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A Suggested Plan for Managing Human Resources in Fayoum University in light of Modern World Trends

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Abstract

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The Study Problem:

The study problem can be identified and formulated in the following main question:

How can (HR) human resources at Fayoum University be managed in light of modern world trends?

This question is divided into sub-questions:

- 1- What are the intellectual foundations of HR management?
- 2- What are the most important modern world trends in HR management?
- 3- What is the theoretical reality of HR management at Fayoum University?
- 4- What is the reality of HR management at Fayoum University from the study sample's point of view?
- 5- What is the proposed vision for human resources management at Fayoum University in light of modern world trends?

Study Objectives:

- 1- Knowing the intellectual and philosophical foundations of HR management.
- 2- Describing the theoretical framework for the most modern world trends in HR management at universities.
- 3- Monitoring and analyzing the theoretical reality of HR management at Fayoum University.
- 4- Monitoring and analyzing the current state of HR management at Fayoum University from the study sample's point of view.

5- Suggesting plane for managing HR at Fayoum University in light of modern world trends.

Study Importance:

1. Knowing the weaknesses and strengths of HR management.
2. Reaching a development proposal to HR management at Fayoum University in light of recent global trends.

Methodological approach:

The study uses a descriptive approach, which depends on a precise description of human resources management at Fayoum University, as well as a description and identification of the intellectual foundations of some modern world trends of management. The current study deals with one type of descriptive studies which is the case study where Fayoum University will be chosen to apply the field study.

Study limitations:

- 1- Objective: The study focuses on the subject of developing HR management at Fayoum University in light of the most important modern world trends represented in strategic management, administrative engineering, and knowledge management.
- 2- Spatial: Fayoum University.
- 3- Human: The questionnaire sample restricted to administrative and academic leaders at Fayoum University.
- 4- Time: The questionnaire applied to the study sample in May, June and July 2018.

Methodology:

The researcher uses a questionnaire addressed to administrative and academic leaders to identify the reality of HR management at Fayoum University.

Study Steps:

The study proceeds according to the following steps:

First Step: General framework, which includes: the introduction and the problem of the study, its importance, objectives, approach, methodology, limitations, terminology, literature review, and comment on it.

Second Step: Intellectual framework about HR management.

Third Step: Theoretical framework about modern global trends.

Fourth Step: Describing the current state of HR management at Fayoum University, problems, strengths and weaknesses.

Fifth Step: Polling the opinion of administrative and academic leaders (sample population) on how to manage HR at Fayoum University in light of recent global trends.

Sixth Step: Setting a proposal for developing HR management at Fayoum University in light of recent global trends.

Conclusion:

The study ends with some results and the most important ones are:

1. Sample populations do not agree on the existence of HR management practices at Fayoum University.
2. Existence of some obstacles hindering HR management at Fayoum University.
3. Suggesting plane for managing HR at Fayoum University in light of modern world trends.