Faculty of Education

Department of Educational Administration and Education Policies

Developing the Administrative Performance of Post-Graduate Administration in Fayoum University in Light of Organizational Intelligence Approach

By

Eman Khames Moghaib Teleb

Supervised by

Dr.Samiha Ali Makhlof

Assistant Professor of Educational

Administration and Education Policies

Faculty of Education-Fayoum University

Dr.Asmaa Hamza Mohammed Abdel Aziz   Dr.Rasha Ewais Hussein Amin

Assistant professor of Educational   Lecturer of Edcational Administration and

Psychology   Education Policies

Faculty of Education-Fayoum University   Faculty of Education-Fayoum University

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Study Summary

Developing the Administrative Performance of the Graduate Studies Administration at Fayoum University in Light of the Organizational Intelligence Approach

Nowadays, the development of the administration of graduate studies in the Egyptian universities has become one of the important issues. This requires making many developments in its goals, technologies and the level of administrative performance. The administration of graduate studies at Fayoum University suffers from many obstacles, which are negatively reflected in the level of administrative performance of employees and the level of services they provide. The level of administrative performance can be developed through the application of one of the modern administrative approaches, and the organizational intelligence approach represents an approach that is concerned with developing the institution's ability to benefit from all available intellectual capabilities.

Problem of the Study:

The study problem was identified in the following main question:

How can the administrative performance of the Graduate Studies Administration at Fayoum University be developed in light of the organizational intelligence approach?

The following sub-questions were developed from this main question:

1- What are the theoretical foundations for the approach of organizational intelligence and administrative performance in university education institutions?

2- What is the theoretical reality of the administrative performance of the administration of graduate studies at Fayoum University?

3- What is the reality of applying organizational intelligence to develop the administrative performance of the Administration of Graduate Studies in Fayoum University colleges from the point of view of the study sample?

4- What is the proposed vision for developing the administrative performance of the Administration of Graduate Studies in Fayoum University colleges in the light of the organizational intelligence approach?

Objectives of the Study:

The objectives of the current study were determined in the following aspects:

1- Identifying the theoretical foundations of the organizational intelligence approach and the administrative performance in university education institutions.

2- Knowing the theoretical reality of the administrative performance of the administration of graduate studies at Fayoum University.

3- Monitoring the application of organizational intelligence to develop the administrative performance of the Administration of Graduate Studies at the Faculties of Fayoum University.

4- Setting a proposal for developing the administrative performance of the Administration of Graduate Studies in Fayoum University colleges in the light of the organizational intelligence approach.

Methodology and Tools:

The current study relied on the case study method as one of the descriptive methods. A questionnaire with the title "the reality of organizational intelligence level in the Administration of Graduate Studies at Fayoum University colleges from the point of view of the study sample" was used.

Limitations of the study:

The field study was applied to employees and managers of the Graduate Studies Administration in 13 colleges of Fayoum University, the General Administration for graduate Studies at the university, and the secretariat of the Vice President for Graduate Studies, from (12/10/2019 until 10/1/2020).

Steps and Procedures:

Step One: presenting the general framework of the study.

Step Two: Identifying the theoretical foundations of the organizational intelligence approach and administrative performance in university education institutions.

Step Three: Knowing the theoretical reality of the administrative performance of the administration of graduate studies at Fayoum University.

Step Four: Monitoring the application of organizational intelligence to develop the administrative performance of the administration of graduate studies in the faculties of Fayoum University.

Step Five: setting the proposed perception for developing administrative performance.

Results of the Study:

A- The level of organizational intelligence in the administration of Graduate Studies at the Faculties of Fayoum University came with an average practice degree with an average of (2.23) and a percentage of (74.33%).

B- Obstacles to the application of the organizational intelligence approach came with an average practice degree with an average of (2.20) and a percentage of (73.33%). Some of these important obstacles are as follows:

- Excessive organizational pressure, stereotypes and routine in work systems.

- Weak attention to material and moral incentives for creative people, and resistance to administrative change.

- Lack of training programs, and the limited translation of what is happening in the training halls into practice.

- The career advancement of employees is achieved through seniority, and general terms and requirements for filling administrative positions.

- Weak utilization of modern means of communication and information technology.

- Weak physical work environment (furniture, fixtures, tools).

C- Developing a proposed perception for developing the administrative performance of the administration of graduate studies at Fayoum University in light of the approach of organizational intelligence.