

# **Organizational Excellence as an Entry for Activation of Organizational Participation in the Management of Governmental Universities in Egypt**

## **Summary of This Study:**

The problem of this study lies in the presence of several manifestations of mismanagement of Governmental universities in Egypt. Mismanagement forms are exemplified in management bureaucracy, weak limited authority, inactive organizational relationships, and weak participation in decision-taking and decision-making, and following traditional techniques of management. All these, therefore, hinder universities to make any progress in achieving management excellence on any organizational level.

## **Objectives This Study:**

This study aims at presenting a theoretical framework for organizational excellence and organizational participation, and also University efforts of Harvard, Oxford, and Melbourne universities in the field of organizational participation. Furthermore, It provides a theoretical analysis of the status quo of the management of Governmental universities in Egypt regarding organizational participation. Additionally, this study presents a critical and analytical vision for the status quo of the structure of university management in light with the theoretical framework and the efforts of some universities in other countries. This is to determine mechanisms proposed to achieve organizational excellence in the management of governmental universities as an entry for activating organizational participation in their management.

To achieve the objectives of this study, the descriptive methodology has been used and applied in all the procedures implemented. A questionnaire was done to take the opinions of experts to identify the importance of the mechanisms in the questionnaire according to their viewpoints. Such mechanisms are considered to be the results of this study and they have been achieved by the theoretical framework of this study, analyzing the status quo of the management of governmental universities in Egypt. Such mechanisms can be included as results of this study being based on the viewpoints of the experts.

This study has resulted in the mechanisms proposed to achieve organizational excellence as an entry of organizational participation. There is a strong correlation between the two variables (0.79) indicating the level (0.1)., The mechanisms proposed included two dimensions: leadership orientation and leadership strategies. Firstly leadership orientation: it includes being oriented to empowerment, computer, electronic management, Strategic leadership, quality management, restructuring. This aims to achieve organizational excellence. Secondly, leadership strategies: it includes information sharing, managerial communication, managerial consultation, managerial cooperation, and managerial empowerment. This fosters organizational participation in the management of governmental universities in Egypt.