and job. In the light of the above findings, the current study recommended conducting training courses for administrators in schools in the governorates of the Sultanate to improve their performance in dealing with the crises facing them in schools to address them and avoid the causes, organizing an annual forum for each governorate targeting school administrators to discuss the reality of educational crises in their schools and exchange views and educational trends on how to deal with these crises and take advantage of them in the future, fabricating some of the crises in schools to prepare their employees on how to deal with crises in the event of a real crisis, creating a special group for school administrators through the means of social media in order to submit the educational crises they face in schools and ways of dealing with them through exchanging information and experiences among themselves and how to deal with them and benefiting from the lessons learned from the experiences of others, in addition to conducting studies on the level of readiness to manage crises of the first cycle school.
الباحث: رقية بنت عيسى بن محمد البلوشية

التخصص: مناهج وطرائق التدريس العامة

الدرجة العلمية: الماجستير

الدورة: 2020

عنوان الاطروحة: أثر برنامج تدريبي مقترح قائم على الخيال العلمي لتنمية مهارة الأصالة في منهاج الفنون التشكيلية لدى طلبة الصف الثاني الأساسي بولاية صحار

الكلمات المناسبة: برنامج التدريبي - الخيال العلمي - الأصالة - الفنون التشكيلية

Abstract

The current study aimed to measure the impact of a proposed training program based on science fiction to develop the skill of originality in the curriculum of plastic arts for students of the second basic class in Sohar, and to reveal the impact of the proposed training program based on science fiction to develop the skill of originality attributed to the gender between males and females and to achieve goals. The study used the researcher semi-experimental approach, by designing (unequal control group) and the study materials included (the teacher’s guide _ and the student activity booklet) and study tools (pre-test _ and post-test). After the researcher confirmed the validity and reliability of the tools, she began applying them to a sample consisting of 112 male and female students from the Riyadh Creativity School for Basic Education (1-4) in Sohar, and they were chosen in the style of a cluster sample, using simple random technique, in the school year 2019/2020 AD, the results of the study indicated that there are differences at the level of significance (α ≤ 0.05) between the averages of the students ‘scores in the post, application to measure the originality skill between the experimental group and the control group, in favor of the experimental group. There are no differences in the gender of the skill of originality at the level of significance (α ≤ 0.05) between male and female in the post-test of the experimental group, The researcher recommended taking advantage of the results of the training program in subjecting the teachers to training programs and courses in order to develop teaching skills in science fiction to develop the skill of originality, and take advantage of innovative thinking tests in the curricula of plastic arts and include activities, images and exercises in science fiction with second grade students to develop the skill of originality, Suggestions were also made in building and experimenting with training programs, designing decisions and editions of teacher guides in science fiction, conducting more studies and research in science fiction to develop the skill of originality, and benefiting the Department of Fine Arts Curricula Development with the proposed teaching processes and strategies in science fiction.
The study aimed to identify the values included in the Islamic education curricula for the tenth grade, and the role of parenting in its development. The study used the descriptive approach, and the study sample consisted of parents of the Grade tenth students in the Al-Dhahirah governorate for the academic year 2019/2020, whose number is 336 guardians. The study used two tools to achieve its objectives, namely: a content analysis form, and its validity was verified by presenting it to specialized and experienced persons in the field. Its reliability was also confirmed by calculating the agreement ratio between analysts using Cooper’s and Holste equations, and the agreement coefficient in the two equations was 0.89; A questionnaire to measure the role of parenting in developing the values of young people, and its validity was verified by presenting it to qualified and experienced professionals. Its reliability was also confirmed by applying it to a pilot sample of 30 parents. Then the reliability factor was measured using the Cronbach alpha equation, where the stability ratio was 0.93. The results of the study came as the fields (moral, devotional, and faith) were ranked at the highest ranks, and the highest percentages ranged between 14.42% to 20.35%, followed by the fields (economic, national, social, political, and scientific) in the middle order, with percentages ranging between 6.10 % to 11.45%, and finally the fields (environmental and family) came at the lowest ranks with low percentages reaching 1.07% to 1.48%.

The arithmetic mean of the questionnaire of the role of parenting in the development of values as a whole was 4.32 at a very high level, where the first axis, which represents the practice of parents towards their children, came in the first order with an arithmetic average of 4.49 at a very high level, and the second axis, which represents the importance of methods and methods of parenting upbringing, came in the second order With an arithmetic average of 3.97, at a high level, and in light of this, the study recommended several made, the most important of which are: Taking into account the reasonable balance in the distribution of values among the ten areas identified by the study in the tenth grade, and the importance of notifying students’ parents when developing curricula as a kind of awareness and partnership between the educational institution and society, and some proposals have been submitted for educational studies in the same field.
The study aimed to reveal the skills of administrative communication and its relation to the job performance of school principals and their assistants in Al-Buraimi governorate (Oman), the study followed the descriptive correlation approach to suit the nature of the study, the sample of the study consisted of (52) managers and assistant managers in schools Al-Buraimi governorate has been betrayed in a deliberate way and they represent (100%) of the population, From the study community.

The study tool consisted of a questionnaire formed from two fields, the first consisting of four axes that fall under each axis (6) paragraphs to measure the skills of administrative communication and the second consists of three axes that fall under each axis (6) paragraphs to measure functional performance. The results of the study found that the degree of practice of school principals and their assistants to administrative communication skills came to a high degree, with a mathematical average (3.99) with a standard deviation (0.38), and that the prevailing level of job performance among school principals came with a high average calculation (3.84) and a standard deviation (0.42). The study also found that there are no statistically significant differences at the level of indication (as 0.05) in the responses of the members of the sample about the degree of practice of administrative communication skills of school principals and their assistants in Al-Buraimi governorate in Oman according to the change of years of experience, and job title. The absence of statistically significant differences at the level of indication (as 0.05) in the level of job performance among the principals of schools in Al-Buraimi governorate in Oman depending on the change of years of experience, and the job title. The results of the study also indicated that there is a direct correlation between the degree of administrative communication practice and the level of functional performance, with the correlation factor (0.523) among the principals of the schools of the Governor of Al-Buraimi in Oman. The study was made with a series of recommendations, Continuous attention by the educational process to follow up and evaluate the process of administrative communication with school principals in order to ensure their survival and upgrading. We have the opportunity to transfer the experiences and skills of school principals who have high skills of administrative communication to other schools.
The study aimed to recognize to what extent Islamic education teachers made use of creative thinking skills in teaching Tenth Graders in North and South Al Batinah Governorates Schools in Sultanate of Oman from the Point of View of the first teachers of Islamic education, and to discover whether there are differences in the evaluation of the study sample for the practice of education teachers Islamic skills for creative thinking among the tenth grade students in the north and south of Al Batinah governorates. The study sample consisted of (96) male and female senior teachers, senior teachers as a purposive sample for this study, were selected from the population whose number is (126) for academic year (2018-2019). For conducting the study, the researcher used a questionnaire of five dimensions representing creative thinking skills. The results of the study showed that the level of creative thinking skills practiced by Islamic education teachers in the governorates of North and South Al Batinah in the teaching of tenth grade students was within the intermediate level, with an average score of (92.2), while the ranking of skills was descending according to the arithmetic mean as follows: The fluency skill was ranked first and got a high rating with average of (4.09), followed by the skill of sensitivity to problems with an average of (3.80) at an intermediate level. The third place, the skill of flexibility with average of (3.67) at an intermediate level. The skill of originality was replaced in the center before the last with an arithmetic average of (3.59) at a low level. The skill of expansion, clarification or surplus came at a low level. The results also showed that there were no statistically significant differences in Islamic education teachers’ practice of creative thinking skills among tenth grade students in the north and south of Al Batinah governorates due to the governorate variable. Based on these results, the study presented some recommendations that may contribute to developing the practice of Islamic education teachers in creative thinking skills among tenth grade students, including: Diversification and continuity of training programs for 10th grade Islamic education teachers in North and South Al Batinah governorates in creative thinking skills to raise the level of practicing intermediate creative thinking skills.
هدفت الدراسة الحالية إلى دراسة أثر استراتيجية القراءة المتكررة على الفهم والاستيعاب في مادة اللغة الإنجليزية لدى طلبة الصف الرابع الأساسي، وتكونت عينة الدراسة من 60 طالبًا وطالبة من طلبة الصف الرابع الأساسي في ولاية الخابورة التابعة لمحافظة شمال الباطنة سلطنة عمان في العام الأكاديمي 2019-2020م. وقد قسمت العينة إلى مجموعتين عشوائيتين 30 طالبًا وطالبة درست الفهم والاستيعاب من خلال استراتيجية القراءة المتكررة والمجموعة الضابطة تكونت من 30 طالبًا وطالبة تم تدريسهم بالطريقة المعتادة. وللتأكد من أهداف الدراسة، صممت الباحثة دليل للمعلمة وكتاب خاص بالأنشطة القرائية للطلبة والتي تم استخدامها لتدريس الفهم والاستيعاب من منهج الصف الرابع للفصل الدراسي الثاني، وتم التحقق من صدق الأدوات عن طريق عمل مجموعة المحكمين وإجراء اختبارات دفع الإجابة، وتم عرض النتائج على مجموعة المحكمين لقياس الدقة، كما تم قياس ثبات الاتساق الداخلي باستخدام معادلة ألفا كرونباخ، وبلغ معامل الثبات r (0,74، وأظهرت نتائج الدراسة وجود فروق دالة إحصائيا في الفهم والاستيعاب بين الذكور والإناث في المجموعة التجريبية، وذلك أوصت الدراسة بتطبيق استراتيجية القراءة المتكررة في تدريس الفهم والاستيعاب، وعلى ضوء هذه النتائج، أوصت الدراسة المعنية في وزارة التربية والتعليم بدمج استراتيجية القراءة المتكررة في المناهج التعليمية، وربطها بالأنشطة القرائية ونشاطات الفهم والاستيعاب بين الصف الرابع والخامس لتكافؤ الفجوة بين المناهج.
الباحث:
Halima Ali Sulaiman AL-Maktoumi

التخصص:
Education Administration

الدرجة العلمية:
Master

السنة:
2018

عنوان الاطروحة:
relationship between class interaction and class size in the Faculty of Language Studies at Sohar University.

الكلمات المفتاحية:
Class size - Class interaction - Lecturer's interaction with learners - Learners' interaction with the lecturer - Learners' interaction with learners

الملخص:
This study is aimed at investigating the relationship between class interaction and class size in the Faculty of Language Studies at Sohar University. The sample of this study was selective and experienced. It included all lecturers who teach level two students in the Faculty of Language Studies in the academic year 2017/2018. The number of the lecturers with little experience was five while the number of the experts was fifteen. The researcher applied two study instruments which were direct observations via visiting classrooms and recording videos, individual interviews for discussing some ambiguous points. The researcher filled in observation forms for forty classrooms, twenty of them for small classrooms and twenty for large classrooms. In addition, the researcher measured all types of validity, descriptive, interpretative, theoretical, and evaluative. Furthermore, the reliability of the study was confirmed by repeating them several times with sudden visits. The results revealed that there is an inverse relationship between class interaction and class size in all study themes which are: lecturer interaction with learners, learners' interaction with lecturer and learners' interaction with learners. The results revealed that in small classrooms there was more class interaction than in large classrooms. This result supports the presumed theory's model. So, it recommends reducing the number of learners in large classes to range between 40 and 45 learners, and at the same time maintaining the same number of learners for small classrooms with two to three hours. Moreover, the study recommends providing the lecturers with training sessions in terms of controlling the problem of class interaction in large classrooms, for example, providing the lecturers at Sohar University with adequate training and workshops that consolidate and improve their teaching skills in large classrooms.
The aim of the study is to survey the perceptions of supervisors and teachers of Plastic Arts towards teaching discipline of sculpture in the Plastic Arts Curriculum in the Sultanate of Oman. The study sample included 180 Plastic Arts supervisors and teachers selected through stratified random sampling method out of (2011) teachers of both genders and (66) supervisors in the country. The researcher used the combined analysis method to collect data for this study through designing a research tool (Questionnaire) to identify the perceptions of supervisors and teachers of Plastic Arts towards teaching discipline of sculpture in the Plastic Arts Curriculum in the Sultanate of Oman. The questionnaire was consisted of (114) items divided into 8 sections and a group of experts in the field to ensure its validity where the coefficient of internal consistency was about (0.92) which shows a highest reliable value in humanities reviewed it.

The result showed that there were no statistically significant differences (α≤0.05) between the art supervisors’ and art teachers’ perceptions towards teaching discipline of sculpture in the Plastic Arts Curriculum due to their qualifications and job title work as revealed by data analysis (ANOVA) gender, as we as there were no statistically significant differences in their perceptions due to gender and years of experience; these were tasted using (T-Test) and (MANOVA). The open-ended question responses indicated the need to provide tools and materials for teaching sculpture and to provide schools with artistic workshops that are ready for teaching. The study ends up with several recommendations, the most important of which is the need to include modules, lessons and activities for the discipline of sculpture in the Plastic Arts Curriculum for various stages of study in the Sultanate of Oman, with the need to provide specialized training programs for teachers in the discipline of sculpture.
الباحث: د. حفصه محمد راشد السعدي
الفصل: الأصول والإدارة التربوية
المجستير: الدورة العلمية: 2020
العنوان: إتجاهات عقلية مدارس الحلقة الأولي في إمارة أبو ظبي نحو دمج طلبة التوحد في الصفوف الدراسية في دولة الإمارات العربية المتحدة
البحث: الاتجاه-حلقة الأولى-برامج الدمج-المعرفة الإجرائية للدمج-التوحد
الكلمات المفتاحية:

Abstract

The study aimed to identify the attitudes of teachers at Abu Dhabi first cycle schools towards integrating students of autism in the classrooms in the United Arab Emirates. It also sought to discover if there were differences in the responses of the sample members to the attitudes of teachers at Abu Dhabi first cycle schools towards integrating students of autism in the classroom in the United Arab Emirates, according to the variables (gender, years of experience). The researcher used the descriptive method in her study, which consisted of teachers at first circle schools in the Emirate of Abu Dhabi in the United Arab Emirates, who were 310 distributed to 8 schools in the Emirate of Abu Dhabi. In order to achieve this, I have used a questionnaire consisting of 36 items with three axes which includes the academic dimension, training and professional experiences of teachers and the psychological and social dimension of autism students. Its stability has reached 0.916 according to Alpha Cronbach. The researcher presented the study tool to the arbitrators to calculate the extent of its truthiness and used arithmetic averages and standard deviations as well as the t-test and ANOVA single differentiation analysis. The results of the study showed a set of outcomes, most importantly: the attitudes of teachers at Abu Dhabi first circle in the Emirate of Abu Dhabi towards integrating autism students in the classrooms in the United Arab Emirates which achieved a high degree of appreciation, as the general arithmetic average reached 3.76 and the standard deviation reached 499. In addition to that, the themes of the study were highly rated. The average of the first axis 3.75, the average of the second axis 3.57 and the average of the third axis 3.91.The study also showed that there were no statistically significant differences for the gender variable (female / male), regarding the attitudes of teachers at the first circle schools in the Emirate of Abu Dhabi towards integrating autism students in the classrooms in the United Arab Emirates in all areas of the study, as there are no differences with statistical function attributed to variable years of experience in all axes of study. The researcher has recommended conducting similar studies, in order to learn about other variables that are not present in the current study. In addition, teachers need to receive training and educational courses to enable them to possess the necessary skills and expertise and to deal with the category of persons who have to be integrated, training teachers in all schools.
The study aimed to identify the degree of Principals practicing leadership by ‘walking around’ in the Education Council (3) schools in the United Arab Emirates and its relation to creativity from teachers’ perspectives. The researcher used various strategies including the descriptive approach to collect data. The participants of the study consisted of (3540) male and female teachers of the (3) Education Council schools in the UAE during the school year (2019 \ 2020). The study sample was represented by the simple random method of (351) male and female teachers, which equated to (10\%) of the participants of the study. The researcher prepared a questionnaire as a study tool from two axes. The first axis involved investigating Principals’ leadership by ‘walking around’ and the findings were analyzed through (35) passages. Whilst the second axis examined the level of creativity through (25) passages, which in total equated to studying a total of (60) passages all together.

The finding of the study resulted in the following:

According to a high number of teachers’ perspectives, the notion of ‘walking around’ is used extensively by school Principals of the education council (3), to practice leadership. This was established with a very high statistical degree of an average of (4.28). In addition, the study showed that there were no statistically significant differences that occurred due to years of experience of council (3) school Principals, and their degree of leadership. This was established in all axes except for the first axis which entailed ‘discovering facts’. Also, there was a positive correlation as well as a statistically significant relationship, regarding the degree of leadership and the level of creativity among the Principals.
This study aimed to identify the degree of leadership practice distributed in basic education schools (5-10) in the Al Batinah North Governorate, Sultanate of Oman. And reveal whether there are statistically significant differences in the degree of leadership practice distributed in basic education schools (5-10) in the North Al Batinah Governorate in the Sultanate of Oman due to gender variables and years of experience, using the descriptive approach. The study population consists of male and female teachers in grades (5-10) schools in Al Batinah North Governorate, Sultanate of Oman during the academic year 2020/19, and they numbered 3293 male and female teachers, and the study sample reached 329 male or female teachers. Their choice is by simple random method, and the researcher prepared a questionnaire consisting of 35 paragraphs to collect data, and the most important findings of the study.

(1) The degree of leadership practice distributed in basic education schools for grades (5-10) in the Al Batinah North Governorate is medium. (2) There were statistically significant differences at the level of significance (α ≤ 0.05) between the Averages of the sample members responses to the practice of distributed leadership in basic education schools for grades (5-10) in North Al Batinah Governorate in the Sultanate of Oman due to the gender variable, in favor of females. (3) There are statistically significant differences at the level of significance (α = 0.05) between the Averages of the sample individuals' responses to the degree of leadership exercise distributed in basic education schools for grades (5-10) in North Al Batinah Governorate in the Sultanate of Oman due to the variable of years of experience, and the differences came in favor of the study sample with two experiences; 10 to 20 years and more than 20 years in all areas of study. In light of the previous results, the study recommended a set of the most active and proposals together: Urging school administrations, basic education, for grades (5-10), to practice distributed leadership, because of the ease and speed with which they accomplish work, and work to implement training courses and workshops to provide school principals with distributed leadership skills, and Principals of basic education schools check to exchange visits between themselves, to exchange administrative experiences. And conducting studies on the relationship between distributed leadership and administrative creativity of principals of basic education schools, and conducting studies on the method of administrative leadership and its impact on productive effectiveness in basic education schools.
الباحث: ناهد بن سالم بن عبد الله الشامسي
التخصص: الأصول والإدارة التربوية
الدكتور فايز بن محمد بن أحمد النحاس
المستوى: الماجستير
الدرجة العلمية: الدكتوراه
السنة: 2019

عنوان الدراسة: مهارات الاتصال الإداري الفعال لمديري مدارس التعليم الأساسي بمحافظة البريمي وعلاقتها ببعض المتغيرات
الكلمات المفتاحية: الاتصال الإداري - مهارات الاتصال الإداري - مدارس التعليم الأساسي - هبة القراءة - مهارة الكتابة - مهارة المحادثة - مهارة القراءة - مهارة الكتابة - مهارة الاستماع - مهارات التواصل المختلفة لدى مدراء المدارس بما يسوؤ

الملخص

الدراسة اكتسبت مهارات الاتصال الإداري الفعال لدى مديري مدارس التعليم الأساسي بمحافظة البريمي من وجهة نظر المعلمين والمعلمات، حيث تم تأثير مجموعة من المتغيرات (النوع، العمر، المؤهل العلمي) على الاتصال الفعال في هذه المهارات، وكتبت عينة الدراسة من (350) معلماً ومعلماً من مدارس التعليم الأساسي في محافظة البريمي، والتي Artículo الكلية (24%) من طلاب تجربة التدريس في مدرسة تجربة مدارس التعليم الأساسي في محافظة البريمي. وواحدة من الأمثلة على الاتصال الإداري الفعال لدى مديري مدارس التعليم الأساسي في محافظة البريمي في المتابعة الكلية للدراسة، حيث بلغ المتوسط الحسابي (192.71) مع نسبة ثبات وفق معامل ألفا كرونباخ (0.90) والذين تقل أعمارهم من 30 سنة ومتطلبات كتابة اللغة العربية (2.15) نسبة مئوية (95%)، بينما بلغ المتوسط الحسابي لمحور مهارة الكتابة (3.39) ونسبة مئوية (74%). كما أشارت النتائج إلى عدم وجود فروق ذات دلالة إحصائية عند مستوى دائرة (0.05) بين متوسطات استجابات المعلمين في المتابعة الكلية لمهارات التدوين والدبلوم العلمي، وهو وجود فروق ذات دلالة إحصائية بين متوسطات استجابات المعلمين في الدرجة الكلية لعذر الاتصال (2.537) بين متوسطة استجابات المعلمين الذين بلغت أعمارهم أقل من 30 سنة، وهو وجود فروق ذات دلالة إحصائية عند مستوى دائرة (0.05) بين متوسطة استجابات المعلمين الذين بلغ عمرهم من 30 إلى 40 ونماذج (1.93). وأوصت الدراسة بأهمية تصميم برامج تدريبية تتناول مهارات التواصل المختلفة لدى مدراء المدارس بما يسوؤ ويعزز منظمات الإدارة المدرسية.
This study aims to identify to what extent the e-administration contributes to developing administrative work in the schools of the Sharjah Private Education Authority in the United Arab Emirates. To achieve the objectives of the study, the researcher has adopted an analytical descriptive approach. The population of the study consists of all principals and their deputies, heads of academic departments, student affairs and school services in the schools of the Sharjah Private Education Authority in the United Arab Emirates during the academic year 2019/2020, amounting to (125) respondents (that is, 100% of the total population of the study), and they have been selected using the simple random sampling method. The researcher has used a questionnaire composed of 5 areas: planning, organization, guidance, leadership, and oversight. The results have demonstrated that the e-administration contributes to developing administrative work in the schools of the Sharjah Private Education Authority in the United Arab Emirates with very high scores since the general arithmetic mean is (4.38) with a general standard deviation of (0.54). There are statistically significant differences at the level of significance (α = 0.05) in the scores of the study sample about the contribution of e-administration to developing administrative work in the schools of the Sharjah Private Education Authority in the United Arab Emirates due to the variable of job title in the three areas of (planning, guidance, and oversight). While there are no statistically significant differences in the two areas of (organization and leadership). There are statistically significant differences at the level of significance (α = 0.05) in the scores of the study sample about the contribution of e-administration to developing administrative work in the schools of the Sharjah Private Education Authority in the United Arab Emirates due to the variable of years of experience in the two areas of (planning and organization). While there are no statistically significant differences in the remaining areas of (guidance, leadership, and oversight). The researcher has provided some recommendation, including without limitation. To disseminate the culture of the importance of e-administration for all employees of the educational institution and private schools. In addition, there should be a motivation for those persons who are good in the administrative work and benefit greatly from using the e-administration constantly.
This study aimed to investigate the relationship of spatial intelligence with creative thinking and academic achievement among geography grade 11 Female students in the Sultanate of Oman. To achieve the objectives of the study, the researcher used the correlation approach to a sample of 150 female students, who were randomly selected in the cluster techniques. The study tools were: Cards Rotations Test, Ekstrom et al,1976 for spatial intelligence, circles activity scale, Torrance,1966 for creative thinking, and an academic achievement scale which was developed by the researcher. The validity of the spatial intelligence and creative thinking were done through measuring face validity, while the validity of the academic achievement was done through content validity. The internal consistency reliability obtained by using Cronbach’s Alpha and it was 0.728 for the creative thinking and it was 0.80 academic achievement. Furthermore, Split-Half was used for the spatial intelligence scale and it was 0.90. The results of the study showed a positive a highly statistically significant correlation between spatial intelligence and creative thinking, and between spatial intelligence and academic achievement. The results also revealed the ability of spatial intelligence to predict the academic achievement and creative thinking. Based on these results of the study, the researcher recommends organizing training courses and workshops for geography teachers in how to develop spatial intelligence and creative thinking in the classrooms. Moreover, the researcher recommends conducting future studies similar to the current study in other majors like science and math.
The current study aimed to reveal the extent to which mathematics teachers practice metacognitive thinking strategies during teaching verbal mathematical problems in government schools in South and North Al-Batinah governorates from the point of view of senior teachers. It also aimed to reveal differences in the practice of mathematics teachers in accordance with the study variables, which are: type of a social environment and the educational governorate. In these conditions, the researcher used the descriptive approach to suit it to the nature of the study and adopted the questionnaire as a tool to collect the study data, which included 30 items distributed on three subjects: the thinking out loud strategy, the self-questioning strategy and the KWL strategy. It was distributed to the study sample for the senior mathematics teachers in governorates of Al-Batinah south and north for the total number of (126) male and female teachers. The apparent validity of the questionnaire was measured through the sincerity of the arbitrators. The reliability of the resolution was also calculated and Cronbach's alpha coefficient was (0.94). The study concluded through statistical results that mathematics teachers practice metacognitive thinking strategies during teaching verbal mathematical problems in government schools in the governorates of South and North Al Batinah from the point of view of the senior teachers, it came with a medium degree, with an arithmetic mean M = 3.19, and a standard deviation SD = 0.52. The study also revealed differences at the level of significance (α ≤0.05) in the arithmetic averages between males and females in the level of mathematics teachers practice of metacognitive thinking teaching verbal mathematical problems attributed in favor of females. There were no differences at the level of significance (α ≤0.05) in the arithmetic averages between the governorates of South Al-Batinah and North Al-Batinah in the level of mathematics teachers’ practice of metacognitive thinking strategies during teaching verbal mathematical problems. Through the results of the current study, a set of recommendations were developed, the most important of which were: preparing special programs to follow up on teachers’ implementation of the stages of metacognitive thinking strategies during their teaching of verbal math problems by senior teachers, educational supervisors and school principals. As well as encouraging male math teachers in the governorates of South and North Al Batinah to conduct an exchange of visits with female math teachers in order to enhance the teaching practices of metacognitive thinking strategies.
هندمت هذه الدراسة إلى استدعاء مدى استفادة المشرفين التربويين من مواقع التواصل الاجتماعي في التنمية المهنية الذاتية في المديرية العامة للتربية والتعليم بمحافظة شمال الباطنة، ونذكر كيف التحقق عما إذا يوجد فروق ذات دالة إحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين. عُثرت نتائج الدراسة على أن المشرفين التربويين يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي، وتوزع المشرفين التربويين على مواقع التواصل الاجتماعي في التنمية المهنية الذاتية، ونُصَّت على متغير النوع الاجتماعي في التحليل. أظهرت الدراسة جدولاً إحصائياً للجوانب المهمة في العمل الإشرافي، وغيرها، وهو ما يعتمد على الدراسة على أن المشرفين التربويين يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي، في توفر المشرفين التربويين على مواقع التواصل الاجتماعي في التنمية المهنية الذاتية، ونُصَّت على متغير النوع الاجتماعي في التحليل. أظهرت الدراسة جدولاً إحصائياً للجوانب المهمة في العمل الإشرافي، وغيرها، وهو ما يعتمد على الدراسة على أنه لا يوجد فروق ذات دلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين. في المديرية العامة للتربية والتعليم، في محافظة شمال الباطنة، كما أن المشرفين التربويين الذين يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين. في المديرية العامة للتربية والتعليم، في محافظة شمال الباطنة، كما أن المشرفين التربويين الذين يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهما الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهم الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين، يعانون من التوظيف وفقًا لدلالتهم الإحصائية بين مواقع التواصل الاجتماعي في فاعلية إحداث التنمية المهنية الذاتية لدى المشرفين التربويين.
This study aimed to identify the effect of using cooperative learning on developing the skill and physical performance of handball for (Grade 6) students in Al Dhahirah Governorate. The researcher used the experimental curriculum with two groups, one experimental and the other controlling, on a sample of (136) students deliberately selected from the basic Grade 6 students at Ammar bin Yasser School in Al-Dhahirah Governorate, and they were divided into two groups. One of them, experimental and the number of (68) students were taught. By using cooperative learning, and the other (68) students were taught in the usual traditional way. In addition, the training program took eight weeks during the second semester of the academic year (2018-2019). Furthermore, Skills and physical tests were conducted before and after the implementation of the training program. Therefore, data were collected, and the statistical packages program (spss) were used to analyze the results.

The most important results that were resulted in statistically significant differences in all the physical and skill variables between the experimental and control groups in favor of the experimental group. In addition to that, the differences between the pre and post measurements of the experimental group in all the physical and skill variables in favor of the post measurement. As results, there were no differences between the pre and post measurements of the control group in the variables of speed, flexibility, reception and scrolling. In addition to the existence of differences between the pre and remote measurements of the control group in the variables of ability, agility, correction and passing in favor of the post measurement.

Eventually, the researcher recommended using the cooperative learning method in teaching school sports, especially when teaching group games. The researcher also recommended conducting more studies using the cooperative learning method in the field of school sports.
هذة الدراسة تتهدف إلى التعرف على صعوبات التعلم الإلكتروني في محافظة شمال الباطنة ب▌وجهة نظر معلمي الرياضة المدرسية، وتشمل على الصعوبات(flags) تبعًا لتغيرات الدراسة، وهي: النوع الاجتماعي، وعدد سنوات الخبرة، واعتمدت الاستبانة كأداةً لجمع بيانات الدراسة التي شملت 32 فقرةً موزعةً على ثلاثة محاور الصعوبات المتعلقة بالجهة الفنية والإدارية، ومعلمي الرياضة المدرسية، وجمع البيانات عن طريق الاستبانة، وتم توزيع الاستبانة على (210) معلم ومعلمة رياضة مدرسية بمحافظة شمال الباطنة في العام الدراسي 2020-2021م. وقد تم قياس الصدق الظاهري للاستبانة من خلال صدق المحكمين، كما بلغ معيار ألفاكرونباخ لهذا المقياس 0.96، وتم توزيع الدراسة بعد المعالجات الإحصائية، لإنشاء مقياس صعب من صعوبات التعلم الإلكتروني من وجهة نظر معلم الرياضة المدرسية، واحتياج معلم الرياضة المدرسية إلى تغيير ملحوظ لأدوات التعلم الإلكتروني من وجهة نظر معلم الرياضة المدرسية، واحتياج معلم الرياضة المدرسية إلى تغيير عدد سنوات الخبرة للعلماء المعلمين في مجال الرياضة، وشملت الاستبانة ثلاث محاور: الوضع الاجتماعي، والبيئة العلمية، والوسائل التعليمية الإلكترونية التي تسهل التعلم الإلكتروني ودعمه.

Keywords: e-learning, school sports, Al Batinah North Governorate, school teachers, teaching difficulties.
The study aimed to identify the difficulties of employing modern technologies in teaching English language in second cycle schools in Rustaq. And revealing the difficulties of employing modern technologies in teaching the English language according to the study variables (teacher, environment, student). Where the researcher used the descriptive approach to suit the subject of the study. To achieve this study, a questionnaire was used as a tool to collect data. The questionnaire was distributed to the exploratory sample of 25 male and female teachers, and the questionnaire consisted of 26 phrases and the axes were divided into (teacher, environment, student), and the basic study sample consisted of 325 English language teachers for the second cycle, which was chosen in the method. The results of the study showed that English language teachers lead to difficulties in using modern educational technologies in teaching the English language. This primarily due to the school environment axis came first, and this indicates the high difficulties in using technology related to the teacher. The second level come in the value indicates that the difficulties in using the technology related to the teacher are high, but in the later rank the student axis came with a high degree of difficulty, which indicates that the degree of difficulties in using modern technologies in teaching English in the second cycle schools in rustaq is high from the point of view. Consideration of the study sample members, the result also showed that the absence of statically significant differences in the difficulties of using modern technologies in teaching English in second cycle schools, the schools in the stat of al rustaq, are due to the gender variable, as the value of "T" 1.21 and a probability value p=0.23 is higher than the level of significance. a= 0.05 this indicates that the difficulties are the same for males and females.
البحث:
سعود بن سالم بن عبد الله الرواحي

الخصوص:
منهج وتراكب تدريس عامة

الماجستير:

الدرجة العلمية:
2021

 العنوان الإطروحة:
مستوى الكفاءات التكنولوجية لدى معلمى الدراسات الاجتماعية بمدارس محافظة جنوب الباطنة

الدراسات الاجتماعية

الكلمات المفتاحية:

Abstract

This study aimed to investigate the level of technological competencies among social studies teachers, in South Al Batinah Governorate schools in the Sultanate of Oman, and to identify whether there were statistically significant differences in the level of knowledge and performance technological competencies with regard to gender, specialization, and years of experience. The study used the descriptive approach by applying a questionnaire, which included two domains: knowledge and performance. The tool consisted of (40) items divided into (20) items for each domain. The validity of the questionnaire was confirmed by a panel of specialists and the reliability was calculated using Cronbach’s alpha coefficient, which was (0.97). The study was applied to a sample of (208) male and female social studies teachers, who were chosen by a stratified random method from history and geography majors in basic education schools of the second cycle and post-basic education schools in the Governorate of South Al Batinah. The study showed that the level of technological competencies among social studies teachers was medium (M = 3.21). The study also found that there were no statistically significant differences (α≤0.05) in the level of knowledge domain due to gender, specialization, and years of experience. In addition, there were no statistically significant differences (α≤0.05) in the level of performance domain due to gender and specialization, while there were statistically significant differences in the level of performance due to years of experience favoring (1-10 years). The study recommended the need to raise the level of technological knowledge among social studies teachers and increase training courses and workshops to enhance their performance.
هدفت الدراسة الحالية إلى الكشف عن درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، ومن أجل تحقيق أهداف الدراسة اعتمدت الباحثة النهج الوصفي التحليلي، حيث أخذت النتائج على منهجية مدارس محافظة شمال الباطنة في سلطنة عمان، وقد تم اعتماد نمط مدارس محافظة شمال الباطنة في سلطنة عمان، وقد تم استخدام تقنية التحليل التجريبي والتحليل الاداري في دراسة تильно النتائج، حيث أظهرت النتائج عدم وجود فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمين لتقنية المعلومات والاتصالات في دعم تعلم الطلبة من وجهة نظر مديري مدارس محافظة شمال الباطنة في سلطنة عمان، وقدمت النتائج فروق ذات دلالة إحصائية عند مستوى الدلالة α ≤ 0.05 في تقدير عينة الدراسة حول درجة توظيف المعلمن
This study aimed to investigate and recognize the characteristics of leadership which Imam Mohamed bin Abdullah Al Khalili sought to instill in members of society in order to create leadership personality; in addition to the educational methods that the Imam used to inculcate such leadership characteristics in the society members, the study has relied upon the qualitative approach, and used the case study method. The study sample included people contemporary to the Imam Al Khalili, in addition to books, studies, documents, manuscripts as well as the audio-visual media which the study data were collected. As the study tools are consisted of conducting an open interview to collect data, in addition to analyzing the data collected from the study sample. The study found that, Imam Mohamed bin Abdullah Al Khalili sought to form leadership personalities with 55 leadership characteristics, which are divided into three sections: The psychological characteristics, which contained 18 leadership characteristics, the most important of it: (Sincerity, Positivity, piety, wisdom, patience, courage, self-restraint, and open-mindedness. Organizational leadership characteristics, which contained 18 leadership characteristics, the most important of it: firmness, peaceful coexistence, honesty, consultation (Shura), initiative, transparency, farsightedness and support for the scientific movement: General leadership characteristics, which contained 19 leadership characteristics, the most important of it: altruism, cooperation, modesty, boldness, generosity, compassionate and justice. The Imam used four educational methods in order to inculcate these characteristics in the members of the society, namely: The role models, direction and guidance, storytelling and assigning tasks.
This study aimed to investigate level of attitudes of students’ University of Technology and Applied Science in Oman towards participation in Students’ Activities and revealing if there are statistically significant differences in students’ attitudes towards participation in students’ activities can be ascribed to variables: gender, university, and the academic year, via the descriptive approach. The study population consists of 2199 students (male and female) during the academic year 2019-2020. The study sample consists of 332 students (male and female). The study tools are: A questionnaire for students’ attitudes towards participation in activities, to identify its main axis and questionnaire. The most important findings are: The attitudes towards participation in students’ activities according to the axis of the study and tools. Whereas the arithmetic mean is 3.63 and standard deviation is 0.35. The study found the statistically significant differences at the level of significance α=0.05 to responses of individuals about level of attitudes were attributed to type variant. The statistical difference came in favor of male student sample. The study found statistically significant differences at α=0.05 to response of individuals of the sample about the level of student’s attitudes were attributed to variable of the university Sohar, Sur and Ibr and the differences came in favor of the study sample in universities of Sohar and Sur. The study found that statistically significant differences at the level of significance α=0.05 to the responses of the individual of sample about the level of students’ attitude are attributed to the academic year (First, Second, Third, and Fourth). The difference came in favor of the study sample in the first academic year.
The study aimed to identify the school administration attitudes towards applying Tablat Device in Cycle 1 Schools in Al Ain city from the perspective of teachers, and to find out whether there is a statistical relationship according to gender variables and years of experience. The researcher used the descriptive approach in her study, and the study sample consisted of 329 teachers from Al Ain city schools in the first stage, and to achieve this, the researcher applied a questionnaire consisting of (30) items distributed on three axes and included the directions of the school administration about leadership with a contemporary vision, the culture of learning in the era digitality, excellence and development in professional practices, and its stability has reached (0.952) according to Alpha Cronbach, and the researcher presented the study tool to the arbitrators to calculate the extent of its sincerity, and used mathematical averages and standard deviations, (T-test) and (Anova). The study reached a set of results, the most important of which are: the total score of the questionnaire for measuring school management attitudes towards employing the tablet device in the first cycle schools in Al Ain from the teachers point of view has a high level of direction, in addition to all the axes of the study came with a high level of direction, as the study results indicated the absence of statistical differences at the level of significance \( \alpha \geq 0.05 \) in the directions of school administration towards employing the tablet device in the first cycle schools in Al Ain city due to the gender variable, and the results also indicated the absence of statistical differences at the level of significance \( \alpha \geq 0.05 \). In school administration attitudes towards employing the tablet in the first cycle schools in Al Ain, attributed to the variable of experience.
البحث:
موزة بنت عبيد بن محمد المقبالي
المتخصص:
الأصول والإدارة التربوية
المستوى:
الماجستير
الدرجة العلمية:
2020
عنوان الاطروحة:
واقع استخدام مديري المدارس لأساليب إدارة الصراع التنظيمي بمدارس ولاية صحار
الكلمات المفتاحية:
الصراع - الصراع التنظيمي - إدارة الصراع التنظيمي - أساليب إدارة الصراع التنظيمي

Abstract
The current study aims to reveal the reality of school principals’ use of organizational conflict management methods in Sohar. The study sample consisted of 120 principals and assistants from Sohar school during the 2019/2020 academic year, who were chosen using the sample method, and the study tool consisted of a questionnaire. It consists of five methods (power, courtesy, settlement, avoidance, and cooperation), distributed over 80 statements, where the internal consistency reached 0.88 by the Alpha Cronbach equation. The most important results indicated that the application of organizational conflict management methods in Sohar schools came to a high degree in all methods. In addition, the results also showed that there were no statistically significant differences at the level of the significance α 0.05 of the means of sample response according to the gender or scientific qualifications variable. The study recommended directing school principals to choose the appropriate method in managing organizational conflict and be aware of the possible causes of the conflict and work to reduce it. A study also recommended paying attention to the conditions of the school environment and working to improve its resources, good listening to school personnel and not ignoring their complaints and reactions while maintaining the high morale of school personnel and working to increase their situation.

هدفت الدراسة الحالية إلى الكشف عن واقع إستخدام مديري مدارس ولاية صحار لأساليب إدارة الصراع التنظيمي، وتكون مجتمع وعينة الدراسة من 120 مدير ومساعد مدير بمدارس ولاية صحار خلال العام الدراسي 2019/2020م، الذين تم اختيارهم بطريقة العينة القصدية، وتكونت أداة الدراسة من إستبانة محاورها: أسلوب التعاون، أسلوب المجاملة، أسلوب التجنب، أسلوب التسوية، أسلوب السلطة، موزعه على 80 فقرة، حيث بلغ الاتساق الداخلي 0.88 بمعادلة ألفا كرونباخ. وأشارت أهم النتائج إلى أن مديري مدارس ولاية صحار يمارسون أساليب إدارة الصراع التنظيمي بدرجة كبيرة جداً. ووجدت النتائج الفردية لمتوسطات إستجابات أفراد العينة لواقع إستخدام الأساليب الصراعية لمدارس ولاية صحار تم إستخدام الأساليب الصراعية تم إستخدام الأساليب الصراعية بمدارس ولاية صحار، كما توصلت النتائج إلى عدم وجود فروق ذات صلة إحصائية عند مستوى الإحالة 0.05% لمتوسطات إستجابات أفراد العينة لواقع إستخدام الأساليب الصراعية، وأوصت الدراسة بتوجيه مديري مدارس و الطلاب السلمي إلى أمثلة الصراع التنظيمي تتم تفعيل النوع الاجتماعي أو المؤهل العلمي، وأوصت الدراسة بتوجيه مديري المدارس إلى أهمية تعزيز التوازن الوراثي والبيئي ضمنياً على الأطراف المتنازعات، وإيجاد أطراف المعارض على قبول النتائج المطروحة على الأطراف المتنازعات، والأنفются. كما أوصت الدراسة بتوجيه استخدام الفوائد والينتقالات الخطية للترابيب العقلية المصاحبة من موجهها.
This study aimed to examine the impact of transformational leadership Practices of educational supervisors on the sustainable professional development of mathematics teachers at the general directorate of education in North Al Bettina Governorate. To achieve the objectives of the study, the descriptive approach was used on a sample of mathematics teachers consisting of 261 male and female teachers, who were randomly selected by the cluster method, then simple random assignment. In applying the study, the researcher used the supervisors’ practice of transformational leadership scale, and the researcher’s sustainable professional development scale, based on the transformational theory and previous studies that dealt with transformational leadership, and professional development for teachers. The supervisors’ practice of transformational leadership scale included 29 items divided into four variables: idealism or charisma, individual consideration, intellectual arousal, and inspirational motivation. While the scale of sustainable professional development included 30 items divided into five variables: planning, curriculum, evaluation, professional growth and teaching methods. The validity of content of the two scales was validated through the validity of the terms and sampling validity. The reliability of internal consistency was also measured by the Alpha Cronbach equation. To ensure the global structure of the two measures, the researcher conducted a confirmatory factor analysis of the assumed model for each measure, and for the hypothetical model, using the AMOS 22 program, and the results showed obtaining two models match the current study data to a large extent. To investigate the impact of transformational leadership practices for educational supervisors on the sustainable professional development of mathematics teachers, the researcher used Structural Equation Modeling (SEM), where the results showed a positive and significant impact of transformational leadership practices for educational supervisors on the sustainable professional development of mathematics teachers in planning, curriculum and evaluation, and professional growth and teaching methods. In light of the results, the researcher recommended supporting the educational supervisors who are characterized by the exercise of transformational leadership in their supervisory work, by giving them confidence and engaging them in advisory boards at the governorate level, as well as making use of the recommendations of the proposed structural model, and of the proposed measures of the current study, with a proposal to investigate the impact of leadership practices transformational supervision for educational supervisors for sustained professional development of mathematics teachers in other governorates of the Sultanate of Oman.
This study aimed to investigate the impact of implementing quality management system on improving administrative processes among department directors, their assistant and sections heads of the General Directorate of Education in North Al-Batinah Governorate, as well as to reveal whether there are statistically significant differences in the effect of department managers and their assistant and sections applying the quality management system in improving administrative processes due to the job title variable. This study was based on the descriptive approach. The study sample consisted of 48 department directors, assistant directors, and section heads from the Directorate General of Education in North Al Batinah Governorate. The study tool was applied to them, which is a questionnaire prepared by the researcher, with the validity and reliability tested. The validity of the content was used to test the validity, and the Cronbach alpha internal consistency factor was used to test the reliability. The tool reliability factor was α=.96. The study found that the effect of implementing the quality management system on improving administrative processes of department directors, their assistants and sections heads of the Directorate General of Education in North Al Batinah Governorate was very high in the areas: setting work goals, distributing responsibilities and delegating powers, and continuous improvement. The results of the study also indicated that there were no statistically significant differences in the effect of implementing the quality management system on improving administrative processes due to the job title variable. This study recommended that the Directorate implement training courses for department directors, their assistants and section heads on the methodology of analyzing opportunities when setting work objectives, and provide some departments and sections with specialized administrative cadres that contribute to activating the rotation of responsibilities among them, and updating the mechanism for measuring the beneficiary’s satisfaction with the services provided to be measured semi-annually instead of once every two years.
هندفت الدراسة الحالية إلى التعرف على درجة ممارسة مديرات مدارس الحلقة الأولى بمحافظة شمال الباطنة أدوارهن في تفعيل الشراكة بين المدرسة والأسرة، والكشف عن ما إذا كانت هناك فروق ذات دلالة إحصائية بين متوسطات تغريدات أمور الشراكة بين مدارس الحلقة الأولى في محافظة شمال الباطنة وأدوارهن في تفعيل الشراكة بين المدرسة والأسرة، والبحث عن بعض النتائج المرتبطة بفنون سنوات الخبرة، حيث كانت أعلى نسبة المدرسة في محافظة شمال الباطنة من معلمة الفئة تحت 44 عامًا، ونسبة مدراء المدارس في محافظة شمال الباطنة في الفئة تحت 45 عامًا. وانتقلت للسماح بالأدوات بناءً على أسئلة الدراسة أشارت نتائج الدراسة إلى أن درجة ممارسة مديرات مدارس الحلقة الأولى في محافظة شمال الباطنة أدوارهن في تفعيل الشراكة بين المدرسة والأسرة جاءت بدرجة عالية. كما أشارت النتائج إلى عدم وجود فروق ذات دلالة إحصائية بين متوسطات تغريدات أمور الشراكة بين مديرات مدارس الحلقة الأولى في محافظة شمال الباطنة وأدوارهن في تفعيل الشراكة بين المدرسة والأسرة، والبحث عن بعض النتائج المرتبطة بفنون سنوات الخبرة، حيث كانت أعلى نسبة المدرسة في محافظة شمال الباطنة من معلمة الفئة تحت 44 عامًا، ونسبة مدراء المدارس في محافظة شمال الباطنة في الفئة تحت 45 عامًا. وانتقلت للسماح بالأدوات بناءً على أسئلة الدراسة أشارت نتائج الدراسة إلى أن درجة ممارسة مديرات مدارس الحلقة الأولى في محافظة شمال الباطنة أدوارهن في تفعيل الشراكة بين المدرسة والأسرة جاءت بدرجة عالية. كما أشارت النتائج إلى عدم وجود فروق ذات دلالة إحصائية بين متوسطات تغريدات أمور الشراكة بين مديرات مدارس الحلقة الأولى في محافظة شمال الباطنة وأدوارهن في تفعيل الشراكة بين المدرسة والأسرة، والبحث عن بعض النتائج المرتبطة بفنون سنوات الخبرة، حيث كانت أعلى نسبة المدرسة في محافظة شمال الباطنة من معلمة الفئة تحت 44 عامًا، ونسبة مدراء المدارس في محافظة شمال الباطنة في الفئة تحت 45 عامًا. وانتقلت للسماح بالأدوات بناءً على أسئلة الدراسة أشارت نتائج الدراسة إلى أن درجة ممارسة مديرات مدارس الحلقة الأولى في محافظة شمال الباطنة أدوارهن في تفعيل الشراكة بين المدرسة والأسرة جاءت بدرجة عالية. كما أشارت النتائج إلى عدم وجود فروق ذات دلالة إحصائية بين متوسطات تغريدات أمور الشراكة بين مديرات مدارس الحلقة 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هدفت الدراسة إلى التعرف على الأنماط القيادية التي تمارسها مديرات مدارس الحلقة الأولى، كما تراها معلمات المجال الأول، في محافظة شمال الباطنة، والتعرف على مستوى الرضا الوظيفي لمعلمات المجال الأول، والكشف عن العلاقة الارتباطية بين الأنماط القيادية لمديرات مدارس الحلقة الأولى والرضا الوظيفي لمعلمات المجال الأول، وقد استخدمت الباحثة المنهج الوصفي الإحصائي، والПетербургس، استبانة قياديات الأنماط القيادية لمديرات مدارس الحلقة الأولى، ونماذج الرضا الوظيفي لدى معلمات المجال الأول، في محافظة شمال الباطنة، وهذا نماذج نماذج الرضا الوظيفي لدى المعلمات المجال الأول، ونماذج الرضا الوظيفي، ونماذج الرضا الوظيفي، كما أشارت نتائج الدراسة إلى ارتفاع مستوى الرضا الوظيفي في جميع المحاور بمتوسط حسابي مقدر بـ 4.52، ول낀ة متوسط حسابي مقدار 3.62، بينما يوجد متوسط حسابي مقدار 4.52، وهذه القيم تتعلق بوجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى وجود علاقة وثيقة متبادلة إيجابية بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادلة بين ممارسة مديرة المدرسة إلى جودة مونيه رضاء وإدراك المدرسة جيدة. والمدرسة، ونماذج الرضا الوظيفي، وأيضاً أشارت نتائج الدراسة إلى وجود علاقة وثيقة متبادل
This study aimed at identifying the role of school administration in developing awareness of voluntary work among teachers of Al-Rustaq State’s schools in the Sultanate of Oman. The study sample consisted of (168) teachers from AL-Rustaq State’s schools, who were chosen by the stratified random method. To achieve the goal of the study, a descriptive approach was used by preparing a questionnaire consisting of (26) statement and the validity and reliability of them were verified.

The results of the study showed that there is a high degree of the role of school administration in developing awareness of voluntary work among teachers of Al-Rustaq State’s schools in the Sultanate of Oman, as the general mean is (3.55) with a general standard deviation of (0.67). In addition, there are no statistical differences at the level of significance (α≤0.05) in term of the mean of the study sample estimates according to two variables which are gender and years of experience.

In light of the results, the study recommended more working to include goals related to voluntary work in the school’s general plan, to monitor it periodically, to organize training courses and workshops for teachers, to make use of modern resources of communication to raise awareness of the importance of voluntary work, and to involve teachers in various activities and programs related to voluntary work.
The current study aimed to identify the reality of the implementation of job performance management system and its relationship to the level of satisfaction among teachers of the second cycle in Sharjah schools in the United Arab Emirates. The researcher followed the descriptive approach, and the study population consisted of teachers of the second cycle in Sharjah schools in the United Arab Emirates during the academic year 2020/2021. The total community consists of 300 individuals from the second cycle schools in Sharjah schools, and the study sample consisted of 164 individuals, they were selected randomly, and thus the sample proportion is 51% of the study population. The researcher prepared the questionnaire as a tool for collecting information and data related to the study, which consisted of two fields, the first field: the reality of job performance management system, and the second field: the level of job satisfaction. The study found, in its results, that the reality of the implementation of job performance management for the goals of the job performance management system came with a mean $M=3.68$, and a standard deviation of $SD=0.72$, with a high level, as well as the reality of the application of the job performance management system in the indicators (weights) of the job performance management system was $M=3.68$, with a standard deviation of $SD=0.81$, with a high level, and the level of satisfaction of Sharjah school teachers Basic Education on the reality of applying job performance management came high with a mean $M=3.99$, and a standard deviation of $SD=0.71$, and there are no statistically significant differences at the significance level $(0.05≤\alpha)$ in the study sample’s estimates about the application of the job performance management system and the level of Satisfaction among the teachers of the second cycle in Sharjah schools, attributed to the years of experience, and there are no statistically significant differences at the level of significance $(\alpha=0.05)$ in the estimates of the study sample about the implementation of the job performance management system and the level of satisfaction among the second cycle teachers in Sharjah schools, due to Academic qualification, and there was a positive, medium and direct correlation, and a statistical function between the objectives of the job performance management system and the level of satisfaction among the teachers of the second cycle in Sharjah schools in addition, there was a positive, medium and direct correlation, and a statistical function between the indicators (weights) of the job performance management system and the level of satisfaction for teachers of the second cycle in Sharjah schools. Out of all recommendations presented by the researcher in her current study, work to deepen and raise awareness of the importance of job performance management, its objectives, indicators, and the relative weights used in the job performance evaluation process and the quality of the evaluation process, in Sharjah schools in the United Arab Emirates. She suggested a number of proposals, including conducting more studies and research that examine the development of job performance evaluation scales, indicators and weights, and the forms used in evaluations.

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لدى تقدير مبادئ الحوكمة الإدارية في مدارس التعليم الأساسي بمكتب الائت التدريبي
الإمارات العربية المتحدة
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**Summary**

This study aimed to identify the extent to which the principles of administrative governance are applied in basic education schools in Al Ain Education Office in the United Arab Emirates. The teaching staff at the Al Ain Education Office in the United Arab Emirates, during the academic year 2020/2021, numbered (500) individuals. The study sample consisted of 250 individuals, using a simple random sample, and the researcher built the study tool a questionnaire to collect data related to the study from five axes: justice and integrity, transparency and disclosure, control and responsibility, efficiency and effectiveness, active participation, which included 40 items. The study concluded with the most important results: the arithmetic averages and standard deviations of the estimates of the study sample on the extent to which the principles of administrative governance are applied in basic education schools in Al Ain Education Office in the United Arab Emirates. It came with a high degree of application, as the general average was 4.07M, with a standard deviation of SD = 0.30. There are no statistically significant differences at the significance level (0.05≥) in the estimates of the study sample due to the job title school principal, deputy principal, Head of the faculty in all areas of the study.

Based on the results of the study, the researcher developed a set of recommendations, including: creating a kind of exchange of visits between school administrations in the United Arab Emirates, represented by the Al Ain Educational Office; To acquire organizational, planning, administrative and technical skills, in order to exchange and transfer experiences among themselves about governance and its principles in school work, which is a model for basic education schools in Al Ain Education Office, to take advantage of.

**References**

Sheikhia Ali Abdullah al-Bulashe, (2021). "Identifying the extent to which the principles of administrative governance are applied in basic education schools in Al Ain Education Office in the United Arab Emirates." Postgraduate centre, Su.edu.om

**Keywords:** Administration, Basic School, Educational Office, United Arab Emirates.
This study aims to identify the difficulties of electronic supervisory follow-up in terms of the field’s senior supervisors in the Sultanate of Oman and to reveal the differences in obstacles according to the study variables, specifically: gender and the number of years of experience. The researcher used the descriptive approach to suit the nature of the study. Moreover, the questionnaire has adopted as a tool for collecting study data, which included 27 items distributed on three core axes: (physical and technical difficulties, administrative difficulties, difficulties related to the supervisor and educational supervision, and electronic educational supervision). It was distributed to the study sample of 151 supervisors in all schools in the Sultanate of Oman in the academic year 2020 / 2021 AD.

The apparent validity of the questionnaire was measured by the validity of the arbitrator’s and the Alpha Cronbach coefficient for this measure was 0.89. The study concluded, through statistical treatments, that the difficulties of electronic supervisory follow-up in terms of the senior supervisors of the field were high, with an arithmetic mean 3.45 and a standard deviation 0.73, in addition to the presence of statistically significant differences at the level of (0.05) in the difficulties of electronic supervisory follow-up in terms of the senior supervisors of the field due to the gender variable in favor of females. Furthermore, there are no statistically significant differences at the level of (0.05) in the difficulties of electronic supervisory follow-up in terms of the senior supervisors of the field due to the variable of the number of years of experience. As for the sub-axes, the results indicated that there were statistically significant differences in the difficulties related to the educational supervisor and electronic educational supervision, in favor of a group of 5-10 years of experience.

In light of the results of the study, a set of recommendations and suggestions were developed, the most important of which were: Providing electronic tools and programs that facilitate and support electronic supervisory follow-up.
This study aimed to reveal the level of E-Management of remote learning in the Emirate of Abu Dhabi schools, and to reveal the statistical significance of the impact of gender, academic qualification and years of experience on the level of E-Management of remote learning management among school principals in the Emirate of Abu Dhabi. The researcher used the descriptive approach in the study, the sample of the study consisted of 145 principals of public schools in the emirate of Abu Dhabi. A questionnaire was applied consisted of 55 items divided into three fields, which are: E-planning, e-organization and e-implementation. The reliability of the study tool was verified by presenting it to the arbitrators, the reliability of the study tool reached 0.89 by using the Cronbach's Alpha equation, means and standard deviations were used in the analysis of the study data (T-test) as well as One-Way ANOVA were used. The study found the following results: The level of E-Management of remote learning among school principals in the Emirate of Abu Dhabi was high, and the field of e-implementation of remote learning and e-organization came in a high degree, while the field of e-planning for remote learning came with a medium degree. The results indicated that there were no significant differences at the level of significance $\alpha \leq 0.05$ in the means of the level of E-Management of remote learning and its fields among school principals in the Emirate of Abu Dhabi of attributed to gender and academic qualification and the results indicated that there are significant differences at significance level $\alpha \leq 0.05$ in the means of the level of E-Management of remote learning among school principals in the Emirate of Abu Dhabi attributed to years of experience in favor of (less than 5 years), while there are no significant differences at the level of significance $\alpha \leq 0.05$ In the means of the fields e-planning for remote learning, e-implementation for remote learning and e-organization among school principals of the Emirate of Abu Dhabi attributable to years of experience.

In light of the results of this study, it recommended that public school principals in Abu Dhabi have to build comprehensive databases for all aspects of remote learning, and the study suggested conducting similar studies to the current study.
هديا على عبد البلوشی
التخصص: الأصول والإدارة الثروية
الدرجة العلمية: الماجستير
السنة: 2021
عنوان الاطروحة: دور القيادة المدرسية في اكتشاف ورعاية الطلبة الموهوبين في الأنشطة بمدارس منطقة العين التعليمية بدولة الإمارات العربية المتحدة
الكلمات المفتاحية:
لا يوجد نتائج

Abstract

The current study aimed to reveal the role of school leadership in discovering and nurturing gifted students in activities in the schools of Al Ain Educational District in the United Arab Emirates. The researcher used the descriptive approach as a methodology for the current study. The study population was represented by all social and psychological specialists, and teachers of visual arts and physical education, and special education teachers in the schools of Al Ain Educational District in the United Arab Emirates, and their number is 500. The sample included 250 individuals, or 50% of the study population, and they were chosen randomly, and the researcher was able to get a total of 237 answers, and they constitute approximately 95% of the total of the original community. The researcher used the questionnaire as a tool for the current study in collecting data, and the researcher was certain of the validity of the tool. The results of the current study resulted in the estimates of the study sample about the role of school leadership in discovering and nurturing gifted students in activities in the schools of Al Ain educational district, with a high degree of appreciation, as the general average was 3.80M, with a general standard deviation SD=0.67, as the results of the study showed. That there are no statistically significant differences at the significance level α=0.05 in the estimates of the study sample according to the gender variable male, female in the two axes of the study discovering the gifted, caring for the gifted, and also there are no statistically significant differences at the level of significance α=0.05 in the study sample estimates according to the job title variable in the two axes of the study discovering the gifted, caring for the gifted, and there are no significant differences. Statistical significance at the significance level α = 0.05 in the study sample estimates according to the variable years of experience in the two axes of the study discovering the gifted, caring for the gifted. Based on the results of the study, the researcher developed a set of recommendations and proposals, the most important of which are: establishing training and awareness programs for school principals and their assistants, social and psychological specialists, and teachers of visual arts, physical education, and special education, as they are the closest to the gifted category in the school; To discover and nurture talented people.
This study aimed to identify the level of distributed leadership practice in basic education schools (grades 5-10) in Al Batinah North Governorate and its relationship to the level of teachers’ self-efficacy, and to detect whether there are statistically significant differences in the level of distributed leadership practice in basic education schools (grades 5-10) in Al Batinah North Governorate, Sultanate of Oman, attributed to the variables of gender and years of experience, using the correlational approach. The study population was 2733 and it consisted of all male and female teachers in grades (5-10) schools in the Governorate of Al Batinah North in the Sultanate of Oman during the academic year 2020-2021. A sample of 300 male and female teachers was chosen by a simple random method. The researcher prepared two questionnaires: the first to measure the level of distributed leadership practice in schools and it consisted of 24 items, and the second to measure the teachers’ self-efficacy level and it consisted of 17 items for data collection. The most important results of the study are: 1) The level of distributed leadership practice in basic education schools for grades (5-10) in Al Batinah North Governorate, with a “large” degree, 2) The level of self-efficacy among teachers in basic education schools for grades (5-10) in the Governorate of Al Batinah North in the Sultanate of Oman is very high, 3) There are statistically significant differences at the significance level α ≤ 0.05 in the level of distributed leadership practice in basic education schools for grades (5-10) in the Governorate of Al Batinah North in the Sultanate of Oman in favor of females, and there are differences attributed to the varying years of experience for those with less than 10 years of experience and 10 to 15 years in favor of those with less than 10 years of experience, and there are no differences between those with less than 10 years, and more than 15 years of experience, as well as between those with 10 to 15 years and more than 15 years of experience, 4) There is a direct, medium, and statistically significant correlation at the level α ≤ 0.01 between the practice of distributed leadership in basic education schools for grades (5-10) in the Governorate of Al Batinah North in the Sultanate of Oman and the self-efficacy of teachers. In light of the previous results, The study included a set of recommendations and proposals, including: holding training courses and workshops for school principals to provide them with the necessary skills to practice distributed leadership, especially male schools, giving more powers to school administrations to practice modern leadership styles, conducting a study on the relationship between teacher self-efficacy and the achievement level of students, and conducting studies on distributed leadership practice and its relationship to job satisfaction.
هدفت هذه الدراسة إلى الكشف عن مستويات ضغوط العمل الإدارية ودافعية الإنجاز لدى معلمات مدارس الحلقة الأولى بولاية صحار، والعلاقة بينهما، ولتحقيق أهداف الدراسة تم استخدام منهج الافتراضي/الرئيسي، حيث عبّرت عن عينة الدراسة من 287 معلمةً، تم اختبارهم بطريقة التعبير الشفهي، وتم تطبيق أدائي ذاك على المعلمة، حيث تم استخدام قياسين، وهما: مقياس ضغوط العمل الإدارية على المعلمة، ومقياس دافعية الإنجاز للمناخ، مثبت للحالة بإعدادهما، وقياس حرق المحتوى للذكيين من خلال مجموعة من المحتملين. كما تم قياس تدابير الاحترام من خلال توفيرها على عينة نظرية معينة من 30 مستجيبًا. ثم تم حساب الإسقاط الخاص باستخدام معادلة الفا. وقد بلغ معدل التبادل للذكيين للدراسة الإدارية 0.9، و معامل التبادل للذكيين للدراسة الإدارية 0.82. وأظهرت نتائج الدراسة أن التبادل العام لضغوط العمل الإدارية لدى معلمات مدارس الحلقة الأولى بولاية صحار متوسطة، حيث بلغ المتوسط الحسابي 3.23، والمستوى العام لدافعية الإنجاز لدى معلمات مدارس الحلقة الأولى بولاية صحار متوسطة، حيث بلغ المتوسط الحسابي 4.01. كما أظهرت النتائج أن العلاقة بين ضغوط العمل الإدارية ودافعية الإنجاز علاقة موجبة ضعيفة، حيث بلغ معامل ارتباط بيرسون بين المتغيرين 0.349، و في النهاية، نتائج الدراسة أدت إلى وضع نظرية ضغوط العمل الإدارية على المعلمين، ورفع مستوى دافعية الإنجاز لديهم، بالإضافة إلى اجراء دراسات علمية تهدف إلى التعرف على العلاقة بين متغيري الدراسة: ضغوط العمل الإدارية، ودافعية الإنجاز مع متغيرات أخرى.

Abstract

This study aimed to reveal the levels of administrative work pressure and achievement motivation among female teachers of the first cycle schools in Suhar and the relationship between them. To achieve the objectives of the study, the descriptive/correlational research method was used, and the study sample consisted of 287 female teachers who were chosen by simple random assignment method, and the two study tools were applied. The stability of the two tools was also measured by distributing them to a survey sample consisting of 30 respondents. Then the internal consistency was calculated using the Cronbach's alpha equation, and the stability coefficient of the administrative work stress tool reached 0.9, and the stability coefficient of the achievement motivation tool reached 0.82. The results of the study showed that the general level of administrative work pressures among the teachers of the first cycle schools in the city of Suhar was medium, where the arithmetic average reached 3.23, and the general level of achievement motivation among the teachers of the first cycle schools in the city of Suhar was a large degree, where the arithmetic average was 4.01, and The results showed that the relationship between administrative work stress and achievement motivation is a weak positive relationship, as the Pearson correlation coefficient between the two variables was 0.349. In light of the previous results, the study presented a set of recommendations and suggestions for decision makers and officials in the Ministry of Education that would reduce the pressures of administrative work on teachers and raise the level of achievement motivation among teachers. In addition to conducting scientific studies aimed at identifying the relationship between the study variables, administrative work pressures and achievement motivation with other variables.
This study aimed to identify the attitudes of school activities supervisors in the Sultanate of Oman towards implementing the quality management system, and to identify if there were statistically significant differences in their attitudes according to gender, qualification, and experience. To achieve the aims of the study, the researcher used the descriptive research approach and constructed a survey consisting of (30) items. The researcher applied the instrument to a random sample of (72) school activities supervisors from different directorates of education in Oman. The validity of the survey was reviewed by a panel of specialists and the reliability was calculated using Cronbach's alpha coefficient, which was (0.973).

The findings indicated that the attitudes of school activities supervisors towards implementing the quality management system in the Sultanate of Oman was high. In addition, there was no statistically significant difference in attitudes of school activities supervisors due to gender, while there was a statistically significant difference in attitudes due to qualification favoring those with a master's degree and above, and experience favoring those with less than 10 years. The study recommended to implement specialized professional development programs, keep abreast of technological and technical changes and developments, and provide basic materials that facilitate the implementation of the quality management system.
The study aimed to investigate the extent to which the Arabic Language supervisors practice change management skills among the first teachers in the Governorate of North Al Batinah in the Sultanate of Oman. To achieve the objectives of the study, the researcher used the descriptive research, and the study population consisted of all the 89 first teachers of the Arabic Language, male and female, from basic educational schools. The study sample was selected from the total population of the study; because of its small size, which is 89. To collect data, a questionnaire was developed that measures change management skills from 5 domains: strategic planning, encouraging and stimulating creativity among early teachers, and supportive organizational culture for change, building human relations, structuring change and creating the appropriate environment for change. The results showed that the degree of Arabic Language supervisors’ practice of change management skills among the top teachers in North Al Batinah Governorate was high in all areas; the general average was M=4.18, with a general standard deviation SD=.56, and the results showed that there were no statistically significant differences at the significance level α≤0.05 in the estimates of the first teachers about the practice of Arabic Language supervisors of change management skills according to gender variable and years of experience in all change management skills, in light of these results, the study made some recommendations: the necessity of enhancing the degree of Arabic Language supervisors’ practice of change management skills among the first teachers, encouraging the Ministry of Education to provide trained and qualified educational supervisors to deal with change management, encouraging the participation of the first teachers in decision-making, and benefiting from their ideas and that supervisors, educators and first teachers work together in a positive way and pay attention to human relations, with the provision of incentives.

هدفت هذه الدراسة إلى الكشف عن مدى ممارسة مشرفى اللغة العربية لمهارات إدارة التغيير لدى المعلمين الأوائل للحلقة الثانية بمحافظة شمال الباطنة في سلطنة عمان. ولتحقيق أهداف الدراسة استخدم الباحث المنهج الوصفي. تألف مجتمع الدراسة من جميع المعلمين الأوائل لللغة العربية البالغ عددهم 89 من الذكور والإناث من مدارس التعليم الأساسي الحالية في محافظة شمال الباطنة، طبقت الدراسة على كل أفراد المجتمع؛ لصغر حجمه، ولجمع البيانات تم استخدام استبانة لقياس مهارات إدارة التغيير من 5 مجالات: التخطيط الاستراتيجي، والتشجيع وتحفيز الإبداع لدى المعلمين الأوائل، والثقافة التنظيمية الداعمة للتغيير، وبناء العلاقات الإنسانية، وتشجيع وإبداع وثقافة البيئة الأساسية للتغيير في التدريس. أظهرت النتائج أنها مدى ممارسة مشرفى اللغة العربية لمهارات إدارة التغيير لدى المعلمين الأوائل في محافظة شمال الباطنة كانت عالية في جميع المجالات، إذ بلغ المتوسط M =4.18 بانحراف معياري SD =.56. كما أظهرت النتائج عدم وجود فروق ذات دلالة إحصائية عند مستوى الدلالة 0.05 في تقديرات المعلمين الأوائل حول ممارسة مشرفى اللغة العربية لمهارات إدارة التغيير بناءً على ملاحظات الجنس وإعدادات الخبرة في جميع مهارات إدارة التغيير، وكان لكل مشرفى اللغة العربية لمهارات إدارة التغيير لدى المعلمين الأوائل، تشجيع وإدارة التغيير والتفاني على توفير مشرفى تربوي متميزين ومؤهلين للتعامل مع إدارة التغيير، التشجيع على إشراك المعلمين الأوائل في صناعة القرار، واستعدادهم من أكاديميك، ومن أجل المشرفين والرياضيين والمعلمين الأوائل واعتداءً على إنجازهم والإيمان بالعلاقات الإنسانية، ومع توفير الفوائد التشجيعية.
This study aimed to investigate the relationship between practicing servant leadership by schools’ principals and the professional affiliation. The study used scale of servant leadership (Liden et al., 2008) and the professional affiliation scale (Elnaggar, 2018). The content validity verified through the validity of item and sampling. Moreover, the coefficients of internal consistency measured by Cronbach’s Alpha, and were ranged 0.96-0.90. The study sample consisted 359 teachers (males and females) in wilayat AlBuraimi, using the cluster technique and then simple random assignment. The results of the study showed high level of the schools’ principals’ practice of servant leadership, and high level of professional affiliation among the teachers. There is a very large and statistically significant relationship between practicing of school principals of servant leadership and the level of professional affiliation of teachers with correlation coefficient $r=0.98$. The results of the study also revealed the presence of a predictive ability for servant leadership with professional affiliation, while there is no predictive ability for gender and years of experience with professional affiliation. To maintain the level of professional affiliation for teachers, the study recommended conducting training and introductory workshops on the importance of professional affiliation for teachers. It also recommended the necessity of activating the principle of the partnership between the school principal and teachers by providing the opportunity for the teacher to assume responsibility regarding making decisions related to his/her job and conducting more studies about servant leadership and its relationship to several variables such as professional productivity, the culture of achievement, team management, or the quality of job life.
Abstract
The study aimed to investigate the level of applying participative leadership by the principals of the North Albatinah governorate schools and its relationship with institutional excellence. The study based on the correlative method. The sample of the study was made up of the first teachers in the schools of second cycle (5-9) in The North Albatinah Governorate of 159, they were randomly selected by stratified sample technique. Two data collection tools were used; The first is to measure the level of application of participative leadership, and the second is to measure the level to which the dimensions of institutional excellence are applied. The validity and reliability of the two instruments have been measured. The results of the study showed that the degree of application of the principals of the schools of North Albatinah governorate to the pattern of participative leadership was high, and that the level of institutional excellence in the schools of second cycle (5-9) in North Albatinah is a high level. The study also found a strong and positive relationship between participative leadership and institutional excellence, with correlation coefficient of r = 0.85. The study revealed that gender and years of experience, and the participative leadership did not predict institutional excellence. Based on the results, the researcher recommended to introduce the modern leadership patterns, including participative leadership as one of the criteria for evaluating the performance of the staff, and granting more powers to managers, to enable them to activate the participation of school staff, by holding training courses for managers and employees; to learn about the dimensions of institutional excellence and ways to achieve it. In addition, increasing the financial allocations of schools in The North Albatinah governorate to apply the dimensions of institutional excellence, to benefit from international experiences in the field of institutional excellence and its application mechanisms, and ways to overcome its obstacles.
This study aimed to identify the degree of organizational agility practice in basic education schools in Al Ain Education Office in the United Arab Emirates from the point of view of the administrators. The researcher adopted the descriptive approach and represented the study community from a number of administrators: principals and principals of basic education schools, assistant principals and principals of educational administration. And heads of the teaching staff in the basic education schools in the Al Ain Education Office in the United Arab Emirates, and their number is 500. The sample consisted of 250 individuals, i.e. 50% of the total population of the study, who were chosen by the simple random method. The researcher prepared a questionnaire consisting of 50 phrases divided into the five study axes: clarity of vision and objectives, basic and technological capabilities, partnership in responsibility, decision making and organization and implementation of the work, and it reached a number of results, the most important of which are: 1) The practice of organizational agility among administrators (principals and principals of basic education schools, assistant principals, principals and the head of the teaching staff) is practiced at a very high level, with a general average of 4.43, with a standard deviation of 0.87, according to the axes of the study arranged by statistical rank as follows: clarity of vision and objectives. With the highest arithmetic average of 4.43, followed by basic and technological capabilities, with an arithmetic average of 4.45, and then partnership in responsibility, with an arithmetic average of 4.46, while decision making came in the last place, with an arithmetic average of 4.34. 2) There are no statistically significant differences for the gender variable on the opinions of administrators (school principals, assistant principals, and the head of the teaching staff) on the axes of the study (clarity of vision and objectives, basic and technological capabilities, partnership in responsibility, decision making, organization and implementation of work) in general. 3) There are no statistically significant differences between administrators (school principals, assistant principals, and the head of the teaching staff) with different years of experience in their opinions on the axes of the study (clarity of vision and objectives, basic and technological capabilities, partnership in responsibility, decision making, organization and implementation of work). 4) There are no statistically significant differences between administrators (school principals, assistant principals, and faculty heads) in the different job titles in their views on the axial organization and implementation of work, basic and technological capabilities, and there are statistically significant differences between principals and principals of schools, and assistant Principals and faculty heads in their opinions on the remaining three themes; (Clarity of vision and goals, partnership in responsibility, and decision making). Through the results of the study, the researcher developed a set of recommendations, the most important of which are: finding a kind of exchange of visits between school administrations in the United Arab Emirates, represented by the Al Ain Educational Office. To acquire organizational, planning, administrative, and technical skills, as well as to transferring experiences among themselves about organizational agility in school work, which is a model for basic education schools in Al Ain Education Office.
The current study aims to explore the reality of job rotation in terms of positives, challenges and requirements for teachers in Wilayat Ibri in the Sultanate of Oman. Additionally, it aims to recognize the impact of demographic variables for the sample (gender, years of experience, educational qualification, type of school, and number of transfer times). To achieve the objectives of the study, the descriptive approach and the questionnaire were used as a tool for collecting data. It consisted of three axes: the positives of job rotation, which included 16 items, the challenges of job rotation, which included 13 items, and the requirements for job rotation, which included 15 items. It was randomly assigned and consisted of 300 male and female teachers in the State of Ibri in the Sultanate of Oman. The results of the study revealed that there were no opposing opinions on the questionnaire statements in the first axis (positives of job rotation), where it achieved an arithmetic average (4.044) according to the judgment criterion. Male teachers tended to agree on the positives of job rotation more than female teachers. There were differences in favor of teachers in years of experience for more than ten Years in their opinions about the challenges of job rotation, male teachers tend to agree to the statements falling under the third axis (requirements for job rotation) more than female teachers. Teachers transferred once tend to agree less than the teachers transferred more than once for the statements falling under the third item (requirements for rotation job). Statistically, there are significant differences at the significance level (α<0.05) for the arithmetic averages of the teachers’ responses to the first axis (positives of job rotation) and the third axis (requirements for job rotation) that are in favor of males. Statistically, there are significant differences at the significance level (α<0.05) for the arithmetic averages of the teachers’ responses for the second axis (the challenges of km transferees more than once).
البحث:
الأصول والإدارة التربوية
الماجستير
الدرجة العلمية:
المستوى:
السنة:
2021
عنوان الدراسة:
 مدى ممارسة مديري مدارس الحلقة الأولى لمبادئ القيادة الرشيقة في محافظة جنوب الباطنة من وجهة نظر المعلمات
الكلمات المفتاحية:

المتالح
The current study aimed to reveal the extent to which the headmasters of Cycle 1 schools practice the principles of agile leadership in the Governorate of South Al Batinah from the point of view of the teachers. The study also aimed to reveal the differences in which the headmasters of Cycle 1 schools practice the principles of agile leadership in the Governorate of South Al Batinah according to the two following variables: Wilayats and the teaching fields. The researcher used the analytical descriptive approach. Therefore, a questionnaire was adopted as a tool for collecting the data, which included 50 items distributed among five dimensions, which are the organization of the schoolwork environment; the ability to change school performance, solving problems in the schoolwork environment, encouraging creativity in the schoolwork and improving and developing the schoolwork environment. The questionnaire has been distributed to the sample of the study, which consists of 462 Cycle 1 teachers in field one and two in the Governorate of South Al-Batinah. The sample was chosen using random stratified technique. The results of the study showed, through the statistical analysis, that the practices of agile leadership principles by the headmasters of the Cycle 1 schools in the Governorate of South Al-Batinah from the point of view of the teachers were medium, within an average of M= 3.28, and standard deviation of SD = 0.76. The highest average mean was for the organization of the schoolwork environment dimension with an average of M= 3.41 and a standard deviation of SD= 0.66. On the other hand, solving work problems in the school environment ranked in the bottom with an average mean of M= 3.21 and a standard deviation of SD= 0.76. The study also revealed that there are differences at the level of significance (α ≤ 0.05) for the arithmetic averages, attributable to the variable of states in the extent to which principals of the first cycle schools practice the principles of agile leadership in the Governorate of South Al Batinah, from the point of view of the female teachers, and there are no differences at the level of significance (α ≤ 0.05) for the arithmetic averages to the domain variable in the extent to which the principals of the first cycle schools practice the principles of lean leadership in the Governorate of South Al Batinah from the point of view of the teachers. In the light of these results, a number of the important recommendations were suggested: intensifying training courses for female headmasters on the effectiveness of motivation and its role in self-discipline in the school environment, training female headmasters about the new management principles to keep with the current changes and their applicability in the school environment and developing specific procedural criteria to eliminate expenses in the school environment.
هدفت الدراسة إلى تحديد تقديرات المعلمين نحو فعالية إدارات مدارس العين في معالجة سلوكيات التنمر، والكشف عن وجود فروق في تقديرات المعلمين نحو فعالية إدارات مدارس العين في معالجة سلوكيات التنمر بين تميزيات الإدارة، الجنس، سنوات الخبرة، والمؤهل العلمي.

ومن أجل تحقيق أهداف الدراسة تم استخدام المنهج الوصفي. قام الباحث ببناء استبانة لتفاقيه إدارات مدارس العين في معالجة سلوكيات التنمر شملت عين الدراسة 352 معلمًا ومعلمة من مدارس العين، تم اختيارهم بالتعيين العشوائي البسيط. أظهرت الدراسة بعض النتائج أهمها: أن متوسط التقديرات لreira مدرسة التعليم في جودة التغييرات المعلمية نحو فعالية إدارات مدارس العين في سلوكيات التنمر كان 4.04، حيث جاء بدرجة عالية. ووجدت الدراسة عدم وجود فروق بين التراخيص بين المتغيرات الجنس، المؤهل العلمي، سنوات الخبرة. وأوصت الدراسة بصياغة ثقافة تعليمية تساهم في التوجهات العالمية الجديدة لدى مدارس العين والمدارس المؤهلة في معالجة سلوكيات التنمر المدرسي، وتفعيل دور الإدارة المدرسية في التسنين بين الأنشطة الطلابية وبرامج مواجهة مشكلة سلوكيات التنمر المدرسي، وتعزيز مدرسة المدارس بينﺷركة الطلابية وبرامج مواجهة مشكلة سلوكيات التنمر لدىهم والربط بينها.
The current study aimed to identify the training needs to apply distance learning in science teaching from the teachers’ point of view in Al Buraimi Governorate. The descriptive approach was used with a questionnaire as a tool that included (35) items, and applied to the study sample which consisted of (131) male and female teachers who were chosen by the random method. The findings showed that the training needs for to apply distance learning in science teaching were very high in all dimensions: planning, designing distance educational content, and implementation of distance teaching activities, with very high averages values of (4.49), (4.48), (4.47) respectively. The study also found that there were no statistically significant differences in the training needs for the application of distance learning in science teaching from the teachers’ point of view in Al Buraimi Governorate according to the gender variable (male/female), where the value of T = 0.708, with a probability value (P = 0.480) was higher from the level of significance (α = 0.05). On the other hand, there were statistically significant differences in the needs of distance educational content design, the needs of implementing distance teaching activities, and in the needs as a whole in Al Buraimi Governorate from the science teachers’ point of view according to the variable years of experience, where the value of the probability “T” was less than the significance level 0.05. In light of the findings and results, the study concluded several recommendations, including supporting and promoting science teachers to use distance learning techniques in teaching, and intensifying courses specialized in qualifying science teachers on distance learning platforms and programs. The study suggested – in light of the results – establishing a special department for distance learning at the level of the Ministry of Education, and conducting studies on distance learning similar to the current study from another point of view, such as science supervisors and students.
The study aimed to identify the reality of using electronic supervision among kindergarten teachers in the Al-Ain city. And to reveal whether there are statistically significant differences between the arithmetic averages of the study sample, about the reality of using electronic supervision among kindergarten teachers in Al Ain city in the United Arab Emirates attributed for variable educational qualification and years of experience. To achieve the objectives of the study, the researcher used the descriptive analytical method, through a questionnaire specifically designed for this purpose. The study was applied to a randomly selected sample, which consisted of 237 kindergarten teachers in Al Ain city. The validity of the questionnaire was measured by that the value of Cronbach's alpha coefficient is high; Where it reached for all paragraphs of the questionnaire 0.728, and This means that the stability is high and statistically significant. The results of the study showed that there is a high degree of obstacles to the use of electronic educational supervision among kindergarten teachers in the city of Al Ain, including the inability of educational supervisors to change policy for fear of losing some of their job validity. In addition, there are not statistically significant difference in the reality of the use of electronic educational supervision among teachers of government kindergartens in Al Ain city, due to the academic qualification and years of experience as well. Accordingly, the study recommended the need to work on spreading the culture of orientation from traditional supervision to electronic educational supervision in All UAE Education Directorates. Through activating social media, activating e-mail for educational supervisors, holding training workshops for educational supervisors by the Department of Electronic Educational Supervision, establishing a center to teach how to employ computer technologies in educational supervision, and benefiting from the services provided by internet networks and free websites.
The purpose of this study is to determine the level of technology awareness among school principals and their assistants in Al-Batinah Governorate regarding blended learning, as well as the statistical differences among them attributed to their gender and years of experience. The research is descriptive in nature. The study's sample size was 235 principals and school assistants, which represented 74.6% of the total population. A questionnaire was used to collect data, and it included the following sections: (1) awareness of information technology and skills required for blended education, (2) awareness of technological concepts and blended education requirements, (3) awareness of legal, social, and ethical issues, and (4) awareness of decision-making skills. Cronbach's alpha for the questionnaire's stability coefficient was (0.953). Overall, the results show that school principals and their assistants had a high level of technology awareness, with a significant difference in sections one, two, and three. Overall, the results show that school principals and their assistants had a high level of technology awareness. There was a significant gender difference in sections one, two, and three in favour of female school principals and their assistants, but no significant difference in section four. Furthermore, there was no statistically significant difference attributed to the year of experience variable. Based on these findings, the study would recommend developing standards for principals in Oman in accordance with the International Association for Educational Technology, as well as engaging school principals and their assistants in technology training workshops to enable them to support technology-enhanced learning environments.
هدفت هذه الدراسة إلى التعرف على اتجاهات معلمي الحلقة الثانية بمدارس محافظة جنوب الباطنة نحو تفعيل الأنشطة التربوية. واجبهم ما إذا كانت توجد فروق بين تفاعلات المعلم، ومتى تأثيره في استجابة المعلمين نحو تفعيله. اعتمدت الدراسة من أجل تحليل أهدافها على البحث الصحيح. استخدمت البحث أداة هما الأسئلة والنقاط، حيث تكون الدراسة على 32 متغيراً. بينما تكون المقابلة من 7 أسئلة. فيما كانت نتائج الدراسة من 32 متغير مستقلة، بينما كانت نتائج المقابلة من 7 أسئلة مستقلة. أما بالنسبة معلماً ومعلمةً من معلمي الحلقة الثانية بمدارس محافظة جنوب الباطنة، فقد أوصت الباحثة بالنظر في إيجاد آلية تعديل التدريس.
This study aimed to identify the role of school principals in providing the requirements of the school environment attractive to teaching and learning in the Governorate of North Al Batinah in the Sultanate of Oman, and to reveal the presence of statistically significant differences regarding the role of school principals in providing the requirements of the school environment attractive to teaching and learning attributed to the variables of gender, job title and years of experience of school principals in North Al Batinah Governorate. The study sample included (270) educational supervisors, school administration supervisors, school performance evaluation supervisors, and a senior teacher. The researcher used the descriptive approach, as the study relied on a questionnaire consisting of 30 items. The study reached several results: The role of the school principal in providing the requirements of the school environment attractive to teaching and learning in the Governorate of North Al Batinah came to a high degree. There were no statistically significant differences with regard to the role of school principals in providing the attractive school environment requirements due to the variable of gender, job title and years of experience. The study also made several recommendations, the most important of which are: providing training courses for teachers on the use of modern technological devices, and organizing workshops for the school principal on building an attractive educational environment. Monitoring school principals' perceptions of the attractive school environment and its relationship to academic achievement.
هدفت هذه الدراسة إلى التعرف على واقع تطبيق مبادئ الحوكمة في المديريات العامة للتعليم بالسلطنة، وكشفت عملاً إذا كانت توجد فروق ذات دلالة إحصائية بين متوسطات تقديرات أفراد العينة في واقع تطبيق مبادئ الحوكمة في المديريات العامة للتعليم بالسلطنة، وتتطلب ملاحظة عيان تُعزى لمتغير مسمى الوظيفي، والتي شكلت ما نسبته 17.4% من المجتمع الأصلي البالغ عدددهم 1630 موظفًا وموظفة، وتم اختيار العينة بواسطة الطريقة العشوائية البسيطة، وقد أعد الباحث استبانة مكونة من 39 فقرة، لجمع البيانات موزعة على أربعة محاور وهي: الشفافية، والدائم، والمشاركة، والمساءلة، ودعم اجتماع البيانات وتحليلها لتجربة ضممت أسلوبية دراسة نصت هذه الدراسة إلى أن واقع تطبيق مبادئ الحوكمة في المديريات العامة للتعليم بهيئات محاكاة من المحافظة العامة، والتجار، جاء بدرجة استجابة متوسطة بالأمس ككل من وجهة نظر عينة الدراسة، ومتوقع متوسط حوالي 3.10 وانحراف معياري 0.77، وأقرح معياري 0.78 إستجابة متوسطة، متوسط مصافي 3.21 وانحراف معياري 0.78، ووجاء مثير المشاركة في المعيث الثالثة بدرجة استجابة متوسطة، ويتكون مصافي 2.94 وانحراف معياري 0.80، فيما جاء مثير إضافية، ووجاء إضافية مصافي 2.67 وانحراف معياري 0.77، كما أشارت نتائج الدراسة إلى وجود فرق دلالة إحصائية عند مستوى الدلالة (α≤0.05) في استجابات شبكة الدراسة وفي مجموع مدارس الإدارة في الأراضي، وكلها تُعزى لمتغير مسمى الوظيفي، ووجاء إحصائياً عند مستوى الدلالة (α≤0.05) تُعزى للمحاكاة التعليمية بين معيثية محاكاة شم الباعثة وتعليمية محاكاة البريمي، ووجود فرق إحصائياً عند مستوى الدلالة (α≤0.05) بين معيثية محاكاة محاكاة الفاهة، وكذلك وجود فرق إحصائياً عند مستوى الدلالة (α≤0.05) بين معيثية محاكاة الفاهة، وتعليمية محاكاة البريمي.
هدفت الدراسة الحالية إلى التعرف على أثر برامج التنمية المهنية على أداء معلمي الحلقة الأولى في مدارس مدينة العين من وجهة نظر الإدارة المدرسية. واستخدمت الدراسة المنهج الوصفي. على عينة تتألف من (64) مدرسًا يشملوا مدراء مدارس الحلقة الأولى ومساعدي المدراء ورؤساء هيئة التدريس في مدارس الحلقة الأولى بمدينة العين، وطبقت عليهم استبيان مكون من (32) عبارة صادرة على نسختين، وذلك بعد التحقق من دقة وثبات الاستبيان، وقد بلغ المعامل للإنفتاح ألفا (0.952). وأظهرت النتائج أن أثر برامج التنمية المهنية على أداء المعلمين في مدينة العين من وجهة نظر الإدارة المدرسية كان مرتفعًا في مجال أثر المعلم على المجتمع المدرسي، بينما كان متوسطًا في مجال أساليب وطرق التدريس، ومتوسطًا في أساليب وطرق التقييم. وانعدم وجود فروق ذات دلالة إحصائية عند مستوى إحصائي (0.05) بين أماكن التدريس، وسنوات الخبرة ومستوى المؤهل الدراسي، ومستوى التعليم الهواي والمهني، وفي مرحلة هذه الدراسة أوصت الدراسة المستقلة عبر برامج التدريب المهني المعمولية بالتعاون مع الإدارات المدرسية بتعزيز برامج التدريب المهني وإشراك الإدارة المدرسية في تخطيط وتنفيذ برامج التدريب، والتركيز على أساليب وطرق التقييم والدروس الفعلية في البرامج التدريبية، كما يجب مراعاة الفروق الفردية بين المعلمين في محتوى البرامج التدريبية ومعرفة مستوياتهم بحيث تليه حاجاتهم وتعزيز مهاراتهم.

The purpose of the study was to explore the impact of professional development programmes on improving cycle one teachers’ performance from school administrators’ point of view in AlAin city. The study used the descriptive approach with a sample of 64 administrators including school heads, assistants and chiefs of teaching staff of the first cycle schools in AlAin city. A questionnaire consisting of 32 items distributed over 3 dimensions was applied. After verifying the validity and reliability of the questionnaire, the Cronbach Alfa was r=0.952. The results showed that the impact of professional development programmes on the performance of cycle one teachers in AlAin city was high in the effectiveness of the teacher in the school environment, however it was average in the domain of teaching methods and the domain of evaluation methods. The results also showed there that there were no statistically significant differences (α ≤ 0.05) due to academic qualifications, years of experience and job titles. Based on these results, this study recommends professional development programmes developers in cooperation with school administrations to know the impact of professional programs and involve school administrators in planning, implementing and evaluating professional programmes, and focus on teaching and evaluation methods, and effective teaching. In addition, they should consider the differences between teachers in the content of training programs and know their levels in order to meet their needs and enhance their skills.
This study aimed to reveal the role of school administration in developing volunteer work among students at schools in the North Al Batinah Governorate in the Sultanate of Oman. The number of (140) individuals from the study community, and they were selected in a simple random way from all the schools of North Al Batinah Governorate, and the researcher found that the most appropriate tool to achieve the objectives of the study is the questionnaire, which included three axes: North Al Batinah, as well as the school administration’s role in activating student activities; To instill a culture of volunteer work, in addition to the role of the school administration in the participation of the local community in volunteer work. The results of the study revealed that the role of school administration in developing volunteer work among students in North Al Batinah Governorate schools is high, as the general average reached 3.99 M =, with a standard deviation of SD = 0.53; The results of the tool’s axes represented in the role of school administration in developing the values of volunteer work, the role of school administration in activating student activities to instill a culture of volunteer work, and the role of the school administration in the participation of the local community in volunteer work. The study recommends a set of recommendations, the most important of which is to activate more awareness of the importance of voluntary work and its positive impact on students of basic education schools in the Sultanate of Oman. Preparing activities, programs and competitions on volunteer work, motivating, activating and supporting student volunteers, in addition to introducing students to volunteer work institutions, bodies and associations, informing them of the volunteer activities that they carry out, and encouraging them to engage in them.
This research aimed at identifying the levels of emotional intelligence and work stress among educational supervisors, and examining the relationship between emotional intelligence and work stress among educational supervisors in Muscat Governorate in light of Covid-19. The research community involved all subject supervisors in the General Directorate of Education in Muscat Governorate, for the academic year 2020/2021, while the research sample included (119) supervisors. Moreover, the researcher used the descriptive correlational method and used two questionnaires for revealing the relationship between emotional intelligence and work stress. The research concluded many results, including: The responses of the research sample members regarding the emotional intelligence dimensions among subject supervisors in Muscat Governorate were very high. The responses of the research sample members regarding work stress under the conditions of Covid-19 came at a moderate degree (2.72). There is a negative statistically significant correlation between emotional intelligence and work stress under the conditions of Covid-19. The research also recommended that it is important to incorporate emotional intelligence skills in the professional development programs of the educational supervisors to make use of them while confronting supervisory work stress and benefit from work teams through sharing experiences, opinions, and suggestions among educational supervisors in order to face work stress.
Abstract

This study aimed to investigate the effectiveness of employing the Sultanate of Oman Educational portal by Saham’s school principals and the deputy principals, in addition of examining whether there were statistical differences on employing the Educational portal with regard to: gender, job position, work experience, and having the International Computer Driving License (ICDL). The study based on the descriptive methodology in order to verify the objectives. The sample consisted of 50 principals and deputy principals (male and female) of Saham’s schools. The researcher provided questionnaire to investigate the effectiveness of employing the Educational portal, which included 45 items. The content validity which includes item validity and sampling validity was measured by a panel of specialists. The internal consistency’s reliability was measured via Alpha Cronbach which was α=0.932. The most important results of this study showed that the Educational portal can be used at a very high level with average of M=4.44, also the results indicated that there were no statistically significant differences on employing the Educational portal with regard to gender, job position, work experience, and having the International Computer Driving License. The study recommended that policy makers should conduct intensive training courses for school administration, and providing a high-speed internet services in the schools to simplify access the Portal and use it effectively, in addition of simplifying the complex working steps on some portal’s features.
Teaching English for the Speakers of Other Languages
The present study is designed to investigate Cycle Two EFL teachers’ perceptions of active learning and their classroom practices, drawing conclusions on the important and correlative link between them. Three instruments were used to answer the research questions: a questionnaire, an observation checklist and a semi-structured interview. The population of the study covers Cycle Two EFL teachers from Batinah- North Governorate for the academic year 2017/2018. The sample of the questionnaire consists of 30% of the total EFL teachers in Batinah North (170: 59 male teachers and 111 female teachers). The sample of the observation consists of 18 teachers. Analysis of teachers’ responses and their classroom practices indicates a mismatch between teachers’ perceptions and their practices of some fundamental aspects of active learning such as: teacher role, student role and active learning cycle. This mismatch influences the actual efficiency of classroom practices. The study suggests further awareness, training and knowledge expansion in relation to active learning among teachers. It brings all educational environment stakeholders into the scene, suggesting role distribution that involve all in a spirit of partnership and collaboration.