

## **Abstract**

Participation in decision making and its relationship with the organizational commitment of the administrative staff at Al-Quds Open University.

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This study aimed at determining the relationship between the participation of the administrative staff of Al-Quds Open University in decision-making and their organizational commitment. This study was conducted in the second semester of the academic year 2006/2007. To achieve this objective, the researcher followed the descriptive methodology in his study, and he designed two tools for the study:

First: A questionnaire for measuring the participation in decision-making of the administrative staff at Al-Quds Open University.

Second: A questionnaire for measuring the organizational commitment of the administrative staff at Al-Quds Open University.

Both the validity and reliability of questionnaire were determined.

A stratified random sample of (313) members was chosen from the (482) population members (65%).

To answer to the questions and examine the hypotheses of the study, means, standard deviations, and percentages were determined; t-test, one-way Anova, and Scheffe test were used. Also, Pearson correlation coefficient was determined through SPSS.

Results showed that:

1. The real participation of the staff in decision-making at Al-Quds Open University was at medium level. The mean of the total grade of participation in decision-making was (3.01), i.e. (60.2%).

2. The organizational commitment of the University staff was very high. The mean of the total grade of the organizational commitment of the staff at the University was (4.34), i.e. (86.8%).
3. There are significant statistical differences at the level of ( $\alpha = 0.05$ ) attributed to the job level. The differences were in favor of heads of divisions with the mean (3.52); i.e. the participation of heads of divisions in decision-making was higher than the participation of the other administrative staff.
4. There are significant statistical differences at the level of ( $\alpha = 0.05$ ) attributed to gender; i.e. there are differences between the responses of the male and female administrative staff at Al-Quds Open University.
5. There are no statistical differences at the level of ( $\alpha = 0.05$ ) between the means of the evaluations of the study sample members for participation in decision-making attributed to the variable of years of experience.
6. There are significant statistical differences at the level of ( $\alpha = 0.05$ ) attributed to educational qualification. Differences were between the intermediate diploma and higher than Bachelor Degree, in favor of higher than Bachelor Degree; i.e., the administrative staff at Al-Quds Open University whose educational qualifications are higher than Bachelor Degree indicated that their participation level in decision-making is more than their colleagues whose educational qualifications are intermediate diplomas.
7. There are significant statistical differences at the level ( $\alpha = 0.05$ ) attributed to age. Differences were between the group less than (30 years) and the group (30-40 years) in favor of the group (30-40 years); i.e., the administrative staff at Al-Quds Open University whose age is



(30-40 years) indicated that they participate in decision-making at the University more than their colleagues whose age is less than (30 years).

8. There are no significant statistical differences at the level ( $\alpha = 0.05$ ) in the sample's organizational commitment attributed to the variables of job level, gender, years of experience, and educational qualification.
9. There are significant statistical differences at the level of ( $\alpha = 0.05$ ) attributed to age. Differences were between the group less than (30 years) and more than (40 years) in favor of the group more than (40 years); i.e., the administrative staff at Al-Quds Open University whose age is more than (40 years) indicated that their organizational commitment to the University is more than their colleagues whose age is less than (30 years).
10. There is significant positive weak correlation between participation in decision-making and organizational commitment of the staff of Al-Quds Open University.

Finally, some recommendations were made.