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Entitled

*THE INFLUENCE OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEES'
SATISFACTION AT GOVERNMENT UNIVERSITIES IN ABU DHABI*

by

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Abstract

This study aimed to identify the influence of human resource management practices (human resource planning, selection and employment, training and development, compensation, performance appraisal) on employees' satisfaction in government universities in the Emirate of Abu Dhabi. The study sample consisted of 146 employees from the Emirates University. To achieve the study goals, the researcher relied on the questionnaire to collect the data. The data and hypotheses was analyzed based on both Excel and SPSS for social packages. The results of the study showed that the level of application of human resources management practices in general came at a medium level, where human resource planning ranked first in terms of importance and at a high level, followed by the rest of the practices at an medium level respectively (selection and employment, performance appraisal, training and development, compensation and incentives). As for the level of job satisfaction, it also came to a medium level. The difficulty of the study appears in determining employee satisfaction and the dimensions of measuring their satisfaction with several practices and identifying these practices from several different aspects. Therefore, the dimensions related to these practices related to human resources management will be highlighted. The study adopted dimensions (manpower planning, selection and appointment, training and development, compensation and incentives, And performance evaluation) The study also adopted a study of customer satisfaction with the reasons attributed to demographic variables (gender, age, educational qualification, and monthly wages). The second chapter examines the theoretical framework and previous studies in terms of the concept of human resources and the historical development of human resources management and the importance of human resources and human resources goals and practices of human resources management and global workforce planning and the most important planning steps in detail and selection and appointment and training and development and the definition of training and development and the importance of training and development and the goals of training and development and the stages that pass With the training process and performance evaluation in all aspects, compensation and incentives from all sides, and in the end, job satisfaction has been addressed and all aspects that include study have been Construction of key assumptions and variables based on these studies and this theoretical framework. As for the third chapter, the methodology and procedures that were done in this study were explained as this chapter aims to introduce the research methodology that the researcher followed in the current study, by clarifying each of the study community, selecting the sample, the unit of analysis, data collection methods, building the study tool Its validity and reliability testing, and statistical methods used in data analysis and hypothesis testing. In the fourth chapter, the study results were discussed in detail and this chapter deals with a description of the descriptive statistical results that were used in analyzing the responses of the members of the study sample in the Emirates University, according to the study tool (questionnaire), which consisted of the first part related to demographic and personal variables related to respondents, and part The second, which contained (50) phrases distributed on two axes, namely human resource management practices and employee satisfaction, in addition to the statistical tests that were used in testing the impact of human resource management practices on achieving employee satisfaction in these universities. The results also showed the presence of a statistically significant influence of human resource management practices collectively and individually in achieving job satisfaction, the results indicated that performance appraisal has the greatest influence in achieving job satisfaction, followed respectively by: compensation and incentives, HR planning, training and development, selection and employment. The results also indicated the presence of statistically significant differences in the level of job satisfaction due to age, years of experience and job position, while the study showed that there were no statistical differences in the level of job satisfaction due to gender, educational qualification and average monthly wage.

Keywords: Human resource management practices, Job satisfaction, Government Universities, Abu Dhabi.