

The Efficiency of Human Resources Management at the Ministry of Education in the Sultanate of Oman in Relation with Staff Satisfaction at the Ministry.

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Abstract: This research aims to study the level of efficiency of human resources management at the ministry of education(MOE) in Oman and the relation between the level of efficiency and staff job satisfaction at (MOE). To achieve objectives, a detailed questionnaire (composed of 51 items) was designed. After checking the validity and reliability of the questionnaire, (233) individuals were invited to respond. The results show that the level of the efficiency in the (MOE) in Oman is about average in all fields according to the following order. The first category is Quality and Creativity, second is Selection and Recruitment, third is Human Resources Development, and lastly Human Resources Planning. The results also show that there are no statistically significant differences in level of significance: $\alpha \leq 0.05$ in the estimations of the study sample individuals. This can be attributed to different reasons like; gender, qualifications, and experience. Besides, the results indicate that there is no link between the level of staff satisfaction and the level of the efficiency of Human Resources Management in the Ministry of Education in Oman. The research stress the importance of having a rewards system that attracts highly qualified individuals. The research highlight the necessity of implementing effective plans to attract experienced and qualified people, the need to appoint experts in the strategic planning of human resources, and providing training programs based on the actual needs of employees.

Keywords: Human Resources Management, Staff Satisfaction, Oman.