
***THE ROLE OF THE HUMAN
RESOURCES AGENCY CAREER PATH
MANAGEMENT IN ACHIEVING
ORGANIZATIONAL EXCELLENCE IN
THE MINISTRY OF EDUCATION***



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Abstract

This study aimed to identify the reality of career path management in the Human Resources Agency at the Ministry of Education, and to identify the reality of organizational excellence in the Ministry of Education, and to reveal the role of career path management in the Human Resources Agency at the Ministry of Education in achieving organizational excellence, and the descriptive approach was used, and the study community was formed Of all directors of departments and their assistants (boys - girls) in the apparatus of the Ministry of Education in the Kingdom of Saudi Arabia, and they are (100) individuals, and the study sample reached

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(83) individuals for the academic year 1440/1441 AH, and the questionnaire was used as a tool to collect data and it consisted of (34) phrases distributed on two axes They are ed reality Rhcareer and organizational excellence.

The results showed that the reality of managing the career path in the Ministry of Education from the point of view of department managers and their assistants came with a (low) degree, and that the reality of organizational excellence in the Ministry of Education from the point of view of the study sample came with a (average) degree, and that there are positive (positive) relations Between the total score for the reality of managing the career path of the Human Resources Agency at the Ministry of Education and between "the dimensions of the dimensions of the axis of the reality of organizational excellence" as well as "between the overall degree of the level of the reality of organizational excellence."

In light of this, the study made a number of recommendations, the most prominent of which are: the necessity of the commitment of the human resources department in the Ministry of Education to promote the spread of a culture of career path management among employees, work to develop career paths for all jobs, create an organizational culture that encourages cooperation and respect, competition between work groups, and excellence in performance.

Keywords: Career path management; human resources agency; organizational excellence; Ministry of Education.