

Summary

Title of the study: the use of strategic planning of human resources in companies listed on the Stock Exchange Palestine

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Problem of the study : the problem of the study lies in knowing how to use the strategic planning of human resources in companies listed on the Stock Exchange of Palestine and by analyzing the views of leaders in the management of those companies.

The study population: Administrative leaders or their deputies in the upper levels of management and are supposed to have special powers to approve and participate in the development of strategic plans for human resources for companies listed on the Stock Exchange Palestine

Approach to the study: This study is based on a descriptive approach, in order to study the views of the administrative leaders in companies listed on the Stock Exchange of Palestine for the use of strategic planning for human resources

The most important findings of the study include:

The researcher through the study questions that the extent of use of strategic planning of human resources in companies listed on the Stock Exchange Palestine was average in all fields so that it is believed accounted for 75.7% of respondents the existence of strategic planning for human resources within companies where they work, either with respect to the field polarization The selection and appointment, the rate of 66.2% of them believed to be available to the companies' functional analysis of jobs to be filled company's income

and 65.4% agree that their company is doing the training of human resources, as for performance evaluation is a strategic human resources, the rate of 54.4 % believe that the company announces its staff to the criteria used in assessing the performance in advance, and finally, the rate of 52.2% of respondents to the questions the study believe that there is no specific system of incentives and bonuses and compensation at these companies.

As for the assumptions of the main study, the researcher found that there was no significant relationship between the age of the company and the number of their employees on the one hand and the use of strategic planning of human resources in companies listed on the Stock Exchange of Palestine from the other hand, the significance level ($\geq \alpha 0.05$) and thus accept null hypothesis, either in relation to the variable nature of the work carried out by the company show that there is a statistically significant relationship between this variable and the use of strategic planning for human resources and thus reject null hypothesis.

The most important recommendations, which was recommended by the researcher:

- the need to clarify the scientific concept of strategic planning for human resources leadership management and all employees in companies listed on the Stock Exchange Palestine through the programs of training dedicated to it, or through the literature in the form of bulletins, or any way lead to the delivery of information on this subject, see Supplement No. (7).
- The use of an effective control system is used when implementing the strategic plan for human resources see Annex No. (8)
- should be linked to incentives and rewards to performance evaluation of staff and take the results of performance evaluation platform for many of the key processes such as transport and promotion it was found that about 45.6% of

respondents believe that the compensation and incentives commensurate with the effort made by workers in the company.

- Provide adequate participation of the various categories of workers in making decisions and taking their opinions where the researcher observed that accounted for 59.6% of respondents believe that the Human Resources Department in the process of strategic planning for human resources.
- Conduct field studies similar to this study apply to workers in other sectors are similar