
**THE ROLE OF HUMAN RESOURCES
MANAGEMENT IN BUILDING THE
SECOND ROW OF LEADERSHIPS IN
PUBLIC UNIVERSITIES IN RIYADH:
THE SAUDI ELECTRONIC
UNIVERSITY AS A MODEL**



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Abstract:

The study aimed to identify the reality of the role of human resources management in building the second row of leaders at the Saudi Electronic University, the obstacles that it faces, and the proposals that help in developing this role, and the descriptive approach was used in its survey method, and relying on the questionnaire as a tool to collect information, and the study community is Of the number of Saudi faculty members at the Saudi

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Electronic University in Riyadh, who are (84), and the members of the study are (71) faculty members.

The study reached a number of results, most notably:

The faculty members of the Saudi Electronic University agree to a moderate degree about the reality of the role of human resources management in building the second row of leaders at the Saudi Electronic University, with an average of (3.38), where the highest arithmetic averages came in favor of The phrase "job description card provides organizational link", and the phrase "Human Resources Management is keen to attract competencies from faculty members for leadership positions", while the lowest mathematical averages came to the phrase "Human Resources Management applies an announced system of incentives", and the study members agree to a degree There are high obstacles facing human resources management in building the second row of leaders at the Saudi Electronic University, with an average of (3.66), where the highest mean averages came in favor of the phrase "poor financial allocations for preparing the second row leaders", and they agree with a very high degree of proposals Which can help human resources management in building the second row of leaders at the Saudi Electronic University, with an average arithmetic of (4.37), where The highest mathematical averages were in favor of

the phrase "providing adequate financial allocations for the preparation and qualification of second-row leaders".

In light of this, the study made a number of recommendations, the most prominent of which are:

Increase the financial allocations needed to build the second row of leaders, prepare and implement development plans for the second row of leaders at all leadership levels, increase clarity and transparency in the criteria for selecting and evaluating the second row of leaders, in addition to enabling the second row leaders and providing the information necessary for decision-making, and developing an announced system For incentives and strengthening the role of organizational culture in addressing resistance to change by senior leaders.

Key words:

Human Resources Management, Second Row of Leaders, Saudi Electronic University.