



Faculty of Social work

## **Indicators of the Application of the Management by Objectives of the Local Administration Units in Egypt " Study from the point of view of social work "**

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### **Abstract :**

Firstly The study aimed at determining the reality of applying the Management by Objectives in the local administration units in Egypt in light of the following indicators: Determining the extent of the application of the analysis of the environment, determining the existence of a clear strategy, determining the existence of detailed objectives of the work, Determine the existence of a plan of action in local administration units, determine the existence of an assessment and follow-up system ,Second, the study aimed at reaching a future vision for the application of the Management by Objectives in the local administration units in Egypt ,To achieve the objectives of the study, the researcher relied on the collection of his study data on the main tool is a measurement form applied to the leadership and supervisory functions and consists of: Initial data (8) questions and (60) phrase distributed as follows: Dimension Determining the extent of the application of the analysis of the environment(10) phrase, Dimension determining the existence of a clear strategy(10) phrase, Dimension determining the existence of detailed objectives of the work(10) phrase, Dimension Determine the existence of a plan of action in local administration units(10) phrase, Dimension determine the existence of an assessment and follow-up system(10) phrase, Procedures were carried out to verify the validity of the tool and its stability, The tool was applied in the field to the employees of the leadership and supervisory functions, and they were enumerated in a comprehensive survey method and they numbered (57) ,The study reached to several results: Results of the reality of the application of the Management by Objectives in the units of local administration in Egypt, where it was in :Attention to know the current level of services provided by the local unit through the opinions of individuals ,Contribute to the formulation of the organizational culture of employees in the local unit ,Attention to the reasons for non-participation of workers in the formulation of the objectives of the work ,To take care of the management of the resources and future possibilities necessary to implement the work plan in the local unit ,Various types of evaluation and follow-up used in the local unit ,As for the future vision of the application of the Management by Objectives in the local administration units in Egypt ,The study reached a number of results, the most

important of which are: the application of adequacy reports in the local unit in accordance with the areas of work, the need for an efficient monitoring and evaluation system in the local units.

- **Keywords:**Management by Objectives ,Local Administration Units.