



The College of Graduate Studies and the College of Humanities & Social Sciences

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Entitled

THE SHORTAGE EMIRATES MALE TEACHER IN ABU DHABI

by

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Date & Venue

10:30 AM

Wednesday, 27 November 2019

Room 1116, Building 1116

Abstract

The phenomenon of male reluctance to teach is raising a concern to officials and decision-makers in the UAE Ministry of Education, because of its severe impact on comprehensive development plans, and negative repercussions on the reality of the educational process in schools, so this study is sought to answer the next key question: "What are the reasons for the reluctance of male citizens to join the teaching profession in the Emirate of Abu Dhabi? What are the proposed solutions to address and to attract male citizens to work in this area of profession?"

The descriptive analytical method (the so-called social survey) was used as the most appropriate scientific method to achieve the objectives of this study and answer its research questions. The sample consisted of (284) male students at the Higher College of Technology in Abu Dhabi in various specialties.

It was also relied on a questionnaire designed by the researcher based on the literature and previous studies relating to such study, the researcher has also confirmed that the questionnaire is sincere in what it was prepared to measure and highly consistent. The results of the study showed the following:

The main reasons that affects the reluctance of male citizens to join the teaching profession in the Emirate of Abu Dhabi are, respectively:

1. economic reasons,
2. reasons related to the work environment,
- and 3. social reasons.

The most important economic reasons that affect the reluctance of male citizens to join the teaching profession in the Emirate of Abu Dhabi are, respectively:

- (1. The career prospects of many occupations are better than the career of a teacher,
2. there is no encouraging staff to promote the teacher's job,
3. incentives and allowances paid to the teacher other than his basic salary is very small compared to other jobs).

The most important reasons related to the work environment that affect the reluctance of male citizens to join the teaching profession in the Emirate of Abu Dhabi, are:

1. The teaching profession needs a lot of patience and withstanding the pressure of work when dealing with students,
2. Teachers suffer from a lot of daily classes and written workloads,
3. long working hours does not allow the teacher the opportunity for creativity and innovation,
4. the teacher is exposed to problems when dealing with parents in schools,
5. students deal improperly with their teachers.
6. The teaching profession is more suitable to women than to men.

The most important social reasons that affect the reluctance of male citizens to join the teaching profession in the Emirate of Abu Dhabi are, respectively:

1. The media is not interested in showing the role and position of the teacher in the community.
2. It is difficult to observe the achievements of the teacher compared to other professions such as doctors and engineers.
3. Families do not encourage their children to attend the educational facilities from which the teacher graduates with such as degree.
4. The society views those who have educational qualifications negatively.

The most important proposed solutions that help to address the problem of the reluctance of male citizens to join the education profession in the Emirate of Abu Dhabi, and attract them to work in this area, are, respectively:

1. Enact appropriate penalties for students who cross borders with teachers,
2. Restructure teachers' salaries.

Establishing a clear and effective promotion ladder for teachers, providing appropriate moral stimulation for new teachers, providing additional wages for those teachers who work overtime, providing adequate training for new teachers in a way that ensures the development of the teaching profession and motivating them to join the profession, Providing special privileges for the staff of the educational corporations, Various institutions and organizations aim to change the prevailing culture of the teacher, provide scholarships for students enrolled in various faculties to encourage them to join the teaching profession, allocate time within the daily working hours in the school to complete the tasks of teachers).

The study ended with a number of recommendations, including:

- A clear and effective upgrade ladder must be developed.
- Awarding educational awards at the Emirate level to motivate teachers and develop their performance.
- Adequate legislation must be in place to protect the teacher in the teaching profession.
- Work to reduce problems and conflicts between teachers and school administrators.
- Attention to motivate parents submitted to their children to enroll in colleges of education.
- Binding and motivating legislation and decisions must be issued to attract male citizens to teach in the Emirate's schools.

Conducting such a study on a different sample in different regions. Comparing the results of this study with the previous results of those studies to obtain a clearer picture of the problem of the reluctance of male citizens to join the teaching profession at the Higher College of Technology in the Emirate of Abu Dhabi

Key words: reluctance from teaching, HCT, Abu Dhabi, UAE.