

Improving the Quality of the Work life of Administrators at the Faculty of Education - Fayoum University As One of the Requirements for The "Distinguished Governmental Institution" Award Benefiting from The Canadian Experience.

Abstract:

In light of global trends towards excellence in service provision; Institutional Excellence represents a qualitative leap for universities from stagnation and stereotyping to competitiveness and societal leadership, depending on the good investment of the human element in a framework of functional quality, and this has been confirmed by many global models of excellence. An organizational environment that is conducive to human work must have the ability to purposefully meet the employee's organizational and personal needs, as well as the ability to shape organizational values that support and enhance employees' health and well-being better, achieve security and job satisfaction, and professional development, and achieve a balance between work and social life. Where the role of university administrators is no less important than the role of faculty members in achieving institutional excellence and enhancing their competitive role; This was confirmed by Egypt's plan for sustainable development, "Egypt Vision 2030"; Which requires the formation of an efficient and effective administrative apparatus that applies the concepts of governance, and in turn contributes to achieving development to enhance Egypt's global position.

And because the Faculty of Education at Fayoum University plays a societal and developmental role in Fayoum Governorate in the fields of research, teaching and community service, and because the faculty offers multiple programs for the bachelor's, bachelor's and postgraduate levels, and because the interface of the faculty and the provision of services before, during and after the study depends largely on the relationship between the staff and administrators of the faculty and between students. and members of the local community, and in light of the college's pursuit of the Distinguished Governmental Institution Award, especially after obtaining the accreditation certificate from the National Authority for Quality Assurance and Accreditation of Education on 10/5/2020 AD; It is necessary to provide a functional environment that enjoys more comfort, luxury and empowerment that qualifies administrators to provide a more distinguished community educational service, and commensurate with the requirements of achieving institutional excellence.

As a natural result of the Fayoum University College of Education obtaining accreditation - which in turn is a step on the road to excellence - the current research aimed at trying to reach the most important requirements for improving the quality of career for administrators at the Faculty of Education, Fayoum University, as one of the requirements for the college to obtain the Distinguished Governmental Institution Award, guided by the Canadian experience in this field. ; Especially in light of the failure of the college to obtain the Distinguished Governmental Institution Award in its first and second cycles, and to find out these requirements, the study used the Grounded Theory (GT) approach, which was applied to a sample of (30) administrators working in various departments of the college, as it is an appropriate method. To study human behavior in its cultural context, a series of interviews were conducted; which allows a degree of flexibility in both the selection of cases - to be included in the sample - and the analysis of the data, which in turn is suitable for exploring new topics and ideas; The two researchers found that there is a lack of a theoretical basis that can help as a basis for understanding the requirements of the quality of work life for administrators at the Faculty of Education, Fayoum University; The quality of functional life is considered a relatively new field in the administrative circles of universities in general and the Faculty of Education at Fayoum University in particular, which showed that there is a sufficient basis and reason for applying the rooted theory to explore the actual requirements to improve the quality of career in real life contexts in the college, especially in light of the poor clarity of the boundaries between the phenomenon. Its contexts and the government's trend towards excellence in administrative and academic services alike.

When analyzing the criteria of the "Distinguished Governmental Institution" award, it became clear that a large part of the requirements for achieving its standards is related to improving the quality of work life through multiple dimensions identified by the current research in: the professional dimension, the economic dimension, the social dimension, the occupational safety and security dimension, and the welfare dimension in the work environment. And in light of the results of the study, a set of measures were put forward to improve the quality of career of the college administrators as a main requirement for the college to obtain the award of the distinguished government institution in its next session.

Accordingly, the current research proceeded according to the following steps: (1) identifying the theoretical foundations for the quality of career as an entrance to achieving institutional excellence in universities, (2) identifying the features of the Canadian experience in this field,

(3) monitoring the efforts made by the Faculty of Education, Fayoum University in the field of Improving the quality of the career life of administrators in order to obtain this award, then (4) determining the requirements for improving the quality of career life from the point of view of a sample of administrators using the rooted theory and in light of the criteria set for the award of the distinguished government institution, and finally (5) the development of proposed measures to improve the quality of life The careers of administrators at the Faculty of Education, Fayoum University, guided by the Canadian experience.

KEY WORDS:

Quality of the Work Life (QWL) - Faculty of Education. Fayoum University- the Distinguished Governmental Institution Award- the Canadian experience.