

Mechanisms for boosting the Practices of Developmental Leadership for Academic Department Heads for International Competitiveness Achievement

(A Case Study from Fayoum University)

Summary of Study

The Problem of this study of some aspects of malfunction in the performance of the academic department heads at Fayoum University. Of such are the dominance of centralism, and weak participation of employees in leadership, as well as the incompetence in making the best results from the retreat of Egypt's place in the reports of international competitiveness, particularly the factor of Higher Education and Training, and also from the presence use of technology, and also the absence of clear politics for the development of human resources of university.

This study aimed at studying a case from Fayoum University through extrapolation of the historical, social and economic background of the university and its academic departments, and identifying the status quo of developmental leadership of the heads of academic departments according to the viewpoints of the teaching staff. This is carried out with the objective of identifying a mechanism proposed for the achievement of their developmental practices.

The study has been applied to a sample of teaching staff at the Faculty of Agriculture, and the Faculty of Social Work, and The Faculty of Science, and the Faculty of D Arabic Language Studies (Dar Al-Olum), at Fayoum University. Furthermore, the study concluded that the developmental practices of heads of the academic department at Fayoum University. Their practices were based on the following order: administrative measures, administrative effectiveness, method of management, and nature of communication. Moreover, this study has demonstrates there are differences of statistical significance between the heads of the academic department at Fayoum University, according to the scientific section variable. Additionally, there are differences of statistical significance between the subjects pertaining practices related to method of management, administrative measures, administrative effectiveness, and nature of communication. Therefore, implementation methods have been formulated to support the practices of developmental leadership in the aforementioned four areas.