Service quality and customer satisfaction are the key success points for any business organization. Service quality is very important for the customers and requires measuring the perceived service if it meets customer’s expectation or not. Understanding the customers requirements and needs help organizations to deliver the best services especially in the banking sectors. This results or leads to higher customer satisfaction.

The main purpose of this study is to find out the relationship between the service quality and customer satisfaction by using SERVQUAL model in banking sector of Oman. This study describes the customers' expectation, customers' perception of service quality and customer satisfaction. Five dimensions of SERVQUAL were measured in this research using a questionnaire similar to the one used by Parasuraman, Zieithaml and Beny in 1988 in their study of expectation and perception of consumers in retailing organizations.

Customer expectation was found more than their perceived service quality in the banking sector of Oman and therefore there was no satisfaction among customers. Banks must work harder to improve their perceived service quality in all dimensions. A positive action by the bank in this regard will bring perceived service quality in higher level and will result in satisfied customers. There is a relationship between service quality and customer satisfaction that is supported by the analyses. Tangibility dimension had a positive impact on customer satisfaction and other dimensions (reliability, responsiveness, assurance and empathy) did not reveal the positive impact on customer satisfaction.

Banks could improve their service quality either by customer suggestions from the responses of open question asked in this study or by frequently conducting surveys on quarterly basis. SERVQUAL model is an effective model used to measure the service quality in any service organization and this dissertation is one of the examples of this model.

Key words:

Abstract

Service quality and customer satisfaction are the key success points for any business organization. Service quality is very important for the customers and requires measuring the perceived service if it meets customer’s expectation or not. Understanding the customers requirements and needs help organizations to deliver the best services especially in the banking sectors. This results or leads to higher customer satisfaction.

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Banks could improve their service quality either by customer suggestions from the responses of open question asked in this study or by frequently conducting surveys on quarterly basis. SERVQUAL model is an effective model used to measure the service quality in any service organization and this dissertation is one of the examples of this model.
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**Degree:** Master  
**Email address:**  
**Year:** 2016  
**Title of project:** Research of MBA Degree in Impact of Appraisal on Employees & Organization.

### Abstract

Achieving satisfactory performance of employees is not an easy task. For this reason, many organizations have adopted the appraisal program as a way of documenting and evaluating the job performance of employees and the organization at large. Despite the fact that every business organization aims at achieving its goals, objectives or targets successfully, organizational failure situations have been numerous in the recent past. Experts in the previous studies have argued that organizational failure is unexceptional if much attention is not paid to the employees' performance or efforts well, and hence, there is a great need for focusing on performance appraisal. Performance appraisals should be well-linked with a goal of attracting incentives to employees to enable them to demonstrate higher levels of productivity. The appraisals are very beneficial to employees too. Many employees look at it as the only time they can get access to their supervisors uninterrupted. Hence, the impact of appraisal is the intense interaction between employees and their employers. A majority of the employees claim that the existence of an appraisal program is an indication that the organization is genuinely interested in their individual development and performance. The prevalence and strength of this natural human desire for one to be recognized should be acknowledged. This study will aim at conducting an analysis of the impacts of annual appraisal on employees and organizations. The study will investigate if the annual appraisal influences the employees' motivation and overall performance. The study will further investigate the overall impact of the annual appraisal on the organizational performance. A Mixed research methodology will be adopted together with a descriptive research design. Data will be collected using both closed and open-ended questionnaires. The collected data will be analyzed using modern tools of analysis where both descriptive and inferential analysis will be conducted.

إن تحقيق الأداء المرضي للموظفين ليس بالهامة المطلقة. ولذا السبب، اعتمدت العديد من المنظمات برنامج التقييم كطريقة للتوثيق وتقييم الأداء الوظيفي للموظفين والمنظمة ككل. على الرغم من حقيقة أن كل مؤسسة أعمال تهدف إلى تحقيق أهدافها وغايتها، فقد كانت حالات الفشل التنظيمي عديدة في الماضي القريب. فقد جادل الخبراء في الدراسات السابقة بأن الفشل التنظيمي غير مثير للإعجاب إذا لم يتم توجيه الكثير من الاهتمام للأداء المرضي أو جهودهم بشكل جيد، وبالتالي، هناك حاجة كبيرة للكشف على تقييم الأداء. ينبغي أن تكون عمليات تقييم الأداء مرتبطة بشكل جيد ب الغرفات إلى الموظفين لتمكينهم من إظهار مستويات أعلى من الإنتاجية. التقييمات مفيدة جداً للموظفين أيضاً. ينظر العديد من الموظفين إلى ذلك على أنه الوقت الوحيد الذي يمكنهم فيه الوصول إلى الفرص دون انقطاع. وبالتالي، فإن تقييم هو الفاعل الكفيف بين الموظفين وأصحاب العمل. يعترف غالبية الموظفين أن وجود برنامج تقييم هو مؤشر على أن المنظمة مهتمة حقاً بتطويرها ونجاحها الفريدي. ينبغي الاعتراف بانتشار وقوة هذه الرغبة البشرية الطبيعية للاعتراف بها. سوف تهدف هذه الدراسة إلى إجراء تحليل تقييم التقييم السنوي على الموظفين والمنظمات. سوف تكون تقييم الدارسة الفارية إذا كان التقييم السنوي يؤثر على تحسين الموظفين والأداء العام. ستستند الدارسة لتحسين تأثير التقييم السنوي على الأداء التنظيمي. سنستعين بمجموعة جيدة مختلطة من تطبيقات حديثة. سنجمع البيانات باستخدام كل من الاستدلالات المتصلة والمتوقعة. سنحلل البيانات التي تم جمعها باستخدام أدوات التحليل الحديثة حيث سيتم إجراء التحليل الوصفي والاستدلالي.
Over last decades many of GCC has established several plans to promote higher participation of national workforce in private sector. They have come up with policy of localization of Labor force The term "localization" carries specific socio-economic reference derived from the term "locals" which is distinctly used to indicate nationals and issues related to nationals. Localization programs such as Bahrainization (Bahrain), Emiratization (UAE) and Omanization (Oman) aim to reduce the number of job seekers by replacing the expatriate workforce in public and private sectors with national workers (Naithani, 2010). Omanisation policy started in 1988 aim to reduce the dependence on expatriate in addition to minimize unemployment in the country. The policy started in public sector then, it has been implemented actively in private sector in 1995. This study focus on analyze secondary data on Oman's labour market with a view to support policies on labour market nationalization. The market analysis has been carried out in 10 years from 2006 to 2015. Data collected from national censuses, information collected by government departments such as The Ministry of Manpower and NCSI, organizational records and data that was originally collected for other research purposes. The data collected in three main ways ; Online annual reports from The Ministry of Manpower website and hardcopies of annual reports for some years from The Ministry of Manpower. Data from The National Centre for Statistics and Information (NCSI) collected through e-mail and from their website.

The study analyzed three main point in order to see the impact of localization policy (Omanisation) in labour market in Oman. The analysis include employment, education and skill level of labour force in private sector. The results of the study indicate that the Omanisation policy played a major role in changing the Omani labour market and employment, where Omanisation contributed to increase the number of Omani workforce with 12.4% growth rate annually. Furthermore, as a result of Omanization policy, the Government has established a number of technical colleges in different regions of the Sultanate to meet the needs of the private sector of the national workforce in technical disciplines. After Omanisation and according to data from the Ministry of Manpower, number of institutions have devoted their attention to training and qualifying the national workforce to improve their skills level. This study come up with three main recommendations related to the point of analysis part.

Key words: Omani labour market, Localization policy, Omanisation.
It's not easy to find a successful creation of projects or business without risk, issues and losing of money and time. As we are Omani, we are all working whether in oil and gas facilities or other organizations to raise Oman's economy and add the same value to our budget by increasing its net income. Successful Project depends on several parts such as; opportunity realization process, project delivery, front end engineering design, key project activities, project execution activities, contracting and procurement, project services, quality assurance. Oil and gas facilities are working for Oman vision and mission to be renowned and respected for the excellence of employee and the value they create for Oman and all their stakeholders. Any projects have issues that are faced during construction or before during research, designing and procurements. The oil and gas facilities are looking forward to eliminating and dealing with the problems by creating an excellence solutions and procedures that help to reduce errors created through human or economic conditions. The purpose of this research is to define the issue that oil and gas facilities are faced during an execution of a project. Question which is coming in minds is what is the reason behind this delays in project issues and how as engineer could eliminate these errors.
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Year: 2017
Title of project: Causes for the Delay in Construction Projects

Key words:

Abstract

The most common problems in the construction project are delays. Delays of a construction project can be defined as the late completion of works as compared to the planned schedule or contract schedule. It can be minimized only when their cause is identified. The objective of this study was to critically investigate the reasons for the delay in the construction projects; to deeply investigate the effects of delay in the construction projects and to investigate and find a result for the delayed in construction projects.

Delaying factors related to the contractor, client/owner, material, equipment, and labor factors on delay in constructions projects were measured. Data on the study variables have been collected through structured questionnaire from 210 samples in Oman.

The results of the study reveal that the factors related to Labor, client, consultant, and equipment have a significant impact on delay in construction project whereas contractor and material factors found to have indirect effects on delay. The findings of the study provide reported that the delay in project execution could lead to total abandonment and the issues causing the delays are not resolved on time.

Also reported that delay in completion might end up in spoiling the reputation and such bad reputation can affect the future work irrespective of whether the person is working with contractor, client or supplier.
This project investigates the effects of employees’ perception of diversity management on job satisfaction and performance. It is based on 77 respondents who responded to a questionnaire sent to them electronically. The participants of this study are Omani and non-Omani employees who work in companies in Suhar Industrial Zone. Quantitative method was used to gather the data for this research with "Diversity Management Scale", "Minnesota Satisfaction Questionnaire" and "Self-Reported Individual Performance Scale". As a result of the analyses done, significant correlations were found between diversity management and job satisfaction; and between individual performance and diversity management. In addition, it was found that diversity management sub-dimensions like the company’s polices, administrative practices and top management attitudes can predict job satisfaction and employee’s performance.
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Title of project: The perceptions of Social Welfare Members (SWMs) on Entrepreneurship and their attitudes & intentions to start their own business in Oman: A case study of Sohar.
Key words: Oman SWMs, own business, entrepreneurship, perceptions

Abstract

This study focuses on the perception of Social Welfare Members (SWMs) registered in the Directorate of Social Welfare at Sohar department. The research project has sought to prove or disapprove four hypothesis that include establishing whether Oman SWMs have high interest in starting businesses and finding out whether there is a possibility of becoming members of the high income group to leave the SS lists and being own boss. In addition, the study seeks to find out what are the major factors that encourage SWMs to start their own business. It has also sought on whether offering capital and training can encourage SWMs to start their own business. The literature including different theories, concepts and previous studies on perceptions and attitudes of starting businesses have been analyzed. It also utilizes a mixed methodology to collect both the qualitative and quantitative data through interviews and structured questionnaire.

The SWMS were found having high interest in starting own business as most of the respondents have high interest of starting their own business. Majority of the respondents choose the need of being own boss as one of the major motivators of starting-up and the need of earning capital as the second most important motivator. Lack of government support and capital were found as major obstacles for SWMs to start-up. The respondents feel that the limited support of the Oman government prevented them from pursuing a career in entrepreneurship. They also explained that the lack of capital was a major challenge despite the fact that most of them are receiving monthly financial supports and can raise money from the current support salaries. The majority of the respondents felt that training could help them in understanding the importance of opening personal business. Most of the respondents also view that they could not succeed without being supported by commercial banks through the provision of capital.

الملخص

تركز هذه الدراسة على مفهوم أعضاء الضمان الإجتماعي (SWMs) المسجلين في مديرية الضمان الإجتماعي في سلطنة عمان. سعى المشروع البحثي إلى إثبات أو عدم الموافقة على أربع فرضيات تتضمن إثبات ما إذا كان أعضاء الضمان الإجتماعي في سلطة عمان لديهم اهتمام كبير بدء الأعمال التجارية ومعرفة ما إذا كان هناك إمكانية لأن يصبحوا أعضاء في مجموعة الدخل المرتفع وترك قائم الضمان الإجتماعي وصبحوا روؤس أموالهم بالإضافة إلى ذلك. تسعى الدراسة للتعريف العامية التوجهية التي تتضمن أعضاء الضمان الإجتماعي لبدء أعمالهم الخاصة. كما يتعلق إلى ما إذا كان قد قدمهم رأس المال والتدريب يمكن أن يشجع أعضاء الضمان الإجتماعي إلى بدء أعمالهم الخاصة. وقد تم تحليل الأدب بما في ذلك النظريات المختلفة والمفاهيم والدراسات السابقة على التصورات والمواقف من بدء الأعمال التجارية. كما أنه يستخدم منهجية مختلطة لجمع البيانات النوعية والكمية من خلال المقابلات والاستبيانات المنظمة.

تم العثور على أن أعضاء الضمان الإجتماعي لديهم اهتماما كبيرا في بدء الأعمال التجارية الخاصة لأن معظم المستجيبين لديهم مصلحة عالية في بدء أعمالهم الخاصة. معظم المستجيبين يختارون الحاجة إلى أن يكونوا روؤس أموالهم باعتبار أحد المحفزين الرئيسيين للانطلاق والبحث إلى كسب رأس المال بالتدريبات الفائزة. تم العثور على أن نفس الدعم الحكومي رأس المال كمحفزات رئيسية لبدء أعمال الضمان الإجتماعي للبدء. يشعر المستجيبون بأن الدعم الحكومي والدعم المالي من خلال البنوك التجارية من ثوابت مهمة في زيادة الأعمال. كما أوضحا أن الافتقار إلى رأس المال مثبطا كبيرا على الرغم من حقائق أن معظمهم يتلقون الدعم المالي الشهري ويعملون مع الأموال من روابط الدعم الحالية. تشعر غالبية المستجيبين بأن التدريب يمكن أن يساعدهم في فهم أمنية فتح الأعمال التجارية. كما يرى معظم المستجيبين أنهم لا يستطيعون النجاح دون دعم البنوك التجارية من خلال توفير رأس المال.
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Key words: Training effectiveness, expectancy, motivation to learn.

Abstract
Training programs provide multiple benefits for employees and the company, and that will happen only if they are sensibly planned and well implemented by training provider and well observed by training department. Training is a means to a specific end, so keeping goals in mind during the development and implementation stages of the training program will assist in creating a clearly defined and effective program. However there are many factors which influence the effectiveness of the training and there are many study focuses on that factors.

This study aimed to examine two factors that influence employees’ training effectiveness. This study is an exploration of the practices and perceptions of NBO employees about training effectiveness using questionnaire which were sent out to NBO employees in deferent levels which were attend several training programs provided by training department in NBO.

The critical variables were discussed on factors that influence employees training effectiveness. Random sampling Method used to gather the data. The questionnaire was distributed to 80 of NBO employees in 4 branches in North Al Batinah Region out of 90 employees in all branches. Regression analysis was used for estimating the relationship among variables. The result shows a relationship between independent variables (expectancy and motivation to learn) and dependent variable: employees training effectiveness. The assessment was obtained from the NBO employees' perspectives across different department, and data was collected using a questionnaire.

The paper contributes to both research and practice by providing support to the department heads and the management on ways to increase training effectiveness among employees. This paper considers few factors that enable to enhance training effectiveness at NBO. Future research directions and practical implications of the results are discussed.
Abstract

Quality is one of the most important factors that needs by higher education to meet the optimum level and to ensure the best form of education quality. The connection between the customer's requirement and the education services provided by university can be reached by applying Quality Function Deployment method (QFD) which is one of the Total Quality Management (TQM) techniques. This applicable technique is used in this research to establish the comparison between Chemical and Process Engineering (CHPE) program from Sultan Qaboos University and Chemical Engineering (CHE) program from Sohar University. This research based on Secondary data is the data that have been already collected by and readily available from other sources and primary data obtained through the direct efforts of the researcher through collected from 221 copies of questionnaire to the students and 18 copies to the academic staff from Chemical programs in Sultan Qaboos University and Sohar University. The data is analyzed by using QFD and the Statistical Package for the Social Sciences (SPSS). The quality house is build based on the feedback from the questionnaire and the correlation relationship between requirements are highlighting the important areas of improvement need in chemical programs education services provided in both Universities. In addition, the benchmark of which program translate the perception and requirements more than other.
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Year: 2017

Title of project: Entrepreneurs involvement in Tourism Sector in Oman.

Key words: 

Abstract

The study focuses to analyze the investment opportunities available to the entrepreneurs of Tourism in Oman; to critically analyze the challenges faced by the Tourism Entrepreneurs in Oman and to analyze the facilities and assistance provided by the Government which are available to tourism entrepreneurs of Oman.

250 respondents were for this study were chosen for a simple random sampling. The data was collected through a well-defined questionnaire. To ensure that questionnaire will not be limited to Sohar. Used online questionnaire and hardcopy paper questionnaire too. The collected data was compiled, processed and analyzed using statistical package for Social Sciences (SPSS). Chi-square test, ANOVA, and Kolmogorov-Smirnov tests were used analyze.

Entrepreneurs are interested to invest in the tourism sector, so entrepreneurs should move to start their own business as tourism has a lot of opportunity. The government should support enterprise to invest in tourism and provide require training to be able to manage their business. Also the government should simplify the procedures to attract more investors towards tourism sector.

It is observed that impact of Investment, government support and starts up procedures on Tourism Entrepreneurship, i.e., entrepreneurs are willing to enter in the tourism sector and are looking for opportunities that allow them to start their own business in tourism sector but expecting support and initiative from the Government and the related sector. Further to this, startup procedures for an entrepreneur in tourism are not conducive and simple. The procedures are time-consuming, not easier and challenging for the entrepreneurs of tourism.
This research discusses about impact of brand image on consumer buying behavior. The main purpose of this study is to know if there are any difference between males and females with respect to the impact of brand on consumer buying behavior. The second purpose is understanding the difference between males and females with respect to brand image of clothes and the buying behavior in Sohar University. Also it aims to compare the influence of brand in buying behavior between male and female. The last aim to provide recommendations and solution based on influence of brand in buying behavior between male and female.

In this research the researcher try to test several hypotheses. The first one is about There is no statically significant difference between males and females at SU with respect to brand image effect on Consumer Perception. The second hypotheses There is statically significant difference between males and females at SU with respect to consumer awareness effect on Consumer Perception. The third hypotheses There is no statistically significant difference between males and females at SU with respect to brand image and consumer awareness effect on Consumer Perception. And the last one There is statically significant difference between males and females at SU with respect to perceiver effect of brand on buying behavior.

The researcher was using questionnaire for collected the data. The questionnaire distributed among 235 students in SU. Data collected was analyzed by using SPSS. After that researcher interpret the useful of information generated from the study and tried to give opinions in additional analysis related to the research questions and final results. The descriptive and inferential statistics were the methods researchers used to analyze the incoming data from questionnaires.

The Researcher found from the result there is statically significant difference between males and females at SU with respect to consumer awareness effect on Consumer Perception. And difference between males and females at SU with respect to brand image and consumer awareness effect on Consumer Perception. Moreover there is statically significant difference between males and females at SU with respect to perceiver effect of brand on buying behavior. But there is no statically significant difference between males and females at SU with respect to brand image effect on Consumer Perception.
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**Year:** 2017  
**Title of project:** Factors Affecting Online Purchase Intention in Oman.  
**Key words:** Online purchase intention, perceived usefulness, perceived ease of use, perceived enjoyment, perceived risk and e-commerce.

### Abstract

Online purchase is a type of e-commerce. Because there is a lot of consumers purchase online in Oman nowadays, this research focus on the factors affecting online purchase intention for consumers in Oman. The purpose of this study is to show the relationship between the dependent variable online purchase intention and the independent variables such as perceived usefulness, perceived ease of use, perceived enjoyment, trust and perceived risk. The questionnaires were conducted to 130 respondents that use online shopping. The study reveals that there is significant relationship between the independent variables perceived enjoyment and trust with the dependent variable online purchase intention. In addition, the study confirm that there is no significant relationship between the independent variables perceived usefulness, perceived use and perceived risk with the independent variable online purchase intention. Therefore it has been recommended that to find an Omani website that sell local and international products and services. Moreover there is a lot of suggestions such as make the buying transactions more easily, include all languages in the world, make the online websites more enjoyable and provide coupons for the consumer’s purchases.
Skills can be assumed as the most important assets that graduate need in the transition to the labor market. That is why governments invested heavily to well prepare graduates (and later employers) to the workplace. The current study aims to identify and analyze that if the skills that business management programs offer at Sohar University matching labor market requirements or not. Tow questionnaires were designed and distributed to business management graduates who entered to the labor market and to their supervisors at the work place. The sample was 237 graduates and 115 supervisors. A total of 40 responses were received regarding to the graduate’s survey and a total of 29 responses were received related to the supervisor’s survey. The results of the study showed that there was mismatch between the graduate’s skills and labor market requirements regarding the possession and practice degree of those skills. The results also considered Ability to work and contribute to the group/team, Ability to write effectively in Arabic language, Ability to be self-employed, Ability to negotiate with subordinates or Colleagues effectively, and Ability to speak Arabic language fluently as the highest possessed skills that graduates gained at the university level.

يمكن افتراض أن المهارات هي أهم الأصول التي تحتاجها الخريج في الانتقال إلى سوق العمل. هذه هي الطريقة التي استثمرتها الحكومات بكثافة لتحضير الخريجين (وأصحاب العمل) بشكل جيد إلى مكان العمل. تهدف الدراسة الحالية إلى تحديد وتحليل ما إن كانت المهارات التي تقدمها برامج إدارة الأعمال في جامعة صحار مطابقة لمتطلبات سوق العمل أم لا. تم تصميم استبيانات السحب وتوزيعها على خريجي إدارة الأعمال الذين دخلوا سوق العمل والمشتركون عليهم في مكان العمل. بلغ العينة 237 خريجا و 115 مشرف. تم استلام 40 ردا فيما يتعلق بمسح الخريجين وتم استلام 29 استجابة فيما يتعلق بمسح المشرفين. أظهرت نتائج الدراسة عدم وجود تطابق بين مهارات الخريجين ومتطلبات سوق العمل فيما يتعلق بحريزة هذه المهارات ومشارستها. كما أعتبرت النتائج الفردية على العمل والتسليم في المجموعة / الفريق، القدرة على الكتابة بفعالية في اللغة العربية، القدرة على العمل باللغة العربية، القدرة على التفاوض مع الموظفين أو الزملاء باللغة العربية، القدرة على التحدث باللغة العربية بطلاقه كأعلى المهارات المكتسبة التي يمتلكها الخريجون على مستوى الجامعة.
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Title of project: Is Attention to Personality more Important than Academic Qualification when Selecting Top Managers?

Key words: Personality, Academic Qualifications.

Abstract

The recruitment procedure and process is changing today where the employees' uses different recruitment tools to determine their next employees especially in the case of top managers. Personality and academic qualifications have been on the forefront in regard to the recruitment process especially that of top managers. This research with a focus case study of Oman Oil Marketing Company will discuss whether personality is more important than academic qualification when selecting top managers. The study was qualitative and quantitative research, undertaken through an interview of 17 middle-level managers at various branches of Oman Oil Marketing Company. Despite personality and academic qualifications having advantages for their application in the recruitment process of the top managers, they also have differences, which prompt the factors to be applied in different occasions, where an organization has to choose one of the factors over the other. Nevertheless, personality and academic qualifications are both important factors in the recruitment process of executive employees. Additionally, the research recommends that organizations should analyze their priorities first when choosing between personality and academic qualifications. This research with a focus case study of Oman Oil Marketing Company will discuss whether personality is more important than academic qualification when selecting top managers.
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Degree: Master
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Year: 2017
Title of project: ICT Adoption in Small and Medium Enterprises in Oman-Albatina Governance.

Key words: Information and communication technology (ICT), perceived usefulness, perceived ease to use, trust and awareness.

Abstract

Information and communication technology is the technologies that generate access to different information over telecommunication. It is similar to Information Technology but more focuses on technology of communication like the cell phone, network, wifi and etc. The purpose of this study is to know the ICT adoption in SMEs in Oman and the relationship between the dependent variable which ICT adoption and independent variables which are the Perceived usefulness, perceived ease to use, trust and awareness. The study was conducted with 150 respondents using stratified simple random sampling.

The study has focused on the ICT adoption in SMEs, which is the key driver for economic growth and sustainability. The study encourages SMEs owners to increase the level of ICT adoption in their business to be in success way. The study confirmed that Oman government always adopts their effort to provide services and programs to encourage both genders to participate in SMEs like Al-Raffd program. The study also confirmed that there is insignificant relationship between perceived ease to use and ICT adoption in SMEs. In addition, there is a significant relationship between ICT and other factors which is perceived usefulness, trust and awareness. Thus it has been recommended to effect the future researchers and related institutions to search more in this side as Expand the geographic area to be whole Oman instead of specific place as Al-Batinah region to diversify the type of business, ICT tools and other characteristics. Also, suggested that, in future studies the researcher recommend to distribute more than 150 questionnaires for better finding and not limited for SMEs owners but also the employees in it to facilitate the data collection process.
Abstract

Oman Government has invested a lot in providing health services to the public of Oman through Ministry of Health through using establishing health centers and specialty hospitals in every region of Oman. However, people prefer to get the medical treatment in private hospitals rather than public hospitals. The objective of the study was to analyze the expectations of the patients in relates to the integrated hospital in the Sultanate Of Oman; To critically analyze the factors which influence patients to go to private hospitals against Public Hospitals of Oman and to critically determine the factors which influence the patients choosing hospital outside Oman. The study was carried out with a well-defined questionnaire and through survey 251 samples were collected on a random sampling basis.

The research revealed that there is an association between the selection of Hospital and Services and the cost of the services - offered in the hospital and it is found that the cost of services incurred makes an impact in the selection of hospital for medical treatment. The study also revealed that in private hospitals patients could easily approach anyone and the reception staff were also very helpful, and the private hospitals are equipped with modern equipment, and doctors treat patients in a friendly manner. It is recommended that sufficient medicines should be provided in all the health centers and periodic inspection should be conducted at regular intervals to maintain the standards with respect to cleanliness, treatments and the front line servicing personnel and at the same time suggestions and public opinions should be taken to improve the quality of the services.
Nowadays, due to the importance of the Stakeholders Engagement from each individual organization, SOHAR Port and Freezone Company has decided to established a "Stakeholder Engagement Plan" to help the company to improve and enhance its relationship with the stakeholders whom have big roles to archive the company's vision and mission. Therefore, the company formed a team consists of internal employees and chaired by the Author Of this research project. Several sources of literature were referred to understand the subject and to know where the international organizations stand in implementing the same, currently. Based on that, the research methodology plan has been determined.

The first step in this journey was to identify the stakeholders who had any sort of involvement with the company. Using the desk research, 80 such stakeholders were identified. After that, the most important step in this research, the stakeholder analysis was conducted, following a well-known model known as the Power-Interest Grid. According to this model, each stakeholder should be analyzed based on its power and interest towards the company. Therefore, in order to avoid subjective analysis, a dedicated tool was contextualized to analyze the stakeholders using the Power-Interest Grid. The tool consists Of two major dimensions: Power Dimension and the Interest Dimension, each weighing 100% with a breakeven point of 50% to demarcate their intensity as high and low. The Power Dimension was accounted as: Dependence (25%), Contractual (20%), Claim (10%), Connections (15%), Knowledge (15%) and Influence to other Stakeholders (15%). Whereas the Interest Dimensions as: Impact (30%), Accountability (30%) and Business Opportunities (40%). Based on this tool, each stakeholder was analyzed in each individual dimension and the total score was calculated accordingly. No subjective calculation was made to assess these dimensions. The above mentioned step took the majority Of the projects time. Once the stakeholder's analysis was approved, the next step was to map the stakeholders into the power-Interest Grid. The grid consisted of 4 quadrants as per the following; Quadrant 1 (High power-High Interest named as Players), Quadrant 2 (High Power-Low Interest named as Context Setters), Quadrant 3 (Low Power-High Interest named as Subjects) and Quadrant 4 (Low Power-Low Interest named Crowd). Therefore, all stakeholders are grouped accordingly and the final outcome identified: 18 stakeholders in Quadrant 1, 4 stakeholders in Quadrant 2, 25 stakeholders in Quadrant 3 and 33 stakeholders in Quadrant 4.
Abstract

After that, the managing procedures was specified for each quadrant using the same Concept of Power -Interest Grid. Quadrant 1 to manage closely, Quadrant 2 to keep informed, Quadrant 3 to keep satisfied whereas Quadrant 4 to monitor only. The most and critical stakeholders were located in quadrant 1. Therefore, dedicated managing procedures were set for each individual stakeholders taking into account the current practices and the stakeholder's expectations. For the remaining quadrants, general procedures were specified, without considering each individual stakeholder separately. Finally, it’s very important to monitor and control the managing procedures, a dedicated unit called "Stakeholders Relations Unit" was advised to be formed within the existing department as a 'One Stop Shop' to manage the "Stakeholder Engagement Plan".
**Researcher:** Abdullah AL-Buraiki  
**Programme:** MBA  
**Degree:** Master  
**Email address:**  
**Year:** 2018  
**Title of project:** Challenges faced by SMEs in Oman.  

**Key words:**

<table>
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<th>Abstract</th>
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<td>Small and Medium Enterprises are considered as strategic buster for the economy of a country. SME needs a high level of strategic management of their operations so that these businesses will always run in a successful manner. The Government of Oman has shown concern in the development and growth of Small and Medium Enterprises in the past few years. SMEs of Oman do not have enough resources to manage the increase in customer’s demand, lack of production capacity in terms of finance, lack of finance, adoption of new technology and complication of governmental policies. The objective of the study is to critically investigate the financial problems faced by the SMEs; to analyze whether SMEs can adopt to the new technology and to critically investigate the complications involved in the procedures and policies of Government. The study reveals that most of the respondents got delay in the commencement of business due to lack of finance. There are lots of problems in obtaining finance / bank load for their projects. It is also found that SMEs are in dire need of technical support at the time commencement of their businesses and need support to establish IT infrastructure and facing difficulties to adopt new technologies. Further, they have difficulties through adopting policies and procedural formalities in establishing their businesses. It is suggested that the primary support during the initial setting up of businesses units can be rendered by the General Authority for SMEs. In case of delay in obtaining finances, an Interim advance can be released by financial institutions. Governmental authority should monitor and follow up SMEs to avoid them becoming sick units and technical support and nursing / guidance should be given. Last not the least, the licensing for the SME units should be made easier through single window system.</td>
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<th>الملخص</th>
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<td>تعتبر الشركات الصغيرة والمتوسطة بمثابة الاستكشاف الاستراتيجي لاقتصاد بلد ما. تحتاج المشاريع الصغيرة والمتوسطة الحجم إلى مستوى عالٍ من الإدارة الاستراتيجية لعملياتها بحيث تعمل هذه الشركات دائماً بطريقة ناجحة. أبدت حكومة سلطنة عمان أهتمامها بتطوير ونمو الشركات الصغيرة والمتوسطة في السنوات القليلة الماضية. لا تملك الشركات الصغيرة والمتوسطة في عمان ما يكفي من الموارد لإدارة زيادة في طلب العملاء، واتخاذ القرارات الإستراتيجية في فيضان الوقت. تحتاج الشركات الصغيرة والمتوسطة إلى التمويلات المناسبة لدعم إنشاء البنية التحتية لتقنية المعلومات، وتفعيل السياسات الحكومية. الهدف من هذه الدراسة هو التحقق الحاسم في المشاكل الملموسة التي تواجهها الشركات الصغيرة والمتوسطة. تحليل ما إذا كان بإمكان الشركات الصغيرة والمتوسطة أن تتأقلم على التكنولوجيا الجديدة وتغلب الحاسم في التعقيدات التي تحتاجها ست@test.</td>
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ولكنها أن معظم المستجيبين تأخروا في بدء العمل بسبب نقص التمويل. هناك الكثير من المشاكل في الحصول على التمويل / الودائع لمشاريعهم. كما تبين أن الشركات الصغيرة والمتوسطة في حاجة ماسة إلى التمويل الذي تبدأ فيه أعمالها وتحيا إلى بداية بناء نقطة التكنولوجيا المتميزة. ومواجهة تحديات استخدام تكنولوجيات جديدة. علاوة على ذلك، فإنهم يحتاجون إلى مصادر إضافية من خلال اعتماد السياسات والإجراءات التكنولوجية في تنسيق أعمالهم.

من المقرر أن يتم تقديم الدعم الأساسي خلال الإعداد الأولي لوحدات الأعمال من قبل الهيئة العامة للمؤسسات الصغيرة والمتوسطة. في حالة التأخير في الحصول على التمويل، يمكن للمؤسسات المالية إلغاء عقوبة موقعة يجب على السلطة الحكومية معالجة وتفعيل الشركات الصغيرة والمتوسطة لتفادي تحويلها إلى وحدات مرضية وتقديم الدعم الفني والرعاية / التوجيه. أخيراً، ليست أخيراً يجب تحسين عملية الترخيص لوحدات المشروعات الصغيرة والمتوسطة من خلال نظام النافذة الواحدة. |

Towards a Knowledge Nation
**Researcher:** Abdullah Mohammed AL Saidi  
**Programme:** MBA  
**Degree:** Master  
**Email address:**  
**Year:** 2018  
**Title of project:** Employment Job Satisfaction in Public Organization Case study: Oman Chamber of Commerce & Industry.

**Key words:**

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**Abstract**

This study investigates employee satisfaction from the viewpoint of the employees of Oman Chamber of Commerce & Industry, the level of employee satisfaction, and factors that account for the current state of employee satisfaction in the organization. The study has used a survey strategy where 150 employees were randomly sampled and their views sought through the use of structured questionnaire. The employees of Oman Chamber of Commerce & Industry consider the extent to which their work meet their needs as the main definition of work satisfaction. A closer relationship with the employees is, therefore, the critical aspect of Human Resources Management (HRM) in the organization, as that enhances the possibility that the employees will open up on their needs. The organization performs well in psychological and physical factors, though averagely in environmental factors. Key sources of satisfaction lie in job health and safety as well as job security and working responsibilities, the payment, and satisfaction with co-workers. The organization addresses employment dissatisfaction by undertaking salary review, paying overtime work, awarding bonuses and ensuring conflict resolution. However, conflict resolution with superiors, reviewing employee work overload and giving employees a voice remains critical threats to employee satisfaction. It is critical that the organization pay more attention to these areas that are poorly scored. The organization is advised to invest in empowerment programs geared towards helping the employee's key needs, such as helping them secure and service low-cost development loans, mortgages, school fees among other needs. There is a need to enhance work environment and mechanisms for conflict resolution for junior workers who may have issues with their seniors. Employees also need to be involved more in work-related issues.
**Researcher:** Ahmed Fadhil Said AL-Ali  
**Programme:** MBA  
**Degree:** Master  
**Email address:**  
**Year:** 2018  
**Title of project:** ANALYSING PROJECT FAILURES IN CONSTRUCTION INDUSTRY OF OMAN.

### Abstract

The entire study mainly puts focus on the different reasons based on which the construction projects in Oman get failed. In addition to that, the study has also provides an ample amount of information regarding the reasons based on which the title can be justified. Therefore, it can be said that we can have a good and clear overview of the different construction projects in Oman and the reasons based on which they get failed. In the literature review part, the study has derived the different factors that affect the completion of the project. In addition to that, the literature review also denotes brief overview and the different components of a project when it comes to the methodology part defines the suitable steps based on which the entire study gets completed. It derives the proper research philosophy along with research design and research approach. Moreover, it also provides a brief description of the data analysis methods. The study has taken a sample of 45 employees who have worked under different construction projects and 3 project managers who can provide an ample amount of details regarding the reasons of a project failure. In the analysis part, the study has analyzed all the gathered set of data and based on that it derives a suitable conclusion with a set of recommendation.
Title of project: In-country Value Opportunities in the companies of Oman.

**Key words:**

- In country value
- Total spent
- Development
- Contribution
- Human capability development
- Stimulate productivity
- Oman economy
- Government
- Socio-economic development
- Oil & Gas Sector
- Ultimately
- Economy
- Maintain development
- Local sourcing
- New entrepreneurs
- Opportunities
- Entrepreneurs
- Companies of Oman
- Thoroughly
- Impact
- Economic growth
- New entrepreneurs
- Employment
- Community
- Innovative value addition
- National economy
- Efforts
- SMEs
- Ministries
- Periodic reports
- Boost morale
- Budding entrepreneurs
- Local SMEs

**Abstract**

In country value (ICV) is the total spent in-country that can benefit business development, contribute to human capability development and stimulate productivity in the Omani economy. ICV was introduced by the Government of Oman to enhance the socio-economic development of the country by augmenting the contribution from Oil & Gas Sector. The ultimate motive is to trigger the growth in the economy and to maintain development by means of local sourcing. The objective of the study is to analyse the opportunities created for the new entrepreneurs through the in-country value scheme; to analyse the benefits earned through the entrepreneurs on the selected companies of Oman and to thoroughly analyse the impact of in-country value in the economic growth of Oman.

The study reveals that In-country value strategy opens opportunities to the new entrepreneurs from the local community to come up with self-employment and the bigger in Companies in the local community encourage local entrepreneurs to take up contracts with their companies through innovative value addition. Further it is also found that the ICV strategy adds value to the growth of local economy and thereby the national economy through the efforts of SMEs of Oman. Further it was also noticed that the selected companies are following their own pattern of schemes, programs and strategies and there is no uniform pattern to adjudge their performances. Few of them have published their results of performances through dashboards etc. Further it is also observed that many of the selected companies are not publishing their reports and the ICV performances as the details are kept confidential. Thus, clear guidelines should be defined by the Ministries and periodic reports should be generated and should be publicized that will boost up the morale of the budding entrepreneurs and the local SMEs.
Abstract

The change in Omani culture in general in the past few years and specifically in the giving culture led to change the types of gifts. As a result the demand on the floral has clearly increased, but it hasn’t been until recently that demand for floral arrangements has gradually increased in the Sultanate.

This study will focus on reaching, attracting and retaining customers by doing qualitative data gathering from the owners of floral shops and some of their loyal customers. This is to evaluate the marketing strategies of the floral shops and on the other hand is to understand from the loyal customers what make them loyal to that particular shop.

There are limited studies on related topics in Oman or the gulf countries in general. This study will provide a basis for further studies for different students, retailers and/or for those who are planning on starting their own businesses. They will have an idea on some of the successful strategies to attract and retain customers plus some of the things that drives customers away.

Hopefully this study will help improve understanding customers and improve the business in A1 Buraimi city and the Sultanate in general. After all Oman in need to diversify its source of income and the private sector is one of the sectors needs improvement to increase the contribution of this diversification.

ملخص

أدى التغير في الثقافة العملية بشكل عام في السنوات القليلة الماضية وتحديداً في ثقافة الطلب إلى تغيير أنواع الهدايا. ونتيجة لذلك ازداد الطلب على الأزهار بشكل واضح، ولكن لم يحدث حتى وقت قريب أن ازداد الطلب على الزهور في السلطنة، سوف تركز هذه الدراسة على الوصول إلى العملاء و جذبهم والاحتفاظ بهم عن طريق القيام بجمع البيانات النوعية من مالكي محلات الزهور وبعض عملائها المخلصين. هذا هو تقييم الاستراتيجيات التسويقية للمنتجات الزهور ومن ناحية أخرى هو أن نفهم ما يجبرناة موالية لهذا المحل بالذات.

هناك دراسات محدودة حول مواضيع ذات صلة في عمان أو دول الخليج بشكل عام. ستوفر هذه الدراسة الأساس لدراسات لاحقة لمنطقة الطلب وتجارة التجارة و/ أو أولئك الذين يخططون لهذه الأعمال الخاصة. سيكون لدينا فكرة عن بعض الاستراتيجيات الناجحة لجذب العملاء والاحتفاظ بهم بالإضافة إلى بعض الأشياء التي تدفع العملاء بعيداً.

نأمل أن تساعده هذه الدراسة على تحسين فهم العملاء وتحسين الأعمال في مدينة البريمي والسلطنة بشكل عام. بعد كل حاجة عملاء تنتظرون مصدر دخلي، والتخطيط الخاص هو أحد القطاعات التي تحتاج إلى تحسين لزيادة منتجة هذه التنوع.
Researcher: Heba Fakhal

Programme: MBA

Degree: Master

Email address: 

Year: 2018

Title of project: Consumer Perception of Brand Personality: A comparative Study Between Oman & Libya: Case of (Apple-Mercedes-Benz-Zara)

Key words: Brand Personality, Cultural Differences, Oman, Libya.

Abstract

This research is aimed to investigate brand personality of three well-known brands - Apple, Mercedes-Benz, and Zara - in two countries (Oman and Libya). In order to measure brand personality perceptions, brand personality scale of Aaker (1997) was utilized. A specific factor — religion - was created for the purpose of this study. The analyses were performed for each of the selected brands to investigate what are the dimensions of brand personality that most describe the brands in Oman and Libya. Then, a comparison for the two different cultures was performed to see if cultures influence consumers in the way of perceiving brands, which may lead to have similarities and differences in perceptions. Research findings revealed both differences as well as similarities of these global brands in brand personality perception between Oman and Libya. The Omani participants rated that the dimensions which describe Apple were Competence and Sophistication. However, Competence is rated as the best dimension that describes Apple for Libyans. The Omani participants revealed Excitement and Competence dimensions are associated to Mercedes-Benz brand more than the other dimensions, while Sincerity and Competence were the best dimensions that describe this brand according to the Libyans’ responses. Finally, the Omani participants rated that Zara brand can be well described by the ruggedness dimension - and Sophistication dimension for the Libyan participants. In addition, both rated sincerity and excitement as the best dimensions to describe Zara.
If work is paid or unpaid, formal or informal plays a significant role in the people’s life throughout the world. Work is the only thing through which people can play roles in the society in which they are living. Although work can bring income satisfaction in life but it may bring risk as well to health and safety. Banking sector is one of the oldest industries and plays a vital role in the development of the economy of Oman. Hence this study has identified those factors of motivation which increases the work performance level of employees in banking sector of Oman. There are two different aspects of this study. Firstly, what is the affect of both intrinsic and extrinsic motivation on work performance? Secondly identified the needs of motivation from the side of employees in banking sector of Oman. The hypothesis are H1: Work performance and intrinsic motivation is having significant relationship, H2: Work performance and extrinsic motivation is having significant relationship and H3: Employees of different ages is having significant differences in motivation.

100 questionnaires were distributed through which primary data was collected from different employees who were the layoff survivors. These respondents were working in banking sector of Oman. The access of research was gained through special and professional contact. Sampling technique was simple random sampling, the respondents replied with 78 questionnaires back and the response rate was 78%.

The overall analysis revealed that work performance is having positive relationship with intrinsic motivation and extrinsic motivation. In the current scenario work performance was treated as dependent variable, intrinsic motivation and extrinsic motivation was treated as independent variable.
Work environments has a great role in influencing the performance of employees in organizations, whether it was the physical or none physical part. This research focused on studying the influence of the physical work environment on architects' performance in Amman, Jordan. The research used survey method to collect data from 324 participants about their work environments, to get better understanding about how their work environments influence their performance. The research also aimed to study if there are certain elements or features in the physical work environment that should be available to enhance performance, and if there is a difference between males and females in terms of the satisfaction and their perception of the surrounding physical work environment, in addition if the work environment effects employees retention or accepting a new job offer.

Results showed that there is a relation between physical work environment and architects performance, and that they believe that the availability of certain elements in the workplace can enhance their performance and creativity. The results of architects satisfaction and perception of their physical work environments showed that 65% of males participants were satisfied with their physical work environments and 55% females participants. Finally the study showed that there is a relation between employees' retention and the physical work environment they work in.

Therefor it has been recommended that managers should show more attention to the design of work environments, listing what features and elements architects find important to enhance and support their performance and creativity at work, so that they would feel more satisfied about their work place and provide better designs and output.

ملخص
تعتبر بيئات العمل دورًا كبيرًا في التأثير على أداء الموظفين في المؤسسات سواء كان ذلك الجزء الواقعي أو الغير واقعي. تركيز البحث على دراسة تأثير بيئة العمل الواقعة على أداء المعماريين في عمان، الأردن. استخدم البحث طريقة المسح لجمع بيانات من 324 مشاركًا حول بيئة عملهم، للحصول على فهم أفضل حول كيفية تأثير بيئة العمل في أدائهم.

يهدف البحث أيضًا إلى دراسة ما إذا كانت هناك عناصر أو ميزة معينة في بيئة العمل الواقعة التي يجب أن تكون متاحة لتعزيز الأداء، وإذا كان هناك فرق بين الذكور والإناث من حيث الرضا واتباعهم لبيئة العمل الواقعة المحيطة بالإضافة إلى ذلك، إذا كانت بيئة العمل تؤثر على الاحتفاظ بالموظفين أو قبول عرض عمل جديد. أظهرت النتائج وجود علاقة بين بيئة العمل الواقعة وأداء المعماريين، وأنهم يعتقدون أن توافر عناصر معينة في مكان العمل يمكن أن يعزز من أدائهم وإبداعهم.

أخيرًا أظهرت الدراسة وجود علاقة بين الاحتفاظ بالموظفين وبيئة العمل الواقعة التي يعانون بها. لذلك، فقد أوصى بأن يُظهر المديرون مزيدًا من الانتباه للتصميم بيئة العمل، وأن يسرعوا في الميزة والعناصر المعمارية التي يريدها المعماريون مهنة لتعزيز ودعم أدائهم وإبداعهم في العمل، بحيث يشعرون بمزيد من الرضا عن مكان عملهم ويوفرون أفضل التصميم والناحية.
Abstract

The significance of health human resources (HHR) is widely acknowledged as an essential part of building a strong and stable healthcare framework. In the context of healthcare employees in Oman, a more rigid and meticulous health workforce planning is necessary especially in consideration to the effects of nursing Omanisation in Buraimi Region, Oman. The purpose of this case study is to analyze the impact of nursing Omanisation in Buraimi Region, Oman in terms of work performance, employee training, and job satisfaction. To achieve the aims of this qualitative study, interviews and content analysis were employed as methods in determining the perceptions of employees in Primary Healthcare Centers, Buraimi Polyclinic, Nursing Administration, and Buraimi Regional Hospital in Al-Buraimi, Oman. Based on the findings of the study, it was found out that communication is key to the satisfaction, happiness and effectiveness of employees and members of an organization. In addition, majority of the respondents considered professional trainings as beneficial to them and that further training for emerging future needs are needed. When it comes to job satisfaction, it is typically obtained through positive recognition from the leader and supervisors themselves who highlight and value the efforts made by their staff and subordinates. In relation to these key findings, it is recommended in this study that nursing Omanization must facilitate better communication, provide quality training for the staff, and promote positive work environment and employee recognition.

الملخص

من المعترف به على نطاق واسع أهمية الموارد البشرية الصحية (HHR) كجزء أساسي من بناء هيئة رعاية صحية قوية ومستقرة. في سياق موظفي الرعاية الصحية في سلطنة عمان، من الضروري وضع تخطيط قوي لقوة عاملة صحية أكثر صرامة ودقة، لا سيما في ضوء آثار التعمين في منطقة البريمي، عمان. الغرض من دراسة الحالات هذه هو تحليل أثر التعمين في التمريض في منطقة البريمي، عمان من حيث أداء العمل، وتدريب الموظفين، والرضا الوظيفي. لتحقيق أهداف هذه الدراسة النوعية، تم استخدام المقابلات وتحليل المحتوى كطرق في تحديد تصورات الموظفين في مراكز الرعاية الصحية الأولية، مستوصف البريمي، إدارة التمريض، مستشفى البريمي المحلي في البريمي، عمان. استناداً إلى النتائج التي توصلت إليها الدراسة، فإن التواصل هو مفتاح الرضا والسعادة والفعالية للموظفين وإعداد المحتوى. بالإضافة إلى ذلك، اعتبر غالبية المشاركين أن الدراسة الرئيسية المهنية مفيدة لهم وأن هناك حاجة لمزيد من التدريب للاحتياجات المستقبلية الناشئة. عندما يتعلق الأمر بالرضا الوظيفي، فإنه يتم الحصول عليه عادة من خلال التقدير الإيجابي من الرئيس والمشرفين الذين يسلطون الضوء على الجهود المبذولة من قبل موظفيهم وعمليتهم، وتقديرهم. فيما يتعلق بهذه النتائج الرئيسية، يوصي在这 الدراسة بتعزيز تحليل التعمين في التمريض بشكل أفضل، وتوفير تدريب جيد للموظفين، وتعزيز بنية عمل إيجابية وتعزيز على الموظف.
Technology is becoming an important part of our lives. Businesses use all kind of technology driven tools to enhance customer experience (Fagerberg 2004). Enabling technology driven innovation increases customers' satisfaction. In addition, loyal customers grow thanks to the increase in population and enhancing shopping experience. Thus, it will be translated as more profits for the firm. The collected data shows that the impact of technology is outstanding, to a point where companies which do not promote technology in their business model, fail drastically. Moreover, the study shows that managers are hesitant to implement customer experience management due to the limited budgets in small businesses. Customers' ease of shopping has been greatly improved (Kraft 2012; Prahalad and Ramaswamy 2004; Porter 1990; Shaw and Ivens 2005). However, there are consequences in depending on technology. Online robberies are increasing rapidly and customers' privacy is left in the wind. Social media has grown to become an essential part of our daily life. It became the the ideal tool for advertisement. Startup shops in Oman use social media to open virtual shops. This gives the owners an opportunity to sell their services and products with zero expenses. As a result, goods and services are becoming cheaper and cheaper thanks to the technology driven tools. Customers will have variety of choices, easiness of shopping and at a lower price.
Technological updating in higher education institutions is highly significant and a priority. Information Technology plays an important role in the survival and growth of the institution and brings results. In Sohar University academic staff are with the opinions that technology implementation has increased burden for them. They think the electronic devices usage and introduction has increased the burden in their teaching and academic administration, so there is need to find out if there is difficulty and problems faced or if this only in their mind. The objectives of the study are to find out the ways through which Technology introduced in Sohar University is helping the lectures teaching in the University; to find out the how to improvements in the research activities after technology introducing in Sohar University and to analyze the methods Of administrative works Of lectures working in Sohar University.

To conduct the research study, samples from 133 academic staff working in Sohar University were collected. The questionnaire was containing two parts - the first part containing the personal details and second part with teaching, research and administrative works. The study reveals that the academic staff feel that the technology implementation has improved the teaching pattern and standards of the university and their teaching style has changed. It is shown that the academic staff feel the technology implementation has helped to improve the research career. It is also shown that the academic staff feel the technology implementation has helped to reduce their administrative work.

However, it is reported that the technology implementation will successful only when adequate training is given beforehand and mostly time is wasted for rectifying the technical bugs arising due to technological implementation. For that reason, they suggested that technology implementation is successful only if technical staff regularly maintains computers. They also suggested that there is need for software skills training thought it is time consuming.

ملخص

التحديث التكنولوجي في مؤسسات التعليم العالي مهم للغاية و أولوية. تلعب تقنية المعلومات دورًا مهمًا في بقاء ونمو المؤسسة وتحقيق النتائج. في هيئة التدريس جامعة صحار، يوجد لدى الأكاديميين آراء مفادها أن تطبيق التكنولوجيا زاد من العبء عليهم. ويعتقدون أن استخدام الأجهزة الإلكترونية وإدخالها زاد من العبء في التدريس والإدارة الأكاديمية. لذلك هناك حاجة لمعرفة ما إذا كان هناك صعوبة ومشكلات وأتى أو إذا كان هذا فقط أفكار. تتمثل أهداف الدراسة في التعرف على الطرق التي من خلالها تدخل التكنولوجيا في جامعة صحار تساعد على تطوير المحاضرات في الجامعة. لفهم كيفية إدخال تسهيلات على الأنشطة الباحثية بعد إدخال التكنولوجيا في جامعة صحار وتحليل طرق الأعمال الإدارية للمحاضرات التي تعمل في جامعة صحار.

لإجراء الدراسة البحثية، تم جمع عينات من 133 موظف أكاديمي يعملون في جامعة صحار. كان الاستبيان يحتوي على جزئين. الجزء الأول يحتوي على التفاصيل الشخصية والجزء الثاني مع التدريس والإبحاث والأعمال الإدارية. الدراسة كشف ذلك. يشعرون الموظفون الأكاديميون أن تطبيق التكنولوجيا قد حقق تغييرات في النمط التدريس وميزة الجامعة وغير أسلوبهم في التدريس. يتساءل الأكاديميون أن الموظفين الأكاديميين يسعون أن تطبيق التكنولوجيا ساعد على تحقيق مهنة البحث. كما يتساءل الموظفون أن الموظفين الأكاديميون يشعرون أن تطبيق التكنولوجيا قد ساعدهم على تقليل أعبادهم الإدارية.

ومع ذلك، يقول إن تطبيق التكنولوجيا لا ينجح إلا عندما يتم إعداد الدرب الكافي مسبقاً وأحياناً يتم إدار الوقت لتصحيح الأخطاء الفنية الناجمة عن التكنولوجيا. لهذا السبب، افترضوا أن يكون تطبيق التكنولوجيا ناجحاً فقط إذا كان الموظفون الفنيون يحققون النظام بأجهزة الكمبيوتر. وافترضوا أيضاً أن هناك حاجة للتدريب على مهارات البرمجة ويعتقد أنهم مضضون الوقت.
Effective HRM incentives is an essential element of effective global management and achievement of organizational goals. The study sought to investigate the impact of HRM incentives on performance in Oman Commerce & Industry. The objectives of the study were: to examine how HRM incentives improve organizational service delivery in Oman chamber of commerce & industry, to examine how HRM incentives improve governance in in Oman chamber of commerce & industry. The study employed descriptive survey where twenty respondents was interviewed. The participants were selected randomly. The study established that HRM incentives to employees help in enhancing the performance of the organization. Hence there is productivity and profitability. The study recommends that firms should motivate their employees to provide service effectively.

الملخص

تعتبر الحوافز الفعالة لإدارة الموارد البشرية عنصراً أساسيّاً في الإدارة العالمية الفعالة وتحقيق الأهداف المؤسسية. سعت الدراسة إلى دراسة تأثير حوافز إدارة الموارد البشرية على الأداء في تجارة وصناعة عمان. هدفت الدراسة إلى: دراسة كيفية تحسین حوافز إدارة الموارد البشرية في غرفة تجارة وصناعة عمان. للتحقيق في كيفية تحسین حوافز إدارة الموارد البشرية في تقديم الخدمات التنظيمية في غرفة تجارة وصناعة عمان، لفحص كيفية تحسین حوافز إدارة الموارد البشرية في إدارة غرفة تجارة وصناعة عمان. استخدمت الدراسة استبياناً وصفيًا حيث تم اختيار 20 مشاركًا. تم اختيار المشاركين عشوائياً. أثبتت الدراسة أن حوافز إدارة الموارد البشرية للموظفين تساعد في تعزيز أداء المنظمة. وبالتالي هناك إنتاجية وربحية. توصي الدراسة بأنه يجب على الشركات تحسین موظفيها لتقديم الخدمة بشكل فعال.
Face recognition has become one of a distinguish type for recognizing patterns in image processing. Now a day, face recognition is used in variety of applications for the purpose of providing a high level security. It also, used to identify face image of person involved in criminal activity and the image searched against database. The database holds photos of people that have been processed for recognizing faces. Throughout many years, many methods have been used with different classifiers and techniques in order to classify the images. In this thesis, Local Graph Structure (LGS) proposed to improve the appearance of images based on image textures. Extracted features based on histogram equalization are fed to SVM for recognition and classification. The proposed (LGS-SVM) method tested and evaluated on standard benchmark ORL database. The experiments conducted revealed the efficiency of the proposed methods in this thesis. Also, proved the effectiveness of the proposed method in reducing the number of input features, while increasing the accuracy of the classification. This thesis might be extended to develop face recognition application systems to recognize and classify faces.

Key words: LGS, SVM, ORL, face recognition, pattern recognition and histogram
Academic advising of the undergraduate students is playing a fundamental role and one of the most important responsibilities for the academic staff in most of the leading universities. The system is considered as one of the most achievement area in artificial intelligence. It is a rule-based decision engine that helps the non-expertise users to improve their skills. Majority of the students, however, have to meet their advisors in order to schedule their study plan. The thesis described in this thesis is motivated by the belief that successfully being able to develop such academic advisory system will lead to an increase in the breadth and scope of problems to which students, academic staff, and other academic activities can successfully be achieved an excellent level in the university learning process. However, the performance of any advisory expert system will be limited by the quality of the gained knowledge (i.e., knowledge acquisition), and in the case of academic advisory expert system, performance will depend fundamentally on the quality of the academic expert knowledge acquisition framework that is used. The aim of this thesis is to propose a modification of the exiting knowledge acquisition framework to be suitable to use for higher education institute (e.g., A1-Buraimi University College) in order to develop a prototype rule-based expert system for the academic advising of the undergraduate students. The performance of any advisory expert system will be limited by the quality of the gained knowledge (i.e., knowledge acquisition), and in the case of academic advisory expert system, performance will depend fundamentally on the quality of the academic expert knowledge acquisition framework that is used. The aim of this thesis is to propose a modification of the exiting knowledge acquisition framework to be suitable to use for higher education institute (e.g., A1-Buraimi University College) in order to develop a prototype rule-based expert system for the academic advising of the undergraduate students. The performance of any advisory expert system will be limited by the quality of the gained knowledge (i.e., knowledge acquisition), and in the case of academic advisory expert system, performance will depend fundamentally on the quality of the academic expert knowledge acquisition framework that is used. The aim of this thesis is to propose a modification of the exiting knowledge acquisition framework to be suitable to use for higher education institute (e.g., A1-Buraimi University College) in order to develop a prototype rule-based expert system for the academic advising of the undergraduate students. The output of the system also provides an accurate and non-conflict proposal courses for the undergraduate student. It works as an advisor; it gives the undergraduate student a plan and advisee with the appropriate subjects according to the courses that have been taken, prerequisites, and project scope if it is already determined by him/her with the explanation. The Empirical results show that the implementation of proposed model for undergraduate advisory expert system leads to a significant improvement in performance.
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Title of dissertation: Car Accident Notification Based Mobile Cloud Computing
Key words: Car Accident Notification, Mobile Cloud Computing, Mobile Application

Abstract

Road traffic accidents (RTA) are one of the main causes of death across the Arab Gulf states. In recent years, many Gulf States have been working hard to reduce the number of RTA fatalities. Billions of dollars have been spent on building road infrastructure, law enforcement and emergency services. As would be expected, technology is at the heart of efforts to make the roads safer. Cloud Computing can play a significant role in reducing the number of RTA fatalities. The current process for reporting accidents is in need of an overhaul. Many deaths can be avoided if the post-accident emergency reporting system is improved. The present system limits the ability to acquire crucial information. It based on a voice call to a free phone number and the language options are usually restricted to English and Arabic. This project seeks to design and implement a mobile application for reporting Road Traffic Accidents. It sends an almost instant comprehensive electronic report of the accident to the emergency services. The report includes vital information such as the exact location of the accident, vehicle information, injury status and pictures of accident scene. The use of Cloud Computing increases accessibility to this vital information. The results of the survey revealed that 83.21% of those polled preferred the Car Accident Notification application to the conventional system. This project is useful for the Royal Oman Police.
Abstract

Cloud Computing has recently appeared in IT industry as a new model for delivering secure, fault-tolerant, reliable, sustainable, and scalable computational services through Internet. However, implementing new development approaches in Information Technology and Communication change the form of work that some universities follow. Students who attend lectures are looking forward for more accurate information and faster services, in order to do a good job in their studying career. Following the manual recording system causes sometimes to incorrectly register the attendance; it is a waste of time! Likewise, in some cases, students try to cover up their college absence of lectures by signing instead of attending the lectures. This leads to not registering the absences of students accurately. Moreover, repeating this process for each class is going to result an increased level in probability of failure to get accurate results. This research focuses on utilizing Mobile Cloud Computing techniques to implement an automatic attendance registration system. This system will automate the process of registering attendance in classroom in order to reduce the time and effort required to complete the registration of students efficiently. In addition, this research includes two types of identification technologies, which are Bluetooth and near field communication (NFC). Moreover, building and designing a desktop and cross-platform mobile application to control and follow the attendance process and print out the suitable reports.
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**Key words:** KDDcup99, Classification, Intrusion Detection System, Feature Reduction, Naive Bayesian, Discretization.

### Abstract
With high popularization of network terminals that increases every day, large amount of data are transmitted and shared among distant sites, and that brings a big risk on it. Methods of protection shall be introduced and developed such as network intrusion systems. One of the methods to develop and optimize existing IDS is to optimize the classification algorithms and to achieve a high accuracy and time taken for the algorithm to perform. A comprehensive literature review has been covered in this thesis in order to find the current network security threats and the main algorithms that can be used to improve the intrusion detection systems. Naive Bayes algorithm has been applied with the use of feature reduction and discretization on KDDcup99 dataset. Good results have been obtained using Naive Bayes algorithm in terms of model building time and accuracy. 97.8% accuracy has been achieved with a minimum time of 3.5 seconds to build the classification model. The results that have been achieved after applying the experiments indicated that it is one of the best results compared to found and published works in literature by applying Naive Bayesian algorithm. A framework of an intrusion detection system including the classification has been proposed as well as a diagram of the steps of choosing the suitable algorithm and feature reduction method for the IDS.
**Abstract**

This study aims to study the distribution of existing public schools in Sohar by using a Geographic Information System (GIS). It seeks to apply the methodology of spatial analysis to analyze public school locations in Sohar using GIS spatial analysis tools available in ArcGIS software. To complete all requirements of this study we have collected data from a range of different official sources which contributed in building this geodatabase. This study includes analysis of spatial pattern distribution of schools, in terms of proximity to each other, and proximity to some of other land use in surrounding areas, such as main streets, services roads, petrol stations etc. In addition, it proposes a conceptual framework for utilising GIS and its spatial planning tool to study the current school locations. This study demonstrated the ability of GIS to manipulate data by using the functions supported in its spatial analysis process. The results of this study show that there is a clear disparity in distribution of public schools, as most public schools are concentrated in A1-Humbar village. Some public schools have been built without meeting generally accepted criteria. The pattern of distribution of public schools in Sohar is classified in GIS terms as clustered. The study concludes with some suggestions and recommendations including the use of GIS and spatial planning to help decision makers to take good future decisions.
The present study aimed to design a vocational guidance system and measure its effectiveness on a sample of students in grade 12 in North Albatinah in Oman. This study was used XAMPP server including scripting language: MYSQL, PHP, and HTML in designing the online system through three vocational scales: a professional orientation scale, a career decision making scale and a career maturity scale. The Online Electronic Vocational Counselor System was implemented using data collected from Omani studies, expert people and interviewing vocational counselors. Furthermore, the study showed the effectiveness of the electronic software from the viewpoint of grade 12 students by preparing a survey to collect the result and check the validity of system. In addition to help career counselors in school to guide the students before they register in the Higher Education Admission Center (HEAC), this study helps students to know their personality and choose an appropriate specialization in colleges and universities in Oman or different countries around the world. Finally, the researcher seeks to provide many recommendations and proposals in the design of electronic programs in vocational guidance.
The process of Image Enhancement is one of the most important and difficult techniques in image research. The main objective of image enhancement is to improve the visual appearance of the image to make it more suitable for use in different applications. Many important types of images, such as medical images, satellite images, aerial photographs and even real-life suffering from the weakness of contrast and noise. Therefore, it is necessary to improve applications that can help to enhance the contrast and remove noise from the image to increase its quality. Current work aims to develop a new filter that can enhance the image appearance by adjusting the contrast and remove the noise from the image. Moreover, the proposed filter can be implemented in many applications, whereas the current filters can be used for one application only. Also, the proposed filter can be implemented for different types of images such as JPG, TIFF, BMP, etc. The Experiments give evidence that the proposed filter efficiently improve the image specifications and contrast. Also, gave excellent results with less Mean Square Error (MSE) is 0.232224, good Peak Signal Noise Rate (PSNR) is 54.4717) less processing time (0.156001) in comparison with the current filters.

الملخص

تم العمل على تحسين الصور من أجل تحسين الصورة وجعلها أكثر رؤية في التطبيقات المختلفة التي تتضمن الصور الطبية والصور الجوية والصور الأرضية، والتي تعاني من ضعف التباين والحدوث الفعلي للصورة. لذا، يوجد حاجة لتطوير تطبيقات يمكن أن تساعد في تعزيز التباين وإزالة الضوضاء من الصورة لزيادة جودتها. يهدف العمل الحالي إلى تصميم مرشح يمكن تطبيقه على صور متنوعة مثل صور JPG، TIFF، BMP، إخري. التجربة الصادمة تشير إلى أن المرشح الإقترح قد أعطى نتائج أفضل من حيث الأداء من حيث الزيادة الفعلية وإزالة الضوضاء من الصورة المقارنة بالمرشحين السابقين. كما يمكن استخدام المرشح للصور من أي نوع، وهو قادر على تطبيقه على صور متنوعة مثل صور JPG، TIFF، BMP، إخري. يمكن استخدام المرشح لتحسين صور منتصفة إما من خلال تطبيقه على جميع الصور، أو على صور محددة من نوع الصور. ويعتبر المرشح الإقترح من المفاهيم الجديدة في تحسين صور اليوکس، حيث يتم إجراء العديد من التجارب لقياس جودة الصور، وأظهرت النتائج الممتازة بعد تطبيقه. تشير النتائج المقدمة إلى أن المرشح الإقترح يمكن أن يكون مفيدًا في تحسين صور اليوکس وجعلها أكثر رؤية ودقة.
Face Recognition has been a highlight among the most fascinating and critical exploration fields in the past two decades. The reasons for this include the need for surveillance systems and automatic recognitions, the design of human-computer interface, and interest in human visual system on face recognition, etc. New face recognition image based on Local Graph Structure (LGS) techniques and principal component analysis (PCA) is developed in this thesis. The main idea is based on the captured image when matched with images stored in ORL standard database, the performance of Face Recognition will be low if the quality of captured image is bad, that is because of the nature of face due to the illumination (lighting), which results in the performance of Face Recognition dropping down. To reduce the effect of illumination and enhance image quality, the proposed method Local Graphic Structure (LGS) with principal component analysis (PCA) is applied to captured images in order to process the illumination and extract discriminant features from face image and to increase the accuracy of face recognition system. The proposed technique on face database images can be implemented in MATLAB program.
Abstract

The huge increase of population and the large projects implemented in Sohar city during the last two decades have raised a critical problem occurred in all modern cities around the world which is the urbanization. The main purpose of this study is to monitor urbanization occurred in Sohar city during the last two decades and predict the situation of the land uses changes and population growth by 2029 based on a statistical and historical spatial database for the years 1990-2015. Geographic Information Systems (GIS) and Remote Sensing (RS) were approved to be an efficient tools to study urban expansion and the land uses changes over a period of time. ArcGIS software was the essential tool used throughout this study due to its capabilities in spatial analysis and it could be used both for raster and vector data. This study showed that by 2029 industrial land use will have approximately the largest share among other land uses and the green lands were decreasing by an average annual growth rate 0.93% during the study period which indicates the increase probability of pollution in Sohar city. Moreover, the direction of urbanization was towards the northern parts of Sohar city and mostly concentrated in Sohar port, Falaj Al-Qabail, Sohar Industrial Estate and Falaj Al-Ouhi Industrial area. The study also involved checking some planning standards to see if the people in Sohar city were living in limited areas or not. All the factors caused the previous results were discussed statistically and visually using maps of aerial photos and vector data. In conclusion of the study some recommendations were suggested to help concerned planning people to avoid and limit the unplanned effects of urbanization occurred in Sohar city in order to make a sustainable planned modern city.
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**Year:** 2017  
**Title of dissertation:** Prediction and Visualizing Weather Data in Oman Based on Cloud Computing  
**Key words:** Web Design, Mobile Applications, Data and Weather Stations, Data Analysis, Oman

### Abstract

The purpose of this work is to study and analyze weather data in Oman and display the weather using different graph methods, such as column charts, pie charts, lines, etc. In addition, mobile and web design applications used to predict weather data over the coming years. These applications help to present and summarize the weather in Oman and to support decision-makers in the Ministry of Environment, Civil Aviation, Investor and Foreign Tourist. Furthermore, a cloud data center designed and implemented for the weather database in Oman for easy use by researchers. Besides, this study summarized the previous studies of the years 1995 to 2017 for Omani and non-Omani researchers and conducted a comparative study to obtain accurate prediction values. According to the value of the determining coefficient (R²) that was validated using some appropriate mathematical methods. Different mathematical models for weather forecasting in Oman identified and evaluated, where the current study proved that the extracted prediction schemes corresponded to the actual data in a proportion of up to 99%. Various analysis tools and regression models (linear, logarithmic, exponential, and polynomial) have been used to determine the best accurate prediction of future weather conditions in Oman.

ملخص

الغرض من هذا العمل هو دراسة وتحليل بيانات الطقس في عمان وعرض الطقس باستخدام طرق الرسم البياني المختلفة، مثل مخططات الأعمدة والمخططات الدائرية والخطوط وما إلى ذلك. بالإضافة إلى ذلك، تعريفات الشبكات المحتملة وتصميم الروابط المستخدمة للتنبؤ ببيانات الطقس عبر السنوات القائمة. تساعد هذه التطبيقات على تقديم وتخصيص الطقس في عمان ودعم صناع القرار في وزارة البيئة والطيران المدني والسياحية الأجنبية. علماً على ذلك، تم تصميم وتنفيذ مركز بيانات محلي لقاعدة بيانات الطقس في عمان لسهولة استخدامه من قبل الباحثين. علماً على ذلك، نحتذى هذه الدراسة الدراسات السابقة من عام 1995 إلى عام 2017 للباحثين العمانين وغير العمانين وأجرت دراسة مقارنة للحصول على قيم التنبؤ الدقيقة. وفقاً لقيمة المعامل المحدد (R²) الذي تم الحصول عليه باستخدام بعض الطرق الرياضية المناسبة. تم تحديد وقياس النماذج الرياضية المختلفة للتنبؤ بالطقس في عمان، حيث أثبتت الدراسة الجيدة أن مخططات التنبؤ المتخرجة تتوافق مع البيانات الفعلية بنسبة تصل إلى 99%. تم استخدام أدوات تحليل مختارة ومترادف الطقس (الخطية واللوغاريتمية والاسمية والمحددة الحدود) لتحديد أفضل تنبؤ دقيق لظروف الطقس المستقبلية في عمان.
Abstract

Sohar municipality (SM) faces many challenges in changing the existing business process, adding new business processes or automating the business process as a result of the latter using legacy systems built in a stove-piped fashion over a number of years. These legacy systems were used to deliver many business operations. The main purpose of this project is to integrate some of these systems to adapt to new policies and streamline the existing business process. In addition to that, these systems have generated huge data sets since 2001, which were stored in an oracle database. However, at present there are no tools available in the Sohar municipality able to use these data to generate useful information. Using modern analysis tools, such as business intelligence (BI), makes it possible to build a dashboard which shows different types of information regarding business activities, violations and tenant contracts. This information can help the management in SM in decision-making process. As a result of this project, addressing system has been integrated with tenant management system (TCMS), municipality license system (MLS) has been integrated with the TCMS, and inspection and violation system (IAVS) has been integrated with MLS. In addition, oracle BI has been implemented to analyze and visualize many information sets using descriptive statistics analysis techniques. As a result of this analysis, there is an annual growth rate of 18.22% in business activities. In addition, there is an increase in the number of business violations, and 84% of them are health violations. Moreover the result indicates that there has been an increase in the average rent of a residential contract from 90 RO in 2001 to 216 RO by the end of January 2017. As a conclusion to this project, some recommendations were made in order to improve the existing system using a centralized database for streamline business operations. Furthermore, consideration should be given to adapting the standardization for business activities and violations to modern standards.
The primary objectives of this thesis are to design a web-application for forecasting, analyzing and visualizing the chronic disease in Oman. This web-application will help to visualize and summarize the status of the chronic diseases in Oman for supporting the decision-makers in the ministry of health. As well as, visualization and forecasting models for the distribution of chronic diseases among all governorates of Oman are applied and validated. This work has also employed three analysis tools to fit different regression models (linear, logarithmic, exponential, power, and polynomial). Chronic diseases pose a constant threat and are a cause of concern, because of their increased risk to human life and the economy of nations. According to the statistics issued by the WHO global report (2014), out of the number of deaths in 2012 estimated at (56) million, around (38), million were caused by chronic diseases, which represents about 68% of the global deaths. Different analysis tools are used in this work like Excel, Minitab, and SPSS. The results of data analysis show that the coefficient of determination (R2) value is equal to 0.87, which means well fits for original data. Also, the results of forecasting indicate that (exponential and power) models give inaccuracy results after an extended period. Also, the linear regression is widely used to provide a general trend line, which is appropriate to fit the trend line for a data of small size. The contributions of this work are applied in many directions like forecasting, analyzing, and designing a web-application. First, create a data center for chronic disease data in Oman for the period 1991-2015. Second, find and evaluate different predicting models to forecast the chronic disease status for next 50 years. Third, implement different visualization techniques for visualizing and analyzing the chronic disease data like map and interactive map. Finally, create and design a questionnaire and critical analysis of the state of chronic diseases in the Gulf region and Oman to determine the factors affecting the type and requirements of chronic diseases.
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**Key words:** Data Mining, Educational Data Mining, Classification, Logistic Regression, Linear Regression, K-means Clustering, Hierarchical Clustering

### Abstract

The Sultanate of Oman is one of the first countries in the area to utilize technology in the management of the education process. Over time, education data has accumulated, and at present, large volumes of data with numerous types of statistics have been collected as operational data. This research takes advantage of these data stores by utilizing predictive and descriptive data mining approaches to study the performance of general education diploma students (i.e., year 12 of school). It applied the decision tree as a classification method, logistic and linear regression, and hierarchical clustering and k-means as clustering methods. This resulted in a prediction model with accuracy up to 0.69 of students' performance prior to year 12 of school, using 30% test data of nearly 6000 students. It also indicated the most significant variables that influence students' performance, which are the total results of years 11 and 10, number of students in classes and their average performance, and subject results of compulsory subjects such as Islamic studies, Arabic language, social studies, and mathematics. The clustering k-means algorithm was able to identify about 70% of the five levels of students' final results in separate clusters. The hierarchical clustering was able to reveal adequate insights and indications about students' performance of senior school (years 10-12).
The aim of this thesis is to study the technical evaluation model for teachers in the Sultanate of Oman and compare it with teacher evaluation models in some countries of the world. The evaluation fields in these models were compared to the Omani model. The thesis went on to study the similarities in the evaluation of the standards of each field with the different systems, and through this comparison, there is a similarity in the evaluation criteria. The system of evaluation of the current technical teacher has been developed to include indicators in each standard so that each standard is evaluated according to these indicators accurately by all the teachers' evaluators which include the senior teacher of the subject, the educational supervisor and the school principal. A cloud based system was designed using Microsoft visual studio to include the proposed evaluation system using ASP.NET language, and Microsoft SQL Express was used to design the proposed system's own database. The system is designed to operate within the cloud computing environment so that each user can access all devices including computers, tablets and mobile phones. The system was tested and evaluated by the educational supervisors in the Department of Applied Sciences in the North Batinah Governorate using the Technology Acceptance Model (TAM) model through three main fields. The results of applying TAM are: users of system accept with new technology, all users declares that the system is useful, easy to use and they intend to use it. Participants were accepted with an average of 4 to 5 grades using the five-point Likert scale. The study recommended adopting the proposed system in evaluating the performance of the teacher because it gives a clear and precise indication on the performance of the teacher so that it gives an assessment of the indicators of teacher evaluation criteria and not the criteria of the technical report in general. The system will also allow decision makers in the Ministry of Education in Oman to monitor the development of the teacher's performance through his years of service. It will also provide accurate planning for the implementation of professional development programs according to accurate data provided by the technical evaluation system.
Abstract

Definition of cloud computing mainly refers to information technology (IT) service that uses the Internet to deliver computing resources such as data storage and applications. Using flash memories as well as internal & external hard disks or any other data storage media in all computing devices used in Schools or Higher Education Institutions continue to be prone to damage, let alone the high. People and student’s computational demand is growing steadily. Factors that affect using this technology involve reliability, cost and security. The possible solution is adoption of cloud computing and services. But cloud computing also has some issues and concerns and one of the major concerns with the cloud is security and trust. To address this issue, we explore the factors that have slowed cloud adoption in higher education and find meaningful solutions to grow cloud use in colleges and universities. The responses to the examination inquiries will give data and information into the present condition of moderate cloud selection in higher education. In particular, the examination will give knowledge into the reasons higher education workforce are reluctant to grasp the cloud. This concept will create the basis for addressing conceivable cloud misguided judgments in higher education as well as in different businesses. This study explores the slow adoption of cloud in higher education. Therefore, the implementation of secure socket layer which generates and manages SSL certificate, will enhance website security, thus relieving any security-related worries. The study is also a value-added to the current literature and offers important reflections about the problem of slow adoption.
### Abstract

Artificial neural network (ANN) models are proposed and implemented to forecast the performance of Hybrid photovoltaic thermal (PVT) system. Also, visualizes and analyses the data collected from the experimental modules. The purpose of this work is to analyzing and predicting the performance of solar photovoltaic/thermal (PVT) systems, a model composed of two PV panels, one with thermal collector, and the other without thermal collector, is implemented on the surface roof of faculty of engineer in Sohar university renewable lab to collect the data required for analysis. Sohar (24.3461 N, 56.7075 E) is the geographical location in A1-Batinah North region in Oman. Artificial Neural Network (ANN) models selected for analyzing the performance of the PV modules are Multi-Layer Perceptions (MLP), Self-organizing Map (SOM), and Support Vector Machine (SVM), and statistical parameter chosen for this study are Root Main Square Error (RMSE), Absolute Mean Percentage Error (AMPE), and Coefficient of Determination (R2). Best results obtained are 0.0631, 0.2512, and 99.67% for MAPE, RMSE, and R2 respectively for the PVT using MLP, and for the PV with same ANN model the values are 0.05982, 0.2425, and 99.32% for MAPE, RMSE, and R2 respectively. Best results obtained are 0.0631, 0.2512, and 99.67% for MAPE, RMSE, and R2 respectively for the PVT using MLP, and for the PV with same ANN model the values are 0.05982, 0.2425, and 99.32% for MAPE, RMSE, and R2 respectively. When comparing the results of ANN models with the empirical ones, ANN emphasized superiority. Locations with similar climate can extend the application of ANN prediction model. ANN computation has augmented our ability to analyze and process data. ANN is a powerful modeling tool, which maps a complex input space into simple output space. The important of PV increased because the cost of inducting and operating this system has decreased rapidly.
This thesis presents an agent-based model of food safety management. The model proposed by McPhee-Knowles, 2015 involving consumers, regulators and stores is extended to evaluate the phenomena of "the wisdom of crowd" towards conditions leading to more efficient and dependable system. Through multi-parameter simulation, it is revealed that consumers, regulators and stores effect one another in interesting ways. The model presented by McPhee-Knowles, 2015 is successful in combining various sub-systems which are relevant; such as, inspection system, immune system, effect of consumer avoidance, and stores signaling on their own, and investigated inspector's behavior influence on the food safety. We extend this model to investigate about consumers and store owners, the social dimension. We propose that consumers and owners of the stores accepting existence of "the wisdom of crowd", can make good decision; good for themselves, but at the same time, beneficial for the society as a whole. For example, more vigilance in correction measures by stores (if contaminated) ensures majority consumers still loyal to the contaminated store. We also replaced stores self-signaling by social networking, acting as a medium to spread the information and helping other consumers finding stores which are not contaminated. As a whole these findings also conform to self-organizing behavior of the population. It is evidenced that an active society has a capability to self-organize even in the absence of any regulatory compulsion. The implications of these findings are enormous. System components taking a self-organized corrective action resists against system going towards a highly skewed distribution, thus, improving its stability and robustness.
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### Abstract

This study investigates the extension of the Unified Theory of Acceptance and Use of Technology (UTAUT) of M-payment technology in the higher educational institutions in Oman. This is done by extending the most frequent factors that accomplished significant results such as (perceived risk, perceived trust, perceived cost, and self-efficacy) in the M-payment adoption studies. Then, validate the new model by using the partial least squares-structural equation modelling (PLS-SEM). A total of 346 respondents in the Sohar University and AL Buraimi University College responded to the survey. The factors are perceived risk, perceived cost, self-efficacy, performance expectancy, effort expectancy, and social influence. It was established that perceived risk strongly drives the users' behavioral intention to pay through mobile devices. This confirms that perceived risk tends to be a negative indicator of M-payment adoption. Perceived trust is another important factor that affects the M-payment adoption. Perceived trust has a significant negative effect on the users' intention of M-payment technology adoption. Perceived cost is a powerful factor that affects the users' behavioral intention to adopt M-payment. The proposed model confirms the relationship between perceived cost and behavioral intention. In addition, self-efficacy is positively associated with the users' behavioral intention to adopt M-payment. Besides, performance expectancy is found to have a strong indicator of the users' behavioral intention to adopt M-payment. Additionally, effort expectancy tends to be an indicator of the users' behavioral intention to adopt M-payment. Moreover, social influence is found to have a strong indicator of the users' behavioral intention to use M-payment technology. In addition, the users' families, friends, and social circles might also affect and encourage the M-payment adoption at the higher education institutions in Oman. Overall, the culTent study has contributed to the existing literature by presenting the beliefs and motives that may affect the M-payment adoption in Oman. Hopefully, the results of this study will provide insights for future research.
The aim of this study is to demonstrate how to take advantage of modern technological methods of learning and education in the Sultanate of Oman for pre-university education. It also aims to identify the difficulties that hinder the employment of modern technology in learning and education. Data obtained from various studies relevant to this aspect and principals, teachers and students of some public and private schools, which will be randomly selected to achieve consistent results. This data will be then analysed by IBM SPSS Statistics.
The main purpose of computational linguistics is to enable machines to be used as either aid in analyzing the properties of linguistic theories, and to understand more about how humans process natural languages. By understanding language processes in procedural terms, machines can gain the ability to generate and interpret natural language. This would make it possible for machines to perform highly useful linguistic tasks including part-of-speech (POS) tagging and spell checking, text similarity measurement, text clustering, etc. These tasks are very complex and involve processing on many levels (morphological, lexical, syntactic and semantic).

The lexical level of linguistic processing is concerned with interpreting the meaning of individual words. The most essential types of processing that contribute to word-unit understanding are identifying the part-of-speech tag, and identifying the sense of a polysemous word based on the context in which it occurs. In part-of-speech processing, words are assigned a tag that represents their part-of-speech function in the given context. Parts of speech include nouns, verbs, adjectives, adverbs, pronouns, conjunction and their sub-categories. Note that many words can have more than one part-of-speech associated with them. For example, 'bank' can be a noun or verb, depending on its context. Word sense disambiguation (WSD) is the process of identifying which sense (meaning) of a word is intended in some given context. For example, consider the word 'bank': one as a type of fish, and the other as a tone of music.

The lexical level of language is evidenced in the knowledge contained in lexical resources such as WordNet. A lexical resource may be very simple, containing only the words and their parts of speech, or it may be more complex, containing information on the semantic class of the word. Depending on the type of languages being addressed, the lexicon may be qualified as monolingual, bilingual or multilingual. "The research described in this thesis is motivated by the belief that success in the ability to capture such lexical and semantic relationships (ie, word communication and fixed distributions across words) will increase the scope and scope of problems in which the meaning of the word can be applied in context. However, the performance of any method of clarifying the meaning of the word in the context depends primarily on the quality of the local context in which the interlaced words appear (the surrounding context)."
Abstract

The proposed work presents a new variation in how the meaning of the word is explained in the context based on the model graph based on the use of contextual expansion (ie, logical synonyms) to explore the lexical and semantic relationships that connect the senses of words. The method breaks down all the target words simultaneously by exploring the semantic similarity between their possible synonyms in WordNet and the context provided by all the remaining words in the specified context. The real meaning of the target word is then defined as the meaning in which the semantic similarity between its synonyms and the remaining words with its synonyms is higher.

The empirical results show that the method of clarifying the meaning of the word in the context based on the proposed graphs on its own works satisfactorily compared to the more recent graph-based methods as evaluated in many standard data sets when evaluated at the end of the sentence to the similarity scale. The integration of the proposed method leads to better performance without the use of removing the meaning of the word.

الملخص

يقدم العمل المقترح تباينا جديدا لطريقة توضيح معنى الكلمة في السياق المستندة إلى الرسم البياني النموذجي استنادا إلى استخدام توسيع السياق (معنى، مرادفات منطقية) لاستكشاف العلاقات المعجمية والدلالية التي تربط حواس الكلمات. تقوم الطريقة بتفكيك كل الكلمات المستهدفة في وقت واحد عن طريق استكشاف التشابه الدلالي بين مرادفاتها في WordNet والسياق الذي توفره جميع الكلمات المتبقية في السياق المحدد. يتم بعد ذلك تحديد المعنى الحقيقي للكلمة المستهدفة على أنه المعنى الذي يكون فيه التشابه الدلالي بين مرادفاتها والكلمات الباقية مع مرادفاتها أعلى.

توضح النتائج التجريبية أن طريقة توضيح معنى الكلمة في السياق المستندة إلى الرسم البياني المقترحة في قائمة بذاتها تعمل بشكل مرض مقارنة بالوسائل المستندة إلى الرسوم البيانية الأكثر حداثة كما تم تقييمها في العديد من مجموعات البيانات القياسية. وذلك عند تقييمها في نهاية الجملة إلى الجملة مقياس التشابه، وإدراج الأساليب المقترحة يؤدي إلى أداء أفضل من ذلك دون استخدام إزالة معنى كلمة.
In civil engineering projects, performing the Quantity Survey (QS) process manually is not only a tedious task, but much prone to errors and repetition. The high cost of purchasing and maintaining the QS software, forced the tight budget companies to perform QS work in traditional ways. Therefore, the traditional quantity survey work, which is done manually, leads to many errors in calculations and takes time and effort to correct errors. In addition, the manual calculation often leads to delay of completing the quantity survey report in line with the project plan. The main objectives of this research work are to overcome the higher price of acquiring and maintaining the QS Software and to automate the calculation of the quantity survey process, including multi-phases of building construction, such as work on the Foundation, Footing & Floors stages, summarize and analyze the data and make it accessible on demand. It includes details about the concrete, steel, blocks, cement and sand quantity respectively. In order to achieve the main objectives of this research; .Net framework (ASP.net and C#) technology has been used to develop the proposed system. The research work conducted an assessment to compare the effectiveness of the proposed system with manual work and Excel. The research work used real data, construction maps and manual work collected from private building company located in ‘Sohar City’. The collected data were assessed, analyzed and evaluated with the proposed system. It resulted of higher rate of productivity after automating the data entry and the calculation process. High precision was acquired once crash and error detected by the proposed system. The comparative study achieved higher accuracy; the proposed system could calculate the QS work that holds one hundred and thirty worksheets in a proportional relationship estimated in hour's timepieces with relative values of 0.5: 21 using manual work and 0.5:3.5 using Excel.
Abstract

In addition, the achieved accuracy of the QS calculations can save thousands of Omani Rials when the error rate is one hundred baisa. The a only not is manually process (QS) Survey Quantity the performing ,projects engineering civil in maintaining and purchasing of cost high The .tition. and errorS to prone much but .task tedious .WaYS traditional in work QS perform TO companies budget tight the forced ,software QS the in errors many to leads, manually done is which, work Surv ey quantity traditional the, Therefore often calculation manual the ,addition in .Errors correct to effort and time takes and calculations main The .plan project the with line in report survey quantity the completing 0f delay to leads the maintaining and acquiring of price higher the overcome to, are work research this of objectives multi-phases including ,process survey quantity the of the calculation automate TO and Software QS and surrmarize ,stages Footing&Floors ,Foundation the on work aS such ,construction building of ,steel ,concrete the about details includes It .demand on accessible it make and data the analyze this in objectives main the achieve TO order In .respectively quantity sand and cement ,blocks proposed the develop to used been has technology (HC and ASP.net) framework Net. research; proposed the TO effectiveness the COMpare to assessment an conducts work research The .system and maps construction ,data real used work research The .Excel and work manual with system data collected The .ity. Sohar’ in located CoMpany building private from collected work manual of rate higher of resulted IT. system. proposed the with evaluated and analyzed ,assessed Were WaS precision High .S. calculation the and entry data the automating after productivity achieved study comparative The .system proposed the by detected error and clash OnCe acquired and hundred one holds that work QS the calculate could system proposed the .accuracy higher values relative with timepieces hour’s in estimated relationship proportional in worksheets thirty the TO accuracy achieved ,addition in .Excel just 0.5:3.5 and work or 0.5 of The .baisa hundred isone e/ error the when Rials Omani of thousands save Can calculations QS
### Abstract

Tourism is one of the most important sources of revenue in many countries. Oman is one of the most attractive countries for tourists in the Arab region, which is characterized by different terrains and tourist destinations. Therefore, there is a need to have efficient systems for the management of tourism to help tourists reach their targets quickly and easily. The literature study shows that there are few online tourist services in Oman to assist tourists. Therefore, the development and implementation of a questionnaire to study the level of tourist satisfaction with tourism services in Oman is essential. Moreover, the results of this questionnaire are used to test hypotheses to help design the proposed solution to this issue. In addition, a web-based System is designed to manage tourism services as a solution for helping and assisting tourists and residents to reach tourist destinations more easily. The current work builds and applies an interactive map to explore governorates in Oman easily as well as the most important tourism destinations. As well as the information on the booking of vehicles and tours.

The study implements three types of data analysis, namely Pearson’s correlation analysis, independent sample t-tests and descriptive statistics. The results show that \( r = .67 \), which means that there is a positive relationship between tourism attributes and satisfaction and that there is a significant difference in the tourism attributes and satisfaction with regard to nationality for Omani and non-Omani. The result shows that the most variables of electronic services in the average measurement, so can notice that there is some weakness in electronic services.
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Year: 2018
Title of dissertation: Pot line management system

Key words: 

Abstract

Nowadays Business environments are moving to data analysis forward to create better decision-making. Sohar Aluminium is one of the industrial companies facing challenges in monitoring the production line of aluminium. The critical things in industries are the quality of products to gain customers and to be successful in the market. The main purpose of this project is to learn how to monitor the performance of Aluminium Potline and how the management can take a decision. We are looking for this project to solve one of the most painful areas in the industrial companies which is getting the historical data with the analysis of producing the aluminium. Most of the aluminium companies are using ALPSYS system to manage the aluminium potline, which is a control system connected to machines and sensors. ALPSYS system is a live system storing data for a specific period such as 7 days, 30 days and some data for three months. Thus, data should be stored for a long time to do the analysis and to know the performance of the potline of aluminium. Therefore, we are going to build a solution that can help to monitor the indicators and analyse the potline by capturing life data of each pot such as temperature, iron, bath height and anode change. Then after the analysis of the data are correct and validated with Process Engineer in Sohar Aluminium, then we are going to stores all the data in a centralized database to be used for yearly analysis and other management decision purpose.
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**Key words:** Smart Health, Wearable Sensor, Android Studio, Smart Object, Smart Office, Home Gateway, Smart Watch

**Abstract**

Nowadays technology has reached to the point that electronic devices are very common in our lives. We use these devices within home, office environment and other public places to perform numerous functions such as chatting with our friends and families across the access online services, shopping etc. There are many sectors like smart home, smart office and smart health to use these devices. Smart health, one of the research topics as a part of smart city. Health monitoring system is evolved over last few years and change the way health care could be delivered. Due to the increase in number of patients coupled with increase of the older population need for caring and monitoring increases as well. It requires an alternate solution to overcome this problem. This research may solve problem related to the smart health. The important for smart health in smart cities are e-health, m-health and s-health. All those complement to each other to solve many problems in health. Smart health to give less cost and benefit the older patients to reduce number Of visits to hospital. The major contribution Of this thesis is that define model for smart health with system design, which use wearable sensors such as smart watch to monitor heart rate. We have implemented a small application in smart watch to measured the patient heart rate and step taken in Android Studio using a wearable sensor. The purpose of this research to find a solution for the patients at home using smart health techniques in Oman.
The purpose of this work is to simulate Evacuation scenario using Agent Based Modeling technique. The goal is to find fast evacuation strategy by using some theories like game theory. Evacuation strategy is considered as efficient if we can evacuate all people safely and quickly. I used most widely used tool, Net-Logo to model and simulate evacuation. I tested the model using nine different scenarios: Symmetric sparse, Symmetric medium, symmetric dense, Asymmetric sparse, Asymmetric Medium, Asymmetric dense, hidden sparse, Hidden Medium and Hidden Dense; where symmetric, asymmetric and hidden represent configurations of two possible exits, and population of agents can be sparse, medium and dense. The simulation results reveal that fastest strategy is strategy one, but cannot say it is optimal because of increasing panic. That means it is impossible to find strategy that evacuate agents fast without panic. Strategy two and three are strategies with less panic. Strategy three is the best because of fastest time and less panic if we compare it with strategy two.

الغرض من هذا العمل هو محاكاة سيناريو الإجلاء باستخدام تقنية نمذجة الوكيل. الهدف من الإستراتيجية الناجحة وسريعة للاجلاء، باستخدام بعض النظريات مثل نظريات الألعاب. يمكن استخدام نظرية الألعاب لإيجاد الاستراتيجية الناجحة أو سريعة للاجلاء إذا أمكن إجلاء جميع السكان بسرعة و آمان. لقد استخدمت الأداة الأكثر استخداما لنموذج محاكاة سيناريو الإجلاء وهو (نث لوجو). لقد قمت باستخدام تسعة محاورات مختلفة وهي (مجموعة المماثل الضئيل، مجموعة المماثل المتوسط، مجموعة المماثل الكثيف، مجموعة العد العشاري كثيف، مجموعة المستمر الضئيل، مجموعة المستمر المتوسط، مجموعة المستمر الكثيف). هناك مصطلحات تعبر عن عدد أبواب الخروج مثل (المماثل، العد العشاري كثيف، المماثل، المستمر الضئيل، المستمر المتوسط). نتائج المحاكاة هي أن الاستراتيجية الأولى هي أسرع أستراتيجية ولكن لا يمكن القول بأنها القدرة الأمثل بسبب زيادة عدد السكان تحت الهلع (يؤثر سلبا على الأمان). المعنوي من هذا أنه لا يمكن إيجاد استراتيجية تقوم بإجلاء السكان بسرعة و بدون هلع. هناك استراتيجيتان نجحا بتقليل عدد السكان تحت الهلع. هناك استراتيجيتان نجحا بتقليل عدد السكان تحت الهلع و هي الاستراتيجيتان الثانية والثالثة. إذا فما نفاذة الاستراتيجية الثانية والثالثة للإستراتيجية الثانية فأصابت ناجحة و تعزز الأمان. الهلع لأجلاء السكان أي أنها تقوم إجلاء جميع السكان بسرعة و آمان.
This study aimed to identify the principals perception of their training needs and whether the views of the study specimen regarding their training needs differ according to the variables of gender, level of education and administrative experience. To achieve this, the researcher prepared a questionnaire which consists of (55) items distributed over the study sample (289) principals distributed in nine educational directorates in the Sultanate of Oman. The study results showed that the overall average for all the dimensions of the study concerning the training needs of principals in basic and post basic schools was (3.57) which means a highly training need. The study also showed that technology dimension comes on the top priority for the principals of basic education schools, whereas strategic planning comes the least. The training aspects come descending respectively as follows; Technology, student affairs, communication, professional development, assessment and strategic planning. The study showed no statistical significant differences at the level (α ≥ 0.05) in all aspects (Technology, student affairs, communication, professional development, assessment) excluding strategic planning. T-test results showed statistical significant differences in the rates of the study sample in favor to males. Furthermore, the results showed no statistical significant differences at the level (α ≤ 0.05) related to experience variable in the study sample rates in all aspects.
Abstract

This study aims at showing the effect of using the electronic learning strategies in acquiring the scientific concepts by pupils of the sixth year which are (384) at the primary level. The study sample is 54 pupils of the sixth year from private schools in Muscat - Sultanate of Oman in the Academic year 2007/2008. The sample is divided into 27 pupils representing the experimental group (Dorat Alkhaleej private school) who were taught by the electronic learning method. The other 27 pupils represented the control group (Oman private school) who were taught by the traditional method. To answer the study questions, a computer program was prepared by using flash programme then downloaded on the special website of Dorat Alkhaleej private school on the internet.

A test was prepared consisting of 25 items of multiple choice questions as a pre-test and post-test after deleting the items which are less than (0.25) and more than (0.7) as well as deleting the items whose difficulty is less than (0.25) and more than (0.8). The stability factor of the test was calculated by using Kronbach Alpha responses to the test items. The Cronbach Alpha was (0.88), one point for each item. No differences of statistical indication were found at level (α ≤ 0.05) between the means of the experimental group grades and the means of the control group grades. This shows that both groups, the experimental and the control, were equal at the pre-test. There are differences of statistical indication at level (α ≤ 0.05) between means of the experimental group who studied by using the electronic learning, and means of the marks of the control group who studied by the traditional method. There are differences between the means and standard deviations at the level of conceptual acquiring of the pupils' performance of the experimental and control groups, for the benefit of the experimental group. According to the previous results, the study forwards some recommendations to emphasize the necessity to use of electronic learning in teaching science as it has a positive effect on acquiring the scientific concepts by pupils.
أحلام بنت محمد بن خلفان المعمرية  

الباحث:  
ماجستير في مناهج وطرق تدريس الرياضيات  
التخصص:  
ماجستير  
الدرجة العلمية:  
البريد الإلكتروني:  
السنه:  
2011  

عنوان الاطروحة:  
فاعلية استخدام برنامج ماث كاد في تنمية التفكير الرياضي و التحصيل الدراسي في الرياضيات لدى طالبات الصف العاشر الأساسي  

الكلمات المفتاحية:  
Abstract 
This study aims to investigate the effectiveness of using MathCAD software in the development of mathematical thinking and achievement in mathematics with grade ten students. The participants in this study were seventy female students taken randomly from basic education grade ten. This sample was divided equally in two groups, experimental and control group each 35 students. The experimental group has been taught with MathCAD software while the traditional method has been used with the control group. To answer the research question, the researcher rebuilt the unit of analytical geometry for grade ten according to MathCAD software. The researcher found a significant difference at the level of 0.05 among the mean of two groups in favor of the experimental groups. There is a statistically significant difference at the level of 0.05, among the means of the marks of the experimental and control groups in the post mathematical thinking development test in favor of the experimental group. In the light of these findings, the study recommends that using MathCAD software in teaching the unit of analytical geometry and solids in particular, and mathematics in general is really useful and effective.
The present study investigates the effects of using weblogs on the professional development of EFL supervisors and teachers in Oman. The sample of this study consisted of 41 participants (4 supervisors and 36 teachers) in the Dahirah region during the academic year 2009-2010. This study was a quasi-experimental one-group study design. A comparison between the results was made before and after the use of weblogs.

A questionnaire was designed to answer the four questions of this study. The first part of the questionnaire focused on finding out to what extent do weblogs increase communication between supervisors and teachers. The second part focused on finding out to what extent do weblogs enhance teachers’ training chances. Revealing the attitudes of the participants was the focus of the third part and the fourth part highlighted the problems which the participants encountered. The statistical analysis of the data revealed the following findings:

1. The results of the questionnaire revealed an increase in the perceived quantity of communication between supervisors and teachers after using weblogs. This indicates that weblogs were effective in this regard.
2. The results also revealed that weblogs enhanced the perceived quality of teachers’ training opportunities.
3. The attitudes of the participants remained the same before and after the use of weblogs.
4. 14 problems were reported by participants, but lack of time and no or limited Internet coverage were the main ones.

These findings have led the researcher to list a number of recommendations for future weblogs studies.

Abstract

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These findings have led the researcher to list a number of recommendations for future weblogs studies.
The objective of this study is to know the competences of the female teachers of Arabic language to analyze a poetic text by using stylistic approach and to know the impacts of (classes and experience) on acquiring these competences. The researcher applied the descriptive method in this study.

The Research instruments in this study were the Observation Cards which include (43) competences has been distributed on five points: linguistic structure highlighted on (14) competences, stylistic structure investigated (7) competences, musical structure included (8) competences, poetic image focused on (8) competences and poetic view included (6) competences.

The sample of study consisted of all female teachers of Arabic Language of grades (11 and 12) in schools of Secondary Education in Batnah North in Sultanate of Oman. The total number of teachers is 35 teachers and the research instruments have been applied on the whole sample of study. The results of study are:

1. The female teachers of Arabic Language own the competence to analyze poetic texts. The competences of analyzing poetic text that are using by Female teachers classify as the following orders: Linguistic Structure, Poetic Image, Stylistic Structure, Musical Structure and Poetic View.

2. There is an impact because of a variable of class in the following points: linguistic structure, musical structure and poetic image for the benefit of grade 12 and there is no variable in the points of stylistic approach and poetic view. There is no impact of variable of years experience to enhance competences of analyzing poetic text in terms of stylistic approach by female teachers.

The researcher recommended to organize training program for female teachers of Arabic Language to acquire the competences of analyzing poetic text by using stylistic approach especially the competences of stylistic structure and poetic view, in addition to the necessity of holding training courses within classes time to enhance and develop the performance of female teachers of Arabic Language by employing the stylistic approach to analyze a poetic text.
The extent cycle two students in basic education adhere to the values contained in Islamic studies books in the Sultanate of Oman. Mahfudhabint Mohammed bin Almar Al Wahaibi Mutah University 2011

The study aims at identifying to what extent cycle two students in basic education conform to the values contained in Islamic studies books. The study will attempt to answer the following research questions:

1. What values do Islamic studies books contain in cycle two education?
2. To what extent do grade ten students adhere to the values contained in Islamic studies books in cycle two basic education?

To answer the research questions, the researcher analyzed the contents of Islamic studies books and derived the values they contain. Based on the results, a second tool was developed to support the study. A questionnaire containing situations expressing specific values was prepared for students to respond to. This questionnaire helps measuring student’s adherence to these values.

The first part of the sample study was composed of all Islamic studies books, and they were 6 books. The second part was composed of a total of (300) male and female students from grade 10 basic education from public schools, and private school’s students formed (5%) of the study’s community.

The researcher followed the descriptive analytical methodology in the study. She adopted the statistical methods of frequencies and percentages, standard deviation, T-test and variance analysis of repeated measures.

Some of the research findings:

a. The values of faith registered the highest frequency degree in regard to their inclusion in the books.

b. Students adherence to the values was very high.

In response to the results, the researcher proposed a number of recommendations such as building a matrix of values that takes into consideration different elements like balance, gradation, continuation and suitability to different age categories. In addition, the researcher highlighted the necessity of the cooperation between the family, school and community to instill good and righteous values in students.
This study aimed to find out the trends of students in the second cycle of basic education towards practicing sports activities in the Sultanate of Oman. The study sample consisted of (1005) students (497 male students and 508 female students). This number represented 10% of the population of students in grade ten of the academic year 2011/2012.

To achieve this goal, the researcher developed a survey to study the trend towards practicing sports activities in the form of a questionnaire comprising of forty statements. This aimed to understand these trends and then to put recommendations to improve sports in the schools. The questionnaire statements addressed five main areas which are: educational, physical health, psychological, social, and sport facilities. The questionnaire was reviewed by group of arbitrators to ensure its credibility. The Pearson's Correlation for the questionnaire was calculated by applying methodology of test and retest on a sample of forty students from tenth grade students in North A1-Batinah, Sultanate of Oman on twenty one days period between the first and the second application. The Pearson's Correlation was found as 85.7 for each areas of the study. This results indicates that the tool of the study have a high degree of stability that can be relied upon for the purposes of this study.

The study found existence of positive trends among students both males and females about practicing sports activities. However there were no significant statistical differences among the sample population of the study related to the gender of the students. On the other hand the study showed that the student's trends towards sports are affected by the other variables in the following order: physical health, psychological, sport facilities, social and educational. This clearly shows that the personal health has got the greatest influence on the student's trends toward practicing sports.

Based on the study results the researcher recommended that the schools administration should raise the awareness among students about the strong relationship between the sport and good hearth and fitness.
This study aimed at investigating the level of 7th grader's readability of Arabic Textbook and its relation with their level of achievement in Arabic subject. The population of the study consisted of 7th grade's in governmental schools at Northern A1-Batina Educational Directorate schools during the scholastic year 2013/2014. The sample of the study was selected purposefully to all students at Ain — Jaloot secondary School for Girls. Readability lessons were selected from the 2nd edition of Arabic reading textbook. Two tests were used to achieve the aims of this study: Close-test was conducted using six different subjects. And Motivation test was also developed, validity and readability were conducted, discrimination index was calculated, and cronbach-α for internal consistency was also computed. The version of test was finally consisted of 26 items. Data was collected, tabulated and analyzed using Statistical Packages for Social Sciences (SPSS). Means, standard Deviation, percentage, correlation coefficients and ANOVA were used. Scheffe for Post- Hoc analysis was also used. The results of the study showed the following: Overall readability was (37.93%), there were real differences in grader's readability according to the nature of the subject. There were a clear relation between grader's readability and their achievement in Arabic subject. Students motivation towards learning Arabic was good, and there were slight correlation with their readability. In light of the results of this study, the researcher recommend the following recommendation: Authors of Arabic text books should take in consideration the readability level of students, Textbook should be experimented before final implementation, similar studies should be conducted in other classes and textbooks and Remedial study should be tailored to meet the needs of the students with how level of readability.
The current study aimed to identify the actual of the planning practices of the planning employee at the Ministry of Education in the Sultanate of Oman and differences among the respondent to the gender, job title, and qualification level. The final aim is to suggest a strategy to improve the educational planning in Oman.

To achieve the study objectives, a questionnaire of 50 items that was classified into four domains was designed. These were the duties of the planning staff and educational data.

The sample of the study comprised 208 individuals assuming the following positions: Director, Deputy director, Section Head and technical member of planning Departments from the ministry and the educational governorate in the Sultanate of Oman.

The data of the study was gathered and statistically analyzed by applying. The main findings of the field study as follows:

1. The study showed the rating of the participants of the planning practices on the four domains of the study was average.
2. The statistics of the study showed that the rating of the respondents in the four domains of the present study was follows.
3. According to the effects of the four domains of the study in the educational planning in Oman. The result was as follows:
   - There were statistically significant differences among the average respondents rating due to the organization level in the following domains: the duties of the planning sections and Educational data. Whereas no statistically significant differences were found in the administrative organization, planning department duties and educational data.
   - There were significant differences in the rating of the respondent due to the effect of gender in the following domains: administrative organization, planning department duties and educational data. The final aim is to suggest a strategy to improve the educational planning in Oman.
Abstract

- There were no statistically significant differences in the rating of the respondent due to the effect of scientific qualification in the four domains.
- There were no statistically significant differences in the rating of the respondent due to the effect of planning experiences in the four domains.

In the light of the result of the filed study, the researcher provided a suggested strategy to improve the educational planning in the ministry of education in the Sultanate with a number of recommendations.
This study aims to analyze the textbook "Lughati Al-jamilah" for grade five in the view of creative thinking of the student and how they acquire it. The analysis of the study consists of two parts. The first part from the textbook "Lughati Al-jamilah" and it consists of the analysis of grammatical activities unit. The second part for grade five students in Oman. The sample of this study covers (593) students from three different governorates; Muscat, Al-Dakhelyah and South Sharqiyyah.

The study tools are divided into two parts:

- Content analysis tool for detecting the availability of creative thinking skills in the linguistic activities in the textbook of grade five.
- Creative thinking test that the researcher has prepared for the detection of the extent of the students to acquire the skills of creative thinking. The test is distributed on six skills of creative thinking: fluency, flexibility, originality, clarity, sensitivity to the problems and decision making. The writer used descriptive approach in order to reach this goal.

The result of the analysis:

1. The number of creative thinking questions were less than (12%) of the total number of questions contained in the textbook. That is a primary indicator for the lack of questions in the creative thinking skills in grade five textbook.

2. The average performance of students' test in creative thinking skills is (4.50). It shows weakness in the acquisition of creative thinking skills and suggests that the relationship between the extent of students to acquire creative thinking skills and the inclusion of the content have a positive relationship.
Abstract

Through the outcomes of the study, the researcher recommends the following:

1. To give adequate care for creative thinking when designing Arabic language curriculum and assessment activities to develop the educational field. Also, encourage teachers to use innovative teaching methods.

2. Develop the teachers’ competencies in general thinking skills and creative thinking specifically.

3. Encourage the family to develop creative tendencies for their children and provide support for them.

The main suggestions of this study:

1. Analyze and evaluate all of the educational curriculum in all grades, especially Arabic Language curriculum for grade five to evaluate its validity and to develop creativity and creative thinking.

2. Building a program to develop creative thinking skills through teaching Arabic language parts among the students of various educational levels.
This study aimed to identify utilization degree of managerial competencies in crises managements at educational institutions in Sultanate of Oman; whereas The sample of study consisted of directors of directorates, heads of departments and schools principals with number of (219). In order to answer the questions of the study, a questionnaire of (54) articles has been formed and was distributed among crises management methods which are: (Planning, team building, organizing, instructing, Communicating, decision making and assessment). According to the results, managerial competencies at educational institutions in Sultanate of Oman have an intermediate capacity of crises management skills methods, as the study results showed statistically significant differences at the level of ($\alpha \leq 0.05$) due to the methods’ effects: Differences were in favor of (males) in (Planning, team building and assessment). On the other hand, the results revealed no statistically significant differences in the styles of decision making in favor of females, except (organizing, instructing and contacting) methods. In addition, the study results indicated no differences among the estimations of the study sample, and the result revealed no statistically significant differences in the study sample’s answers. And that is due to experience on all of the crises management methods, except for decision-making method, The differences were in favor of (11 years or more) experience group. Study results also showed that there were no statistically significant differences in the answers of the study sample due to the managerial position in all methods except decision making method in crisis management, the differences were for the directors of directorates and heads of departments. According to the study results. The study recommended the importance of giving the managerial competencies their powers which help them in dealing with crisis. That is because of their high sense of the reality and they are kept fully informed. The need to Re-qualify the managerial competencies through an intensive training program which focuses on crisis management methods before they are assigned to manage departments of educational institutions. In addition to establish crisis management unit in governorates to be responsible for the performance development in crisis management.
Abstract

The current study aims to identify the role of Science Teachers in the Development of Science processes skills among the Students of grades (5-10) in the Sultanate of Oman. In addition to the find the effect of the variables of gender, major and years of supervisory experience. Where the study was conducted (159) supervisors. In order to achieve the aims of the research, I have made a questionnaire for supervisors which contains 52 items. All items of the questionnaire were checked by some educators and it was tested randomly by 12 persons and it reached 0.96. The results showed the degree of the role of science teachers in the development of science processes skills among the students of grades (5-10) in the Sultanate of Oman from the standpoint of their supervisors is average in the basic skills, low in the integrated skills, and generally average for the whole of the study categories. And there are statistically significant differences of the samples estimation of the role of the science teachers on the development of the skills of science processes, These differences are attributed to the variables: the gender which is in favor of females in the basic skills, to the major which is in favor of Biology versus physics and Chemistry, and to the supervision experience in favor of the supervision experience (5-10 years) and (more than 10 years) versus the supervision experience (less than 5 years), and that’s for the total of the two focuses in general.

The study also recommends activating the exchange visits among the science teachers in order to exchange the teaching experience of the ways of developing the skills of the integrated science processes.
The study aimed at investigating the extent to which 'administrative accountability' is implemented in the Colleges of Applied Sciences in the Sultanate of Oman from the perspectives of the middle management. To achieve this aim, a questionnaire of 51 items was designed. These items were investigating five different themes: (1) the importance of implementing administrative accountability, (2) criteria of implementing administrative accountability, (3) work and achievement, (4) ethics of work and discipline, and (5) obstacles hindering administrative accountability. The researcher used a purposive sampling constituted of 70 participants who were representatives of the study community and distributed among the six Colleges of Applied Sciences. These are College of Applied Sciences in Salalah, Sur, Nazwa, Al Rustaq, Ibri and Sohar. The study came up with many findings. The most noteworthy were, in general, the degree to which administrative accountability was implemented in Colleges of Applied Sciences in Oman was average. Moreover, the study found that there were no significant differences in the degree to which administrative accountability was implemented in the different Colleges of Applied Sciences in Oman from the perspectives of middle management. This was attributed to variables of the type, age, administrative experience and job title. Furthermore, it was found that there were no significant differences in the degree if the implementation of administrative accountability was implemented from the perspectives of middle management due to variables of workplace. In light of the above findings, the study recommends:(1) Giving the middle administration the required authority to practice administrative accountability as to not delay the implementation of administrative accountability. (2) Conducting training workshops to train those in charge of administrative accountability and enlighten them about the principles and the regulations of accountability.
This study aimed to identify the role of the educational institution in the concept of environmental education development at schools students grades 5-10 for basic education in the Sultanate of Oman, and to achieve this goal, the researcher collected data by using the questionnaire respondents, as a tool to measure the role of the educational institution, where the study population of schools and their assistants, teachers and supervisors managers, and numbered (10,050) persons, while the sample of the study amounted to (970) individuals any proportion (10%) of the total community to study, researcher used the descriptive approach, The study focused questions as follows:

1. What educational institution's role in the development of the concept of environmental education to the students in grades 5-10 schools for basic in the Sultanate of Oman from the standpoint of respondents?

2. Are there any significant differences at the level of significance (α 0.05) to estimate the respondents to the role of the institution in the development of the concept of environmental education to the students in grades 5-10 schools for basic in the Sultanate of Oman, due to the variables of the study: (type, functional experience, job title, educational qualification)?

3. What proposals and recommendations to activate the role of the institution in the development of the concept of environmental education to the students in grades 5-10 schools for basic education in the Sultanate of Oman?
The study found a range of results, including:

- Came estimate the educational institution’s role in the development of the concept of environmental education from the viewpoint of high respondents in the study axes in the following order: (role of the teacher in the concept of environmental education development, the role of the school management in the concept of environmental education development, the role of curriculum in the concept of environmental education development and the role of the school environment in the development of the concept of environmental education, the role of community institutions in the development of the concept of environmental education).

- There are statistically significant differences at the significance level (α0.05) between the study sample of males and members of the study sample of female axes role of the educational institution for the benefit of the female sample due to the variable type.

- There are statistically significant differences at the significance level (0.05 α) between the study sample in qualification in the third axis variable, for the benefit of the owners of Master qualification or higher.

In light of the findings the study recommended the need to intensify environmental education programs, through the adoption of environmental projects contribute to the concept of environmental education of the students development, and also cooperation between the school and other institutions of the local community in raising the level of environmental awareness among individuals, and to intensify the role of the media in environmental awareness, and work the inclusion of environmental problems in the curriculum, the study also recommended that interest in research and environmental studies in various educational stages.
This study aims to analyse the unit of traffic laws and regulations contained in the Book of Life Skills for the 10th Grade in the Sultanate of Oman in accordance with Learning Taxonomy – Krathwohl’s Affective Domain.

To achieve the aim of this study, the researcher followed the analytical method. The population of the study was the Book of Life Skills for the 10th Grade in the Sultanate of Oman while the sample of the study was the unit of traffic laws and regulations set forth in the Book of Life Skills for the 10th Grade in the Sultanate of Oman in 2014. After reviewing the references and previous studies relevant to the current study, the researcher prepared the mean of the study, where the study sample was the goals and activities contained in the unit of traffic laws and regulations. To investigate the veracity of the mean and suitability for the purposes of the study, it was presented to a group of arbitrators to express their opinion. The final mean included five affective domain levels (Receiving, Responding, Valuing, Organization and Characterization by a value).

After checking the stability of the mean, the researcher analysed the unit of traffic laws and regulations contained in the Book of Life Skills to know how it covers Krathwohl’s Affective Domain.

However, the results of the analysis revealed the presence of a relative disparity in the affective domain levels, where there is a big difference between the percentage of the highest level “Valuing” (50%) and the lower level “Characterization by a value” (3.6%).

According to the outcome of the study, the researcher made a series of recommendations which focus on the necessity of distribution of emotional domain levels in activities in a balanced manner and at rates approved by curriculum experts in the Ministry of Education.
بأعمال

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Postgraduate Centre

الباحث:
حليمة بنت سعيد بن سالم اليعقوبية

الدكتوراة:
ماجستير في مناهج وطرق التدريس العامة

المصرح:
ماجستير

الدرجة العلمية:
البريد الإلكتروني:
2016

العنوان الأكاديمي:
 مدى تنمية مناهج الفنون التشكيلية لقيم المواطنة لدى طلبة التعليم ما بعد الأساسي بمحافظة شمال الباطنة

الكلمات المفتاحية:

Abstract

This study aims at bringing to light the extent of developing fine arts curricula to the citizen’s values of the students of the after basic education at the North of Batinah Governorate. The study sample comprised 400 male and female students at the after basic education who study the fine arts curriculum. The sample was chosen using the simple random technology. The study relied on the descriptive curriculum of analyzing the problem and understanding its dimensions. For the sake of achieving the objectives of the study, the researcher has conducted a questionnaire that was formed of four cycles which are: belonging, loyalty, rights and duties, the social co-operation, the authenticity of the content through displaying it on a group of specialized referees. The researcher also measured the authenticity of the performance stability according to the internal suitability between each section of the questionnaire, and the Grand Total by applying it to another sample outside the original sample of the study which consists of 60 male and female students. The internal consistency by Cronbach Alpha’s measure which has clarified that the study tool is characterized by high consistency in the Grand Total of the sections, and on each scale’s level which makes it applicable on the original sample of the study. The outcomes of the study explained that the fine arts curricula for the stage after the basic education contain in its educational units some of the citizenship values that work for developing it in the students such as the loyalty of His Majesty Sultan Qaboos Ben Said, May Allah protect Him, and the development of feelings of pride for the ancient Omani history, and implanting the values of respect for others’ points of view, accepting them, expressing the social issues and encouraging knowledge seeking.

The study has also explained that the curricula are in need of enriching them with the citizenship values such as, commitment and abiding by the rules and laws of the Sultanate, and the participation in realization inside the society, and valuing peace, tolerance, and considering all land and sea creatures and conserving them.

The study has also made it clear that there is no statistical mark at the level of α (α ≤ 0.05) as the response of the study sample, it is due to the type change and the reaction between the type and the educational class in all cycles of the study tool. The results of the study also have revealed the existence of differences of a statistical mark as for the variant of the class and they are beneficial for grade 12.

Towards a Knowledge Nation

حول دولة المعرفة

نحو دولة المعرفة

نحو دولة المعرفة

Cómo abordar la transformación de la educación.

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The researcher has presented a suggested image based on the study result which is in the form of teaching units that works for reinforcing citizenship for the students of after basic education stage. The study recommended conducting training courses by the Ministry of Education for the teachers of fine arts concerning the values of citizenship and its development, and caring for the balance and comprehensiveness in supplying these values with fine arts curricula which are clear. The researcher suggested conducting a study on the extent of developing the curricula of fine arts for the citizenship values of the students in all the educational stages, and preparing a list of the citizenship values that should be implied with fine arts curricula in all different stages of education.
This study aimed to investigate the effectiveness of Polya’s strategy for solving physics problems on the achievement of grade 11th students and their attitudes towards physics. The study sample consisted of 108 grade11 male students, who studied physics in Al Batinah North governorate, enrolled in the academic year 2015/2016. The sample study were divided into two groups, as follow: An experimental group of 55 students at Naim Bin Masood Post Basic Education School in Willayat Sohar. This group studied physics using Polya’s strategy. A control group of 53 students at Masood Bin Ramdhan Post Basic Education School in Sohar. This group studied the usual regular method.

To achieve the objectives of the study, the researcher developed an achievement test in physics at levels of: knowledge, application and inferring, and developed questionnaire to assess student’s attitudes. The test and questionnaire measured their validity using content validity. Their reliability was obtained using internal consistency by Person correlation and the test reliability was 0.965, and questionnaire was 0.839. Means, standard deviations and "T" tests were used for one sample and two independent samples for comparisons before and after the experiment.

The study results indicated that there were statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the achievement test grades between the experimental and the control groups in the measurement after the experiment, in the favor of the experimental group. The results also indicated that there were statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the attitude measurement towards physics between the experimental and control groups in the measurement after the experiment, in the favor of the experimental group.

In the light of these results, the researcher recommended the training of physics subject teachers to solve physics problems using Polya’s strategy due to its clear effectiveness in raising student’s achievement level and development of attitudes toward physics.
This study aimed to investigate the Effectiveness of the Suggested Fine Arts Program in developing Visual Culture and Art Criticism Skills of Grade 10 Students of the Basic Education in Al Batina South Governorate in the Sultanate of Oman. The sample study consisted of 256 male and female students from grade 10 basic during the academic year of 2015-2016, distributed in four schools. Students were chosen according to the Purposive Sample method technique. In order to achieve the aims of the study, quasi-experimental design was used through experimental group of 135 male and female students who studied the suggested program, and a control group of 121 male and female students who studied by the traditional method.

The Manuals for the teacher and another for the student were prepared, and content validity was measured by a group of experts. The researcher prepared a cognitive test of the visual culture consisting of 28 items, and performance test for art criticism skills according to Feldman’s model with scale consisted of 20 items distributed into four mean art criticism skills: Description, Analysis, Interpretation and Judgment as a model for measuring these skills. The content validity of both tools were examined by the experts, and their reliability was achieved by re-application for both tests using Pearson product-moment correlation coefficient. In the cognitive test in visual culture’s reliability was calculated in the light of visual culture components and the grand total, which scored 0.77 and the reliability for the performance test for art criticism skills was calculated in the light of these skills and scored 0.96.

The results of the study revealed that there are statistically significant differences at the level of (α ≤ 0.05) between the average score in the post-test of the cognitive test in the visual culture in the favour of the experimental group and the females, and also statistically significant differences at the level (α ≤ 0.05) between the average scores of the post-test of the performance test for art criticism skills in favour of the experimental group and the females. In the light of these results, the researcher recommended the importance of designing curricula for Fine Arts that aimed to developing students' visual culture and art criticism skills, and training the Fine Arts teachers on strategies that could develop the visual culture and art criticism skills and implemented them to be in the classroom’s environment, and also guiding them towards employing the available equipment’s and various learning sources to enrich students’ visual experiences and developing their art criticism skills.
This study aims to reveal the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al-Batinah. To achieve the aim of the study, the researcher conducted a questionnaire to collect the data from the sample, and that is to measure the availability of the characteristics of an attractive educational environment in basic education schools. The study community, which belongs to the province of North Al-Batinah schools, is consisting of 438 individuals who are: educational supervisors, headmasters, and first teachers. As for the study sample, it consists of 215 individuals, 49.1% of the whole study community. The study was applied randomly. The researcher uses the descriptive approach, and the main findings of the study are:

- The extent of availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al-Batinah was average in all aspects.

There are no statistically significant differences, which are related to the study variable "gender" and to the study aspect "the characteristics of an attractive educational environment inputs", at the level (α ≤ 0.05) in the study sample’s estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al-Batinah, while there are statistically significant differences between males and females, which are related to the study variable "gender" and to the study aspects "the operations and the outputs", at the level (α ≤ 0.05) in the study sample’s estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al-Batinah. The estimations are in favor of females.

- An average level of availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al-Batinah was average, and there were no significant differences at the level (α ≤ 0.05) in the study sample’s estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al-Batinah, while there were statistically significant differences between males and females, which are related to the study variable "gender" and to the study aspects "the operations and the outputs", at the level (α ≤ 0.05) in the study sample’s estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North Al-Batinah. The estimations are in favor of females.
There are statistically significant differences, which are related to the study variable "job title", at the level ($\alpha \leq 0.05$) in the study sample's estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North A1-Batinah. The estimations between the supervisors and the headmasters is in favour of the headmasters, and the estimations between the supervisors and the first teachers is in favor of the first teachers, while there are no statistically significant differences, which are related to the study variable "job title" between headmasters and first teachers, at the level ($\alpha \leq 0.05$) in the study sample's estimation for the extent of the availability of the characteristics of an attractive educational environment in basic education schools, grades (5-10), in the province of North A1-Batinah.

Finally, the researcher recommended to provide the school building with all substantial facilities, including (interior gyms, green areas, staff room...), and to start looking for practical solutions to activate and enhance the relationship between the school, the local community, and students' parents.
This study aimed to investigate the effect of using the model of Fink in active learning to the development of reflective thinking and achievement in physics skills in the eleventh grade. The study sample consisted of 56 female students from the eleventh grade from two schools in Muscat governorate. The experimental group consisted of 29 female students from the School of Zubaydah Um Al-Amin (10-12), which have been taught by using their teaching model (Fink) in active learning, and the control group contained 27 female students from the School of Muttrah (10-12), which has been taught using the current practice of teaching.

To achieve the objective of the study, the researcher provided the study materials which consist of teacher guide and students booklet in movement and dynamics subject, which is based on Fink model. The researcher also provided the study tools which are: achievement test in the unit of movement and dynamics, it has been confirmed the veracity of the test content through presentation to a group of arbitrators, as was its stability coefficient (0.798) using internal consistency coefficient alpha Crow Nbach. The second tool was tested reflective thinking in the unit of the movement and dynamics, which have been confirmed the veracity of the test content through presentation to a group of arbitrators, as was its stability coefficient (0.794) using internal consistency coefficient alpha Crow Nbach. The study results indicated a statistically significant differences at the level of significance (0.05α) between the average scores of students in the experimental group and control group in the post application in the levels, and the total score for the experimental group, while the results indicated that there is a statistically significant difference between the scores of the students in the test thinking contemplative posttest for the experimental group and the result support the experimental group.

In light of the previous findings the study recommended to train the teachers before and during the service to use the model (fink) in active learning in teaching physics, and suggested holding similar studies at different stages of learning, and other variables.
This study aimed to identify the impact of using role play method in Science teaching on grade 5 students’ achievement and gaining scientific concepts. The study sample consisted of 58 grade 5 students at Dhank Basic Education school at Al Dhahra educational governorate. The sample was divided into two groups: the experimental group of 29 students; they studied using the role-play method, and a control group of 29 students, they studied using the usual way. The application period has lasted for 7 weeks during the first semester of the academic year 2015/2016.

To answer the questions of the study, the researcher developed a teacher guide to teach using the role-play method. The validity was confirmed by presenting it to a group of arbitrators of specialists. The researcher developed an achievement test of scientific concepts in "Human body and organs" unit, which measured 3 learning levels: knowledge, application and inferring consisted of 20 multiple choice items. The validity of the test was confirmed by presenting it to a group of arbitrators and the internal consistency was calculated using Cronbach’s alpha coefficient (0.732).

The study results indicated that there were statistically significant differences at the level of significance $\alpha \geq 0.032$ for the total sum of the achievement test grades between the two applications after the experiment and gain of learning, for the favor of the experimental group. The results also indicated that there were no statistically significant differences at the level of significance $\alpha \geq 0.0$ for the total sum of the achievement test grades between the two applications after the experiment and gain of learning, for the favor of the experimental group.

In light of the previous results, the study recommended the need to include using the role-play method in teachers and curricula programs, as well as, training workshops for teachers, and train them to implement this method to make easier for them to teach through this method. Furthermore, the study also recommended conducting similar studies to this study on different subjects, different grades and on other variables.
This study aimed to investigate effectiveness of Using e- Mental Maps on the achievement of grade 10th students in Social Studies and their attitudes towards the subject in the Sultanate of Oman. The study sample consisted of 103 female students from Bilad Bani Bu Ali Basic Education School at Wilayat Jalan Bani Bu Ali in Al Sharqiya South, enrolled in the academic year 2015/2016. The sample was chosen in a cluster random technique the sample was divided into two groups: an experimental group of 52 students, they studied using e- mental maps, and a control group of 51 students, they studied the usual way.

To achieve the objectives of the study, the researcher developed two study tools: an achievement test of a multiple choice and essay questions which included three levels: knowledge, understanding, and higher capacities. As well as, a questionnaire to measure students' attitudes towards social studies. The validity of the two tools was measured by the content validity. The consistency has been measured using the internal consistency through Pearson equation. The correlation coefficient of the test was 0.733 and 0.870 for the questionnaire, which is an indication that both tools are valid for the purposes of the study.

With the achievement test, the study aimed to examine the effectiveness of using e-mental maps on the achievement of grade 10th students in Social Studies and their attitudes towards the subject in the Sultanate of Oman. The study sample consisted of 103 female students from Bilad Bani Bu Ali Basic Education School at Wilayat Jalan Bani Bu Ali in Al Sharqiya South, enrolled in the academic year 2015/2016. The sample was chosen in a cluster random technique the sample was divided into two groups: an experimental group of 52 students, they studied using e- mental maps, and a control group of 51 students, they studied the usual way.

To achieve the objectives of the study, the researcher developed two study tools: an achievement test of a multiple choice and essay questions which included three levels: knowledge, understanding, and higher capacities. As well as, a questionnaire to measure students' attitudes towards social studies. The validity of the two tools was measured by the content validity. The consistency has been measured using the internal consistency through Pearson equation. The correlation coefficient of the test was 0.733 and 0.870 for the questionnaire, which is an indication that both tools are valid for the purposes of the study.

The study results indicated that there were statistically significant differences at the level of significance ($\alpha \leq 0.05$) for the total sum of the achievement test grades between the experimental and control groups in the measurement after the experiment, in favor of the experimental group, as well as, the attitude measurement towards social studies, in favor of the experimental group.

In light of these results, the researcher recommended to hold seminars and training courses for social studies teachers and supervisors to recognize e-mental maps. Moreover, to reform some parts of social studies curricula content according to this strategy due to its clear impact in the development of academic achievement and acquisition of positive attitudes towards social studies. In addition to the inclusion of social studies curriculum manuals (Teacher Book) of some study plans according to this strategy.
This study aims to investigate the relationship between Islamic education teachers practices of humanitarian relations and (Male and Female) grade 11 student’s attitudes towards the subject in the Sultanate of Oman. The study population is all grade 11 male and female students in the public schools in South Batinah (Academic year of 2014-2015) which is 5352 students. The sample is 383 students. To achieve the study goals, the researcher uses the correlative methodology. He also makes a questionnaire of six themes; each has 30 statements and attitude measurement that consists of 20 statements. The content is given to specialists to measure its reliability. The latter is also measured by using Cronbach’s Alpha (Cronbach’s Alpha) which varies between (0.71-0.92) for the questionnaire and (0.89) for the attitude measurement. The study results shows that Islamic education teachers humanitarian practices in the educational learning process is high; 4.09 and that the grade 11 students’ attitudes is high as well; 2.86.

The study results also show that there is not any statistical correlation between humanitarian practices of Islamic education teachers and their students attitudes towards the subject. And there is statistical differences between sample individual estimations of Islamic education teachers’ practices of humanitarian relation according to the variable (Male, Female) in all the study themes in favor of Females. There is statistical differences as well in the students’ attitudes according to the same variable in favor of Males. The study recommends that there should be a very good use of humanitarian practices to attract students towards the subject and emphasizes the importance of Islamic education teachers and supervisors making use of the attitudes measurements to assess and investigate students attitudes towards the subject and apply it to other samples. It also suggests that a similar study be conducted on other samples in different educational levels (First and second circuit) as well as apply similar study to investigate the relation between humanitarian practices of other subjects teachers and the students’ attitudes to it.
The study aimed to recognize the reality of the performance of departments gifted centers in the UAE, according to the vision of the sample, and detecting differences in the reaction of the sample for the study of the reality of performance in departments gifted centers. According to multiple variables, including: Human species, Qualification, Specialization, Vocational indefinitely, Years of Experience. As well as to reach a package of recommendations and proposals that contribute to improving the performance of departments gifted centers in the UAE. The study sample consists of 250 people working in the care of talented centers in the UAE which its number has reached 12 center at the state level. And it has been a determination to do the study even serve as a questionnaire before the educational officials and school principals and experts in the gifted centers in the UAE.

The study reached the following results: The study sample responses have shown that the total questionnaire to evaluate the performance of the departments and the Gifted in the United Arab Emirates centers indicate estimate high performance departments.

Where the sample showed responses to the availability of trained workers and the efficiency in the care of talented centers in the United Arab Emirates, and the middle of -4.09- weighted according to the Likert scale Quintet. As it turns out positive nature of enrichment programs and advanced training in gifted centers in the United Arab Emirates, where he got to the middle of -4.04- weighted according to the Likert scale Quintet. As it turns out the presence of discovering talented in the United Arab Emirates centers programs, and it works well, so I got on the center-weighted 3.98- according to Likert scale Quintet. The sample also showed responses to the availability of physical facilities provided to gifted centers in the UAE, where he got to the middle of a weighted 3.88 according to the Likert scale Quintet. As it turns out, and there are statistically significant differences at the level of significance 0.05 in the type variable in favor of females, suggesting that female responses confirm their superiority with respect to the nature of the enrichment programs, and advanced training in gifted centers in the United Arab Emirates, and the means of the stimulus provided by the talented centers in the United Arab Emirates, and also in the overall survey, in the performance of departments talented care centers in general.
And for the discovery of talented programs in the Gifted in the United Arab Emirates centers, there are significant differences between the social workers on one side, and each of the directors and the educated and categories is listed on the other hand, for the benefit of social workers, while there are no differences between the rest of the sample categories according to the specialization.

The existence of significant differences between the two social workers and teachers, for the benefit of social workers also show respect to the means of the stimulus provided by the gifted centers in the UAE, while the rest of the differences between the sample groups do not exist, according to career indefinitely. And there are no statistically significant differences at the 0.05 level between the sample categories according to the experience in all axes and the total questionnaire, namely that there are no differences in the performance of departments talented care centers in general, according to years of experience. And also it turns out the existence of significant differences between the responses of those with graduate-sided responses to each of the receiving matriculation and diploma in favor of those with high school and obtaining a diploma, while significant differences No statistically among the rest of the sample categories of responses according to educational qualification. And showing no statistically significant differences between the sample categories according to a variant of specialization, namely that there are no differences in the performance of departments talented care centers in general, according to a variant of specialization.
Abstract

This research aims to evaluate sports activity in the Omani universities in light of total quality standards and through recognizing the administrative reality of the sports activity in the Omani universities from supervisors, administrators and students viewpoints, as well as identifying the significance differences between the responses of the individuals, supervisors and administrators administration type in according to university and evaluating the sport activity in the Omani universities in light of the total quality standards.

To achieve these objectives, the researcher conducted two questionnaires, the first one specified for supervisors and administrators it consisted of (94) items they are classified into (8) axes, and applied on (57) supervisor and administrator, the second questionnaire consisted of (104) items they are classified into (7) axes , and applied on (1400) students.

The researcher used the descriptive approach adapting surveying style as it suits the nature of the research and its objectives.

After applying the questionnaires and conducting classifications and statistics calculations for their results, the conclusion was as follow:

1. Research sample supervisors:

- There are obvious statistical differences between supervisors (governmental — private) average responses about the axes of the questionnaire( Evaluating of sports activity in the Omani universities in the light of the total quality standards ) axes under the consideration at level for the public universities, and there are no 0.05 differences in the axis of "proposed committees for applying the total quality management system ."
Abstract

2- Research sample students:
- For students’ responses about the content of the axis (Evaluating student’s performance) the total degree of their views were neutral, whereas the variation rate was (18.09) the relative importance of the axis was (65.84%).
- Students’ responses about the contents of the axis "continuous improving statements" indicated that the total neutral degree views, where the total amount of the coefficient of variation (18.93) and the relative importance of the axis (64.01%).
- Research sample students responses :
  - The lack of differences between the averages of students’ individual responses (males - females) to the axes of the questionnaire evaluating of sporting activity in the Omani universities in light of the total quality standards at the level of 0.05.
  - There are significant differences between the averages of students’ individual responses (public - private) to the axes of the questionnaire evaluating of sporting activity in the Omani universities in light of the total quality standards at level of 0.05 and that was in favor of private universities.

Through the presentation of the results and conclusions of research and comparing the results of the current study results to other studies have the researcher have come to a set of proposals and recommendations that the study strive to achieve the most important:
- The researcher concluded through the presentation of the results and conclusions of research and compare the results of the current study results to other studies to a set of proposals and recommendations of the study seeks to achieve the most important:
  - Using the questionnaire "evaluating of sport activity in the Omani universities in light of overall quality standards to evaluate the quality of sport activity from specialists and benefited students viewpoints .
  - Must develop the organizational structure for applying the total quality management to be consistent with the needs of sports activity administration .
  - Must educate supervisors, specialists and athletes on the principles of total quality management.
  - The use of a questionnaire evaluating physical activity Omani universities in light of the overall quality standards to evaluate the quality of sporting activity from the viewpoint of specialists and students beneficiaries.
- Must develop the organizational structure for the application of total quality management in line with the sponsors activity management needs.
- Must educate supervisors and specialists athletes on the principles of total quality management.
This study aimed to investigate the effect of teaching by using the interactive whiteboard on the achievement of biology scientific concepts and the attitudes towards biology at grade 1 1 students in the Sultanate of Oman at Sharqiya South governorate. The researcher used semi-empirical design in his study. The study sample consisted of 58 male students divided into two groups. An experimental group of 30 students at Ahmad Bin Majid Post Basic Education School in Wilayat Sur. The experimental group studied biology using the interactive board. A control group of 28 students at Sultan Bin Musrhed Post Basic Education School in Wilayat Sur. The control group studied biology using traditional method.

The application of the study lasted for 4 weeks, 4 lesson per week, during first semester 2015/2016. The researcher developed 2 study tools: an achievement test of scientific concepts, consisted of 20 multiple choice items' and an attitude measurement towards biology, included 24 items’ distributed on 3 themes: the benefit of biology subject, and activities related to biology.

The study results indicated presence of statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the achievement test scores between the experimental and control groups in the measurement after the experiment in favor of the experimental group.

The study also indicated presence of statistically significant differences at the level of significance (α ≤ 0.05) for the total sum of the attitude measurement towards biology subject between the experimental and control groups in the measurement after the experiment, in favor of the experimental group. The study also indicated that there were statistically significant differences at the level significance (α ≤ 0.05) for the total sum of the attitude measurement towards biology between the pre and post tests for the experiment, for the experimental group in favor of the post test.

Based on the findings, the study recommended preparing model lessons using interactive whiteboard. The study also recommended the necessity of training teachers to use interactive whiteboard and how to deal with it. The researcher suggests conducting a pilot study using other modern teaching techniques to investigate their effects on developing students’ achievement and their attitudes towards biology, and to compare the effects with the white interactive board.
The importance of the current research in to highlight the concept of professional conduct and shed light on its importance for the manager who is considered as a main pillar in the educational systems, and to discover its impact on the future of the school administration in particular and educational management in general. This study aimed to design Proposed Training Program to develop the professional conduct for school administrators in the interior province in the Sultanate of Oman, the study also aimed to identify the training needs for school administrators required to design the training program according to it, and check the effectiveness of the proposed training program after its application on a sample study consist of a group of school principals in the interior province of the Sultanate of Oman. 

Where the researcher used a sample of 20 principals who were chosen randomly from the principals of the Aldakhliya province in Oman, and she has implemented a training program (designed by the researcher) on them. After a while, the researcher has applied a Test grades (designed by the researcher) to them, to ensure the effectiveness of the proposed training program after its application on a sample study consist of a group of school principals in the interior province of the Sultanate of Oman. 

After applying the training program on a sample study consist of a group of school principals in the interior province in the Sultanate of Oman, the researcher has applied a Test grades (designed by the researcher) on them, to ensure the effectiveness of the proposed training program after its application on a sample study consist of a group of school principals in the interior province of the Sultanate of Oman. 

The summaries of the results of the assumptions were as follows:

There are statistically significant differences at the level of significance α ≤ 0.05 in the amount of the required training needs for the development of managerial skills due to the variables of gender in favor of females, and the variable of the number of years experience in favor of 20 years and more.

There are statistically significant differences at the level of significance α ≤ 0.05 in the amount of the required training needs for the development of managerial skills due to the variables of gender in favor of females, and the variable of the number of years experience in favor of 20 years and more.

There are statistically significant differences at the level of significance α ≤ 0.05 in the amount of the required training needs for the development of human skills due to the variable of the number of years experience.

there were no statistically significant differences at the level of significance α ≤ 0.05 in the amount of the required training needs for the development of leadership and technology skills due to the variables of gender (sex), educational qualification, the number of years experience.
Abstract

There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of professional conduct in terms of: honesty, administrative and technical, due to the variable of type (sex), and was in favor of females.

There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of professional conduct in terms of: the Justice and Equality due to the variable of the number of years experience and in favor of 15 years and above.

There were no statistically significant differences at the level of significance $\alpha \geq 0.05$ in the amount of the required training needs for the development of professional conduct due to the educational qualification variable.

There are statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of the required training needs for the development of professional conduct in terms of: efficiency, transparency, impartiality, diligence due to the variables gender (sex), educational qualification, the number of years experience.

There were no statistically significant differences at the level of significance $\alpha \leq 0.05$ in the amount of any required training needs for the development of professional conduct due to the educational qualification variable.

There are significant differences between the average two study groups experimental and control in the meta—achievement test for the benefit of the experimental group.
This study is aimed to investigate the effectiveness of directed discovery strategy of teaching science on the achievement and development of science processes for fourth-grade students in Sultanate of Oman. The study sample was consisted of 57 students enrolled at Al Breek Basic Education School (1-10). The study instrument consisted of student achievement test and basic science processes test, in line with teacher manual booklet and student’s activities booklet. Validity and reliability were measured by well ranked academic reviewers and Pearson Coefficient Equation (0,850) and 0,843 respectively. The study results showed a significant difference (α≤0.05) between the experimental and controlled group in total average in posttest for controlled group. It also showed a significant difference (α≤0.05) in the total average of science processes between experimental and controlled group of posttest for controlled group. The study recommended a variety of workshops of direct discovery strategy have to implement for science teachers. Further studies to be conducted in comparing direct discovery strategy with the strategies within different genders and levels.
The study aimed to identify the challenges faced by women leaders in educational institutions in the Sultanate of Oman. To achieve this goal, the researcher collected data from respondents, using the questionnaire as a tool to measure the challenges facing women leaders in educational institutions. The study population to be: Director-General and assist the Director General, Director of the Department and Deputy Director of the Department, head of the Department and their number were 322 individuals who are working in the educational institutions in public section in the Sultanate of Oman. The study sample covered 202 individuals which was 90.9% of total community in random way. The researcher has used the descriptive approach and the study found a number of results, including: It comes as assessment that the challenges facing women leaders in the learning institutions from the point of view of the sample is highly rated "medium" in a mean 2.95 in all the variables studied in following order regulatory and legislative challenges, societal challenges, personal challenges facing women leaders in educational institutions.

There were no statistically significant differences at the level (α ≥0.05), in the estimation of the sample to the challenges facing women leaders which are attributable to the following variables: Job Title, educational qualification and the variable management experience in all three axes (axis of personal challenges, the focus of regulatory challenges, and the axis of social challenges).

There are statistically significant differences at the level of (α ≥0.05), in the estimation of the sample to the challenges facing women leaders that are attributed to the employer at the center of personal challenges and regulatory and legislative challenges between employer’s members working in the Ministry of Education, Ministry of Health, and the Ministry of Higher Education for the Ministry of Manpower. As a result, the study has recommended to strengthening the role of the media in promoting culture courage for women to hold leading positions. Also, decision-makers can contribute in encourage women to be leaders. Additionally, Omani women participation in the celebrations and events locally and internationally is highly required. As recommended, there are some necessary facilities are needed by women in the workplace, such as infant school. Finally, looking at the experiences of the leading nations in women leadership and overcoming the challenges can help Omani women in improving their positions as leaders.
محمد بن راشد بن صالح الروشدي

الباحث:
إدارة تربوية
التخصص:
ماجستير
الدرجة العلمية:
2016
البريد الالكتروني:

عنوان الاطروحة:
عمليات إدارة المعرفة وأثرها في فاعلية الأداء المدرسي لدى مدراء المدارس الحكومية بمحافظة شمال الباطنة في سلطنة عمان

المفاهيم المفتوحة:
مفهوم المعرفة، مفهوم إدارة المعرفة، مفهوم إدارة المعرفة في المؤسسات التعليمية، مفهوم عمليات إدارة المعرفة، الأداء

Abstract

This study aims to identify the performance level of governmental schools principals in the Directorate General of North Al-Batina for the knowledge management processes. The study's sample consists of (49) schools principals. To answer the study's question, a questionnaire has been designed for this purpose which includes (40) items distributed into 4 knowledge management processes as follows:(knowledge generation, knowledge diagnosis, knowledge store, knowledge application). The findings indicate that, the principals have some amount of knowledge management processes vary between large and medium degree. The study's findings show that there are no statistically significant differences at the indication level (α≥0.05) due to the effect of gender in : (diagnosis and store) processes. The findings also show some differences in (application, generation) in the favor of (females). The findings demonstrate that there are no statistically significant differences for the responses of the study's sample traced to the experience effect in all processes. Moreover, the findings state that there are no statistically significant differences for the responses of the study's sample attributed to the qualification effect in all processes. According to study’s findings, the study suggests that: Increasing the effectiveness of the research and Studies Committee in the directorates, to connect it with the central library in the Ministry of Education, the libraries in the directorates and the international libraries. To give special consideration and attention to the infrastructural environment of technology and increase the web network and to connect schools with the international libraries in order to take advantage of the knowledge and to learn how to implement it. To provide all requirements that needed to implement the knowledge management at schools and the directorates.
The study aimed to know the degree of implementation of transformational leadership school beyond primary in the provinces of North Batinah, Muscat, and Buraimi to the principles of transformational leadership from view point of senior teachers. The study has used descriptive method survey to achieve objective of the study was a questionnaire include four axes (gravity, inspiration motivation, intellectual stimulation, individual consideration). The questionnaire included the (48) phrase were confirmed validity and reliability. The study sample consisted of (212) senior teachers from schools beyond primary. Results of the study have revealed to the arithmetic average of the year to the point where the implementation of basic education schools managers post to the principles of transformational leadership of the tool as a whole amounted to (3.72) and standard deviation (0.45), where it came from the highest arithmetic average to the axis of the (individual consideration)in the first place, reaching (4.23) and a standard deviation (0.52), while occupied axis (inspirational motivation) the last reached with arithmetic average amount to (2.94) and standard deviation (0.28), while came axis (intellectual stimulation) in second place with arithmetic average amount to (3.78) and standard deviation (0.47). The axis (gravity) came third according to the responses of the study sample with arithmetic average amount to (3.94) and standard deviation (0.62). The study also revealed that there is no statistically significant differences at the level of significant (9=0.05) attributed to type in a pivotal individual consideration and catalysis inspirational, while showing a statistically significant difference in the pivotal gravity and intellectual stimulation from view point of senior teachers due to the center of in favor of females at the center of intellectual stimulation. While there are significant differences attributable to the educational qualification variable and it is clear it is in favor of the largest qualification who have qualified B.Sc. in all study axis. It is evident in changing job experience existence of differences statistically significant in all fields of study, it was for the benefit of their experience 10 years and more. As it can be seen there were no statistically significant differences between the study sample community members to the variable educational province. The study recommended to find material and moral stimulation system for school administrators to help them to work high spirits, reflects a positive impact on the performance of teachers. In addition to develop a vision for the developmental school administrations in order to apply the principles of transformational leadership.
The study aimed at investigating the effectiveness of immersing Sohar University Educational Preparing Students in Standard Arabic language on their oral performance according to the oral performance variable of Standard Arabic.

To achieve the objectives of the study, the quasi-experimental design and an analysis card were used, which was categorised into four different fields: The Syntactic, Phonetic, lexical and Morphological fields. The researcher developed a training programme based on standard Arabic language oral performance, and the validity of the study tools were measured by the credibility of the arbitrators. The oral performance analysis card's reliability was measured by measuring the analysts' reliability using cooper's equation. The reliability score was 97.8.

The tools of the study were applied on the study sample which consisted of 40 female students from a total of 122 students.

The study findings showed that there is a huge gap between the knowledge and practice of the Standard Arabic language oral performance of those students. The percent age of the wrong words used by the students in their oral speech reached a score of (54.94%) and this clearly indicates that more than half of the students' conversations contained mistakes.

After involving those students in the suggested immersing programme which is based on the Standard Arabic language oral performance, the results showed that the arithmetic mean of their oral performance based on the post-test of the sample group scored 30.15% while it was 22.95% in the pre-test. What is more, the controlled group scored 10.85% in the post-test while it was 18.05% in the pre-test, which clearly indicates that the suggested immersing programme in the study was effective.

In light of the results above, the study recommends the following:
- Setting up focused training programmes that aim to correct the oral performance of Arabic language students.
- Including a subject for error linguistic analysis as part of the Arabic language teachers' training programme. This subject should be included in all the universities, colleges or institutes that are concerned with training teachers, and the analysis card used in this study can be utilised to help in the analysis process.

هدفت الدراسة إلى استقصاء فاعلية برنامج تغطيس طلبة التأهيل التربوي في اللغة العربية الفصحى في أدائهم الشفوي، وفقا لما تم التغيير فيه الفصحى. وتم التحقق من أهداف الدراسة باستخدام الباحث المنهج التجريبي ذا التصميم الشبه تجريبي، وقدم الباحث بناءً على استفادة تحليل الأداء الشفوي وإعطاءه على أربعة مجالات، وهي: المجال النحوي، والمجال الصوتي، والمجال المعجمي، والمجال الصرفي، كما قام الباحث بتطوير برنامج تدريبي قائم على الأداء الشفوي باللغة العربية الفصحى، وتم قياس صدق أدوات الدراسة عن طريق صدق المحكمين، كما تم قياس صدق طاقة تحليل الأداء الشفوي عن طريق صدق بطاقة التحليل المحكمين باستخدام معادلة كوبير cooper.

وأظهرت نتائج الدراسة أن هناك فجوة كبيرة بين الجانب المعرفي والجانب المهاري في الآداء الشفوي بالفصحى في حديث الطالبة المعلم في الأداء الشفوي بالفصحى، إذ بلغ نسبة الكلمات الخطأ في الأداء الشفوي لعينة الدراسة 54.49٪، وهذا يدل على أن أكثر من نصف حديث عينة الدراسة مشوب بالأخطاء.

وبعد تطبيقهم في برنامج الدراسة المقترح القائم على الأداء الشفوي بالفصحى، أظهرت نتائج الدراسة أن المتوسط النحوي في الفصحى في القياس البعدي للمجموعة التجريبي بلغ (30.15٪)، بينما متوسط الناحية الضبطية في القياس البعدي بلغ (22.95٪)، بينما كان متوسط الناحية المعجمية في القياس البعدي بلغ (18.05٪)، مما يدل على فعالية البرنامج المقترح في الأداء الشفوي.

وأبرزت نتائج الدراسة إعداد برنامج تدريبي موجه لتصحيح الأداء الشفوي للطلبة المعجمين المتخصصين في اللغة العربية، وإدراج مادة في تحليل الخطأ الفصحى ضمن برنامج إعداد الطلبة المعجمين في اللغة العربية بموضوعات إعداد المعجمين، والاستفادة من بطاقات التحليل التي استخدمت في هذه الدراسة.
Abstract

The present study aimed to find out the relationship between the use of the Arabic language teachers higher-order thinking skills in the teaching of literary texts in the tenth grade and students’ attitudes toward it in Al-Dhairah Governorate. The study sample consisted of 670 students from the tenth grade who studied in Al-Dhairah Governorate and enrolled in the academic year 2015/2016. To achieve the objectives of the study, the researcher prepared two tools for the study, the first one is a questionnaire to measure the use of the Arabic language teachers higher-order thinking skills in the teaching of literary texts in the tenth grade. The second one is a questionnaire to measure the attitudes of tenth grade students toward the literary texts. Validity of the instruments were measured by using the face validity and content validity. The reliability was measured by using internal consistency with Cronbach's alpha using equation (Cronbac Alpha). A correlation coefficient for the first instrument was 0.77, whereas for the second tool was 0.73. The following tests were used to measure the results; Arithmetic averages, standard deviations, Pearson correlation coefficient, Factorial MANOVA and Two Way ANOVA. The study results indicated the presence of satisfaction from the perspective of the students that the Arabic language teachers use higher-order thinking skills in the teaching of literary texts for students in the tenth grade, where the arithmetic average was 2.38. As a result of measuring the trend suggests that the degree of students’ attitudes toward literary texts were not satisfactory manner that encourages students and motivates them toward the study of literary texts, where the arithmetic average 2.25. The results indicated the presence of correlation is positive and statistically significant between the degree of use of the Arabic language teachers to higher-order thinking skills in the teaching of literary texts and attitudes of students towards it, but it's weak at 0.33. In light of these findings the researcher recommended the strengthening of teachers to continue to concern the development of higher-order thinking among students through their teaching literary texts, and provide training programs that help teachers achieve this goal, as well as a review of teaching methods of literary texts, and make its content more attractive and encouraging and motivating way for students, so that evoke their motivation for learning and achievement, with the need to link the subjects to their lives and their interests and needs; thereby contributing to improving their attitudes towards the study of literary texts.
This study aimed to identify the organizational culture in relation to managerial decision-making at some private universities in the Sultanate of Oman and to explore the significance of the differences in this relationship according to the gender variables, years of experience in current job, academic qualification, job title, and university. The study adopted the correlation approach for its relevance to the nature of the study and its objectives. The study used the simple random sample and consisted of academics and administrative academics at Sohar University, Nizwa University, and Al-Sharqia University. The whole number was amounted to 417 individuals. The actual study sample was 167 members of the total community of the study. In order to answer the study questions, a 47-section questionnaire was built and divided into two themes: the reality of the organizational culture, which includes four areas values, beliefs norms, and future expectations; and the reality of administrative decision-making. Data were processed using the arithmetical averages, standard deviations, relative importance (rank) of the study axes, and the analysis of the single variance analysis to identify the differences attributed to the gender variable type and job title. The most important findings of the study are the following: The study respondents’ scores on the reality of the organizational culture and the reality of administrative decision-making in some private universities Suha, Nizwa and Sharqia according to the study respondents’ scores, attributed to the variables of the university, years of experience in the current job, academic qualification, gender and job title. There is a positive relationship between the organizational culture and the decision-making process. The correlation coefficient is $r = 0.05$ which is statistically significant at 0.05. According to the respondents’ opinions, the higher the level of the organizational culture, the decision-making process shall more likely produce correct decisions.

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The aim of this study is to recognize the impact of The CoRT Program (Expanding Cognition and Thinking, and organizing Skills) on the performance of a group of students from grade 4 who have Learning Difficulties in analyzing the mathematical posts.

To achieve the aim of this study, the researcher used the experimental method and she applied the elements of her study on 45 students from different schools from A1 Rustaq and A1 Awabi for the year 2016/2017. The group of students was divided into 3 sections or groups. On the first group, the researcher used the pan of CoRT Program which deals with the organizing skills. This group included 10 students. The cognitive skills of the CoRT was applied on the second group which had 10 students. Both skills (cognition and organizing) were applied on the third group which had 13 students. The last group which included 12 students were taught normally as usual without using any skills of CoRT Program. Thus, the first three groups was taught according the CoRT Program while the fourth group was taught as the teacher used to do before doing this study. The students were all subjected into a pre and post test on the mathematical Posts (Sum, Subtraction, Division and multiplication). The program and the test were applied after making sure of the honesty and stability of conducting the experiments and finishing them.

The researcher depended on non parametric ways to analyze the data because the sample is a small group. Thus Kurscall-walls Test level (α=0.05) was used with the different groups (the experimental groups and the normal group) to recognize the performance of the students on the post test. Also, Wilcoxon Signed Ranks Test was applied to find up the different average of students performance on the pre-test and on the post-test. Friedman theory for testing the non parametric was also used to show the different performance of students regarding the gender (male or female). Also, Seirman Test was utilized to obtain the relation of the marks on the pre and post tests and to know the average of smartness.

The result shows the impact of The CoRT Program on the students who have learning difficulties. The result clarifies the success of CoRT students comparing to the students who were taught by the usual or normal ways. The benefits of the CoRT Program with reference to the three groups as parts come as the following. First, the group which attended to use the organizing skill of CoRT comes on the top. Then, the group which has been subjected under the both skills of CoRT. At the end comes the skill of increasing cognition. The result shows that there is no relation between the performance of students in the mathematical post and gender or between the performance and the smartness since no one of the students is retarded(mental problems).
According to this result, the researcher recommends to teach the students who have learning difficulties to be taught by using The CoRT Program, and she suggests to utilize other programs in learning.
This study aimed to investigate the size and direction of the relationship between: spiritual intelligence, moral reasoning, and academic achievement, in addition of whether spiritual intelligence, moral reasoning, and gender predict the academic achievement. The study's sample consisted of 249 students. The study tools were, the moral reasoning inventory (Alghamidiu, 2015) which content validity was measured, and concurrent reliability coefficient was 0.83, and internal consistency coefficient was 0.70. The spiritual intelligence inventory (King, 2008) was used, and content validity was measured. The internal consistency coefficient was 0.80. The findings showed that there was a small and positive relationship between moral reasoning and academic achievement, where the results showed a small and negative relationship between moral reasoning and academic achievement. The results also indicated that there was no statistically significant differences in moral reasoning and academic achievement. In addition, the model of moral reasoning, spiritual intelligence and gender predicted academic achievement. Based on the previous findings, the study recommended updating the roster of students’ affairs by giving more attention to moral education. And the need to contain the teacher’s guide to the curriculum on the guidance emphasizes the importance of taking into account the moral reasoning and multiple intelligences, including spiritual intelligence. Also, the development of guidance programs urging attention to the link between moral reasoning and moral behavior. The relation between the abilities of moral reasoning and spiritual intelligence with other variables should be investigated.
Abstract

This study aimed to explore the reality of using educational games in teaching Science activities in science subject and teacher attitude towards this practice. The researcher adopted a descriptive research design. The research sample consisted of 200 female science teachers in basic education, chosen randomly from circle one basic education schools in Dakhilya governorate. The researcher used two research tools to meet the research goals, and these are: a questionnaire to measure the level of using educational games for which the reliability score that was measured using Cronbach's alpha internal consistency measure is (0.902), and a test to measure teachers’ attitude towards using educational games for which the reliability score that was measured using Cronbach's alpha internal consistency measure is (0.80). The data was analyzed using SPSS, and the findings of the study are as follows:

1. The level of the actual utilization of educational games by science teachers in teaching science activities of science subject is high with a mean average of (4.13).
2. There are no statistically significant differences between the utilization of educational games by teachers that can be attributed to qualifications or teaching experience.
3. Science teachers’ attitude towards using educational games in teaching science activities scored an average percentage with a mean average of (3.49).
4. There are no statistically significant differences between teacher attitudes towards educational games that can be attributed to qualifications or teaching experience.
5. There is no correlation between female teachers’ utilization of educational games in teaching science subject activities and their attitude towards using these games.

This study put forward a number of recommendations including such as conducting workshop, seminars and courses to train the teachers to design these games which should be based on the curriculum and the teachers’ need. There is also a need to provide teachers with appropriate venues to design games teach this activities in schools such as big halls or theatres that can accommodate big number of students and have enough space.
This study aims at revealing the efficiency of using problem-solving strategy in the development of creative thinking and academic study achievement for grade eight in the sultanate of Oman. The study population consists of 2814 students of grade eight students in the public schools for basic education in south-Batinah governorate for the academic year of 2015-2016. The study sample consists of 64 students of grade eighth Aqeel Bin Abi Talib school for basic education. To achieve the study aims, the researcher used Torrance test A&B. The researcher also designed a unit following problem solving strategy and then created an exam on that unit. The credibility of this study tools was measured by presenting it to examiners to identify the external of the first tool (Torrance Test), and the content reliability in regards to the unit mentioned previously. The reliability in regads of the tools was measured by the internal harmony of it using Cronbach equation that is applied on both of Torrance test and the exam.

Findings of the study is that there are differences of statistical among the experimental groups pertaining the dimensional measurements of the total grades of Torrance test and its different levels in favor of experimental group. That is a result of using the independent variable (Problem-solving). The study also finds differences of statistical among the experimental groups for both pre and post measurements and in the arithmetic average of fluency, flexibility and originality in favor of the post application of Torrance test.

Considering the previous findings, the study recommends that some of the course content should be reformulated and restructured in a way that suits problem-solving strategy. The study also recommends the inclusion of the problems and situations that challenge the student’s mental abilities.
الباحث: عائشة بنت خميس بن سعيد السنانية
الدكتور: منا هج وطرائق التدريس العامة
التخصص: ماجستير
الدرجة العلمية: البكالوريوس
البريد الإلكتروني: 2017
السنة: 2017
عنوان الاجتهاد: فاعلية نموذج الفصل المقلوب في التحصيل الداري في مادة الرياضيات التطبيقية والإتجاهات نحو الرياضيات لدى طالبات الصف الحادي عشر بمحافظة شمال الباطنة
الكلمات المفتاحية: نموذج الفصل المقلوب، التحصيل الداري، الإتجاه نحو الرياضيات

Abstract

The purpose of this study was to examine the effectiveness of flipped classroom model on academic achievement in Applied Mathematics and on the attitudes towards mathematics among grade-eleventh female students in North Al Batinah Governorate. In order to achieve the objectives of the study, the researcher used pretest-posttest quasi-experimental design. The study sample was selected using the cluster random technique. It consisted of 103 female students from grade 11 who were studying applied mathematics in Nafisa Bint AL-Hassan school in Saham and Um Salamah school in Suhr. The sample was divided into an experimental group of 55 female students studied by using the flipped classroom model, and a control group of 48 students studied by using the usual method. The instruments used in this study were an achievement test on the Exponents and Logarithms Unit, and an attitudes scale. The findings of this study showed that there were statistically significant differences, at the level of significance $\alpha < 0.05$ between the experimental group and the control group in their performance in the achievement test and their attitudes toward mathematics, in favor of the experimental group. Accordingly, the use of the flipped classroom model is efficient in improving students’ achievement in Applied Mathematics, and also in developing positive attitudes toward mathematics. Based on these findings, this study recommends adopting the flipped classroom model in teaching mathematics because of its efficiency in improving academic achievement and building positive attitudes towards mathematics. Also, it recommends conducting workshops for teachers in order to train them on the use of the flipped classroom model and how to implement it in the ideal way. Moreover, it was suggested that similar studies should be conducted on other stages. Also, the researcher suggests that a similar study should be conducted in order to investigate to what extent the efficiency of the flipped classroom model is affected by students’ gender.
The study aimed at investigating the effectiveness of brain based learning strategy on the achievement and retention in Science among Grade Eight female students of basic education. The study sample consisted of 62 females eighth grade students in Wilayat Bausher, Muscat Governorate, Sultanate of Oman. The sample was divided experimental group of 29 female students, into one studied according to the principles and characteristics of learning based on the brain, and a group of 33 female teaching students who studied according to the usual methods. In order to achieve the objectives of the study, the activities and guide teacher's prepared researcher a booklet for the student to teach the unit "waves and their applications", it to a group of arbitrators. The study tools were represented in achievement test of the proposed unit. It was applied in two stages: A direct post-test was carried out to measure the collection variable and was reapplied two weeks later as a delayed post-test for measuring the retention variable, and verified its validity by presenting applications, it to a group of arbitrators and calculating the consistency of consistency using the alpha coefficient of its internal Cronbach. The stability coefficient was 0.75.

Results indicated that there a was statistically a significant difference in the Science Basic-Eight Grade Students in the achievement and retention in favour of the results and experimental group. Based on the study’s recommendations were derived, employing findings, some brain based learning strategy on teaching Science and Improve learning environments so that they are effective according to brain based learning.
This study aimed to identify the effectiveness of some active learning strategies in academic achievement and attitudes toward mathematics among eighth grade students in Oman. To accomplish that, a teaching guide has been developed to help teach mathematics according to some selected active learning strategies. The researcher also developed an achievement test, and a mathematics attitudes scale to collect important data of the study. Both tools were checked against validity and reliability.

Sample of the study consisted of 60 students from eighth grade in South-East Governorate of Oman, and was divided into two groups: the experimental group who studied mathematics using active learning strategies, and a control group who studied the same mathematics unit by the usual way.

The study has come to the following conclusions:

- The lack of significant difference statistically significant at a level of significance $\alpha \geq 0.05$ between the experimental group students grades and intermediate degrees of control group students in post application to test collection.

- The lack of significant difference statistically significant at a level of significance $\alpha \geq 0.05$ between the experimental group students grades and intermediate degrees of control group students in post application to scale.

In the light of the findings of the study on the effectiveness of using active learning strategies in mathematics achievement and development trend of eighth grade students; the researcher recommends the following:

Conducting further research studies on the effectiveness of active learning strategies in mathematics achievement and development trend other educational stages and different age levels in the Omani environment.
فاطمة بنت ناصر بن محمد النبهانية

المبحث:
ماجستير في مناهج وطرائق التدريس العلوم

التخصص:
ماجستير

الدرجة العلمية:
البريد الالكتروني:

السنة:
2017

عنوان الدراسة:
تطبيق معلمي العلوم لمهارات التفكير الإبداعي في تدريس طلبة الصفوف (5-10) وعلاقته بالسيطرة الدماغية لديهم بمحافظة شمال الباطنة

الكلمات المفتاحية:

Abstract

This study aimed at investigating the application of creative thinking skills by Science teachers in teaching students in grades 5-10 in North Batinah governorate and the relationship between this application and teacher's brain dominance and showing the effect of both gender and years of experience on the degree of application. The sample of this study consisted of 438 male and female teachers. Tow study's tools were used in this study for collecting data: the Questionnaire which was consisted of 40 questions divided into four skills of creative thinking and the Hemisphere Dominance Inventory which involved 21 questions. The reliability coefficient of the study instruments was 0.94, 0.70.

One of the most important finding of the study is that the application of science teachers to the skills of creative thinking in teaching students ranged between medium and large. The results of the study revealed also that there were no statistically significant differences between males and females in applying the following skills: flexibility, fluency, and innovation. However, there were statistically significant differences between males and females in applying sensitivity to problems more for females. The study also did not find statistically significant differences among the sample of the study in the application of creative thinking skills due to the variable of experience. The results showed that the integrated hemisphere dominance was the most common type among the sample 66.7%. Add to that, a statistically significant relationship was found between the application of creative thinking skills in teaching and integrated hemisphere dominance.

Based on the study's results and findings, the study recommended a training for all teachers before and during duty to practice creative thinking skills in teaching. Also, The Hemisphere Dominance Inventory need to be applied on all teachers and students to know their cerebral hemispheric styles. The study also recommended encouragement for creative thinking and creative products for teachers and students at the level of schools in all provinces.

هدفت الدراسة الحالية إلى الكشف عن تطبيق معلمي العلوم لمهارات التفكير الإبداعي في تدريس الطلاب بالصفوف 5-10 في محافظة شمال الباطنة، والبحث عن العلاقة بين ما تطبقه معلمي العلوم من مهارات التفكير الإبداعي ومستوى سيطرة الدماغي لديهم وเพศ الطلاب وسنوات الخبرة. كانت عينات الدراسة 438 معلمًا ومرأة، وتم استخدام أدوات الدراسة في الدراسة استبانة مكونة من 40 فقرة توزعت على أربع مهارات من مهارات التفكير الإبداعي، واختبار سيطرة الدماغ المكون من 21 فقرة. وبلغ معامل الثبات للأدوات في الدراسة 0.94، 0.70.

من أهم النتائج التي وصلت إليها الدراسة أن تطبيق معلمي العلوم لمهارات التفكير الإبداعي في تدريس الطلاب تراوح بين منتصف ودرجة عالية. كما لم توارد فرقاً دالة إحصائياً بين الذكور والإناث في تطبيق مهارات التفكير الإبداعي، إلا أن هناك فروق دالة إحصائياً بين الذكور والإناث في تطبيق مهارات التفكير الإبداعي. كما أنه تم اكتشاف علاقة إيجابية بين النوع الاجتماعي والمستوى الإبداعي للطلاب، حيث أن نسبة الطلاب الذكور في فئة بعدد الأبحاث 66.7% كان لها تأثير ايجابي بنسبة 66.7%. وفعند تحليل النتائج، تم الكشف عن علاقة إيجابية بين تطبيق مهارات التفكير الإبداعي في التدريس ونمط السيطرة الدماغي. 

وفي ضوء النتائج السابقة أوصت الدراسة بتدريب المعلمين قبل وأثناء الخدمة، واعتماد التعلم بتعزيز مهارات التفكير الإبداعي، وكذا تشجيع الابتكار والإبداع بين الطلاب، خطط التدريس للأهداف، بناء على المقابلة بين المعلمين والطلاب، وتعزيز مهارات التفكير الإبداعي، والنتائج الإبداعية للمعلمين والمعلمين على مستوى المدارس والمحافظات.
The current study aimed to investigate the reality of using the interactive whiteboard in the teaching of science. It also attempts to study the attitudes of prospective science teachers towards the interactive whiteboard in the pedagogical process.

To achieve this aims, the descriptive method was used. In particular, two types of questionnaires were distributed among the target teachers. The first one, which is composed of 34 questions, aims to examine the real use of the interactive whiteboard inside the classrooms. The second one, which is composed of 45 paragraph, attempts to investigate the science teachers attitudes towards using the interactive whiteboard in the pedagogical process.

In addition, external reviewers have testified the reliability of means of data collection while the internal consistency was examined through Cronbach alpha. The study, which its sample includes about 280 male and female teacher, reveals some significant findings. The study discloses some significant factors that have barred the prospective teacher from the optimal use of the whiteboard in the teaching process. In the same vein, the adaptation of using the interactive whiteboard to meet the teaching outcomes can be ranked at average degree. Likewise, the science teachers training to use the interactive whiteboard in their classrooms is at average degree according to the study. On the other hand, the study shows a high degree of positive attitudes from science teachers towards using the interactive whiteboard in the classrooms, and there is a positive relationship between such attitudes and the reality of using whiteboard in teaching science. The study also shows that there is no difference in science teachers attitude toward the use of interactive whiteboard that can be attributed to the variables gender, years of experience and the specialization. Given that, the study recommends the importance of reinforcing the use of interactive whiteboard in science teaching. It also recommends finding some ways to employ the interactive whiteboard to meet the science teaching outcomes. These recommendations can be achieved through providing a convenient teaching environment and investing in the positive teachers attitudes towards the interactive whiteboard.
Abstract

This study aimed to identify the professional development and its relation with the job satisfaction level among Sohar University staff, and showing the effect of both gender variables, job categories variables, qualifications variables and job experience variables on application results. The study sample was (100) staff of the total study population in the in a random stratified way. The study tool was designed to collect the data from study sample using the questionnaire which consisted of 69 items as a tool for measuring professional development and its relation with the job satisfaction level among Sohar University staff.

The results of the study indicate that the level of job satisfaction can be predicted through professional development, where the value of the correlation coefficient $R^2 = 0.48$ was 90.55, with degrees of freedom (1.99) and a probability value of less than 0.05. This means that professional development explains 48% of changes in the level of job satisfaction. Also the results show generally an average statistically significant average level on the level of professional Development, where there was an average statistically significant level on the level of training programs content and also to the reality of professional development methods provided. It was also indicating a high level of significant statistical significant level on the level of training programs content and also to the reality of professional development methods provided. The results showed also that there was generally an average level of job satisfaction with the staff of Sohar University with a statistical significance of the results. Its clear from the results an average level of satisfaction among the level of satisfaction of the job and the return from the job. Whilst in the part of human relation the results showed a highlly statistically significant from the point of sample view. There was a positive relationship of statistical significance at the level of $\alpha \geq 0.05$ between the professional development and the level of job satisfaction among the staff of Sohar University where the Coefficient of correlation $\alpha$ value was (0.69).

Based on study resuts and findings, the study recommended to repeat the study again in the future to determine the stability of satisfaction and the sustained the development of professional development plans. To adopts professional development programs based on the needs of individuals and their meticulous design to be successful programs with a return and affect.
The aim of the study is to investigate the effect of using reciprocal teaching Strategy to equip the students of Grade 10 of basic education, the skill of reading comprehension of the literary text, in the Schools of AL-Khaboura in North Batnah Governorate – Sultanate of Oman. The sample of the study consists of 120 female students of Grade 10 basic education in North Batnah Governorate of the Academic year 2015-2016. The sample of the study was divided into two groups: one control groups consists of 60 female students and one experimental groups consists of 60 Female students in Badar Al Kubra School – for basic education. And to achieve the goal of the study, the researcher made the following tools: List of skills of reading comprehension in the study of the literary texts to teach by using reciprocal teaching strategy, Two achievement tests. The researcher designed an integrated training program. The findings of the study indicated that there are statistical differences at the level of significance (α≤0.05) in the pre-test and post-test in reading comprehension of literary texts in the experimental group in all skills except skill of creative comprehension and the total score. There are statistical differences at the level of significance (α≤0.05) in the pre-test and post-test in favor of the control group and there are no statistical differences at the level of significance (α≤0.05) among the two groups of the study in the pre-test and post-test and the total score. In the light of these findings, the researcher recommends to train the teachers of Arabic Language to use the “Strategy of Reciprocal Teaching in development of reading comprehension skills in the students of Arabic Language.
This study aimed to investigate the relationship between creative leadership and the organizational climate in the private basic education schools of the governorates of Muscat and northern Batinah in the Sultanate of Oman. The study sample consisted of 162 teachers from private basic education schools in the governorates of Muscat and northern Batinah during the academic year 2016/2017. In order to achieve the objectives of the study, the researcher designed a questionnaire consisting of three parts: the first Part addressing the personal and functional data of the sample members of the study, the second part addressing the creative leadership axis divided into four dimensions: sensitivity to school problems, originality, flexibility, fluency, and the third part addressing the organizational climate axis divided into four dimensions: organizational structure, leadership, incentives, participation in decision-making. The questionnaire was made up of 59 paragraphs, and the five-dimensional Likert scale was used (strongly agree- agree- neutral- disagree- strongly disagree). Reliability was measured by arbitrators and content was validated. Stability was measured using the internal consistency of the Cronbach's alpha equation.

The stability of the creative leadership axis as a whole was 0.92 and the stability of the organizational climate was 0.94. Numerical averages, standard deviation, one-way ANOVA, t-test, and LSD were also used. The results of the study indicate that the principals of the private basic education schools in the governorates of Muscat and northern Batinah in the Sultanate of Oman possess and apply creative leadership skills in their schools, and that the level of organizational climate in the basic education schools of Muscat and northern Batinah governorates in Oman was generally high. The results of the study also showed a strong correlation between creative leadership and organizational climate in the private basic education schools in the Sultanate of Oman. In the light of these results, the researcher developed a number of recommendations, including: Developing developmental programs for school principals and developing their skills in practicing creative leadership skills, improving the organizational climate of the school and developing training programs targeting all teachers with different qualifications. It also suggested conducting similar studies on other administrative and educational variables, conducting the same study and looking at the relationship with the same variables in other governorates.
This study aims to study the effectivity of teaching "Faster Math" method on students' achievement and mental calculation for Grade One Basic Education students. The study sample consisted of (59) male and female grade one students who were selected randomly from A1-Kawthar School in A1-Seeb. The sample was divided into two groups: experimental group (30 students) which was taught by using Faster Math, and control group (29 students) who were taught using the normal way, where both groups had undergone the study for eight weeks. The research implemented two tools to attain the study aims: the first one is an achievement test which has (15) items and the second one is a mental math test which consisted of (10) items. Both tests targeted three levels: knowledge, application and reasoning. In addition to that, the researcher developed two teaching materials: teachers' guide and in-class activities. The validity of the research tools and teaching materials had been checked by content validity who proved that they are valid for the purpose of this study. the reliability of the tests was measured by internal consistency Cronbach's alpha where the results showed "0.77" for the achievement test and "0.79" for the mental math test which represent a high level of reliability of the research tools.

The study results revealed that there are significant differences between the averages of the performance of students of experimental and control groups at the level of significance (c 0.052) in the dimensional application of educational achievement and mental math for the experimental group. Consequently, it is recommended to train the concerned teachers to use Faster Math in their teaching. In addition to that it is also recommended to integrate Faster Math into the curriculum where the students use their hand and fingers in calculation processes, especially the basic ones. Finally, it is also recommended to embed the Faster Math into the course outline and lesson planning guide.

يمكن أن يكون النتائج مؤشرًا على أن اكتساب الصالحية لأغراض الدراسة قد أشار في الوقت الذي حصلت فيه إلى وجود فروق في أسئلة النتائج بين المجموعات الجسيمة، لذا أشير إلى استخدام محدودة في المادة التعليمية والمبعدة عند مستوى دلالة (0.052) في التطبيق الجدي والحساب الذهني لصالح المجموعة التجريبيّة

Abstract

This study aims to study the effectivity of teaching "Faster Math" method on students' achievement and mental calculation for Grade One Basic Education students. The study sample consisted of (59) male and female grade one students who were selected randomly from A1-Kawthar School in A1-Seeb. The sample was divided into two groups: experimental group (30 students) which was taught by using Faster Math, and control group (29 students) who were taught using the normal way, where both groups had undergone the study for eight weeks. The research implemented two tools to attain the study aims: the first one is an achievement test which has (15) items and the second one is a mental math test which consisted of (10) items. Both tests targeted three levels: knowledge, application and reasoning. In addition to that, the researcher developed two teaching materials: teachers' guide and in-class activities. The validity of the research tools and teaching materials had been checked by content validity who proved that they are valid for the purpose of this study. the reliability of the tests was measured by internal consistency Cronbach's alpha where the results showed "0.77" for the achievement test and "0.79" for the mental math test which represent a high level of reliability of the research tools.

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This study aims to investigate the effectiveness of Scientific Stations strategy in teaching science subject, on the achievement and attitude for 9th basic grade students. The study's sample contains 222 female students in 9th grade that I deliberately selected from two different schools in the Wilayat of Saham in North Batinah governorate. The sample was divided into two groups: an experimental group which contained 110 female students from Hunain Basic education school, which studied by the Scientific Stations strategy, and a control group which contained 112 female students from Khadijah Al-Kubra Basic education school that studied by the usual teaching method. The experiment was applied for seven weeks. In order to achieve the aims Of the study, the researcher conducted two tools in the study. The first one is multiple choice test that contains 20 questions with three levels: knowledge, application and deduction. The second one is attitude towards science subject that contains 24 items with four dimensions: the importance of learning science, the nature of science subject, the activities related to the subject and enjoying the subject. The researcher also made the following educational materials: Teacher Guide Book and the Student's Book, both were provided according to the Scientific Stations strategy. Both the materials and the tools were checked by referees. The reliability of both tools was measured using two methods. The first one is Pearson Correlation Coefficient. For the test it was 0.89 and for the attitude toward science it was 0.87. The second one internal consistency by cronbach Alpha Coefficient. For the test it was 0.85 and for the attitude toward science it was 0.87. This is an indication that both tools are reliable to be used in the study. The results showed that there are statistical differences between the two groups of students' averages that was at the level uSO.05 after applying the strategy and its knowledge levels, as well attitude toward science measure and its dimensions for the experimental group. Based on these results, the researcher recommends holding symposiums and training workshops for science subject teachers and supervisors to familiarize them to the Science Stations strategy, as well as reforming some parts Of science subject curriculum according to this strategy due to its obvious influence in the Student’s outcome and gaining positive attitude toward science. This is in addition to implying a number of teaching plans based on this strategy in the Science subject Teacher's Guiding books.
The current study aimed to reveal the real application of self-evaluation in school performance development system by school principals in Buraimi from the viewpoint of administrative supervisors and senior teachers and to identify whether there is a statistically significant relationship with the variable of gender. The study used the descriptive method. The study sample consisted of (54) administrative supervisors and senior teachers. The study tool was applied on them: the self-assessment scale for the school performance development system. Face validity was verified and the reliability of the scale reached .93 using Cronbach’s Alpha formula. One of the main findings of the study is that the degree of applying self-evaluation of the school performance development system by the school principals is significantly high in the management and education levels and moderate in the learning level. The results also indicated that there is no statistically significant difference to the extent of (0.05) in the view points of the administrative supervisors and senior teachers regarding the variable of gender in applying self-evaluation in school performance development system by school principals in Buraimi.In the light of the previous results, the current study recommended; involving the concept of school self-evaluation in school administration; increasing the areas of school self-assessment to cover not only management, education and learning, but also include all fields and areas of other school work such as: curricula, teachers, school environment, school resources, and community partnership. In addition, it recommends a comprehensive study of all the governorates of the Sultanate to see the extent of applying of self-evaluation of school performance development system and targeting other groups in the study, such as parents and school teachers.
This study aimed to investigate the administrative decisions making challenges that encounter basic schools’ principal in the North Batinah Governorate in the Sultanate of Oman. In addition, of examining whether, there is a statistical significant difference in the challenges with regard to principals’ experience. The sample consists of 269 principals. The study’s tool was the questionnaire that provided by the researcher. The content validity was measured which includes item validity and sampling validity. The internal consistency reliability was measured vid Cronbach alpha, and it was $r = .69$.

The study’s finding showed that challenges that face basic schools’ principals’ were weak. In addition, that there is a statistical significant difference on these challenges with regard to principals’ experiences with favor of long experience, more than 20 years. Based on these findings, the study recommended that training workshops and programs should be conducted for all of the principals, in addition of advising the principals to use educational technologies to facilitate decisions making, and providing supported environment which help principals to making decisions.
This study aimed to explore the relationship between the classroom interaction and classroom density for Grade 9 and 11 in Mathematics classes in ALRustag. Grade nine represented Cycle two, while Grade 11 represented the post-basic education. The study included six male schools. A video-based classroom observation method was used. A total of 24 periods were recorded by using the video camera (four periods for each class). The video data were analyzed through using an observation form; the researcher also used individual interviews with 19 teachers from the participating schools to certify the unclear points that were observed by the researcher. Four types of validity of the research instruments employed including descriptive, interpretive, construct, and evaluative validity. The reliability was also measured through using the same instruments in different schools such as Saad bin Al Rabie School (Grades 9-5). The study findings showed that the relationship between classroom interaction and classroom density is negative (an inverse correlation). It means that when the numbers of students in classes increase, the classroom interaction decreases and vice versa. This result supports the study model. Based on the study findings, a recommendation proposed for the Directorate- General of Educational Planning in the Ministry of Education in Oman to decrease the classroom density from including about 35 students in each class to 25 students as maximum. In addition, the MOE policy makers are recommended to review the Mathematics curriculum of the two cycles (Cycle 2 and post-basic education) in terms of its quantity. The researcher also recommends the educational specialists in the Directorate-General of Educational Evaluation in the MOE to specify three consecutive mathematics periods a day, so the teachers will be able to fully achieve the lessons’ objectives. The Directorate-General of Human Recourses in the MOE is also recommended to organize training workshops for mathematics teachers on enhancing the application of cooperative learning among students.

Abstract

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المختص: الأصول والإدارة التربوية

البحث: استكشاف العلاقة بين الكثافة الطلابية والتفاعل الصفي في مادة الرياضيات للصفين التاسع والحادي عشر بولاية الرستاق.Grade nine represented Cycle two, while Grade 11 represented the post-basic education. The study included six male schools. A video-based classroom observation method was used. A total of 24 periods were recorded by using the video camera (four periods for each class). The video data were analyzed through using an observation form; the researcher also used individual interviews with 19 teachers from the participating schools to certify the unclear points that were observed by the researcher. Four types of validity of the research instruments employed including descriptive, interpretive, construct, and evaluative validity. The reliability was also measured through using the same instruments in different schools such as Saad bin Al Rabie School (Grades 9-5). The study findings showed that the relationship between classroom interaction and classroom density is negative (an inverse correlation). It means that when the numbers of students in classes increase, the classroom interaction decreases and vice versa. This result supports the study model. Based on the study findings, a recommendation proposed for the Directorate- General of Educational Planning in the Ministry of Education in Oman to decrease the classroom density from including about 35 students in each class to 25 students as maximum. In addition, the MOE policy makers are recommended to review the Mathematics curriculum of the two cycles (Cycle 2 and post-basic education) in terms of its quantity. The researcher also recommends the educational specialists in the Directorate-General of Educational Evaluation in the MOE to specify three consecutive mathematics periods a day, so the teachers will be able to fully achieve the lessons’ objectives. The Directorate-General of Human Recourses in the MOE is also recommended to organize training workshops for mathematics teachers on enhancing the application of cooperative learning among students.
study aimed at finding out the signs of weakness with cycle two students in Batinah South from Arabic teachers’ perspective. To achieve this aim, the study answered the following two questions:

1. What are the signs of weakness in reading with cycle two students in Batinah South from Arabic teachers’ perspective?

2. Are there any statistical significant differences attributed to the social type in interpreting the (0,05) level according to the Arabic teachers responses?

To achieve the aim of the study, the researcher used the descriptive method. As a study tool, she also designed a questionnaire that included two parts. The first one is about the signs of weakness in reading loudly. This part includes 15 items about the signs in reading words and sentences. However, the second part is about the signs of weakness in comprehension and it also includes 15 items.

The questionnaire was distributed to a sample of 157 male and female teachers who are teaching cycle two students in Al Batinah South.

After statistical processing, the researcher found out that:

1. The teachers’ predictions on having weakness in reading words and sentences were low according to predictions assigned by the study.

2. There is no statistical significant differences in teachers’ responses at (0,05) level and this means that the signs of weakness are not affected by the social type.

Based on the previous results, the researcher recommended the following:

1. Paying more attention to the literature being assigned for cycle two students, so it should emphasize some high thinking skills like analyzing, interpreting, and criticising.

2. Having more activities and exercises in cycle two Arabic language textbooks, so they focus more on improving the comprehension skills in order to eliminate the weakness in reading phenomenon.
Abstract

3- There should be an effective contact between the school and students’ families to inform them about their role towards their children to help them being able to read efficiently the words and the sentences as well as. Additionally, the study suggested the following:

1- Encouraging Arabic language
2- Teachers to richen the educational field by conducting more studies and researches related to reading.
The current study aimed to identify the requirements of bending learning implementation in science Education in Musandam Government. Descriptive method was used in this study. The sample was consisted of 100 teachers who are teaching the science curriculum. A questionnaire was used as a tool of the study, in cycle 1 and 2, they were chosen by convenience method, which was included 30 items distributing into three sections; the first section is the importance of using of bending learning in teaching science, second section about the role of science teacher in implementation of the bending learning and the third section is about IT requirements of bending learning. Before applying the study, the psychometric characteristics of the study tool where checked throughout calculating validity and self-consistency. The findings showed availability of the requirements in first and second cycle is high in three sections. In addition, the study was no difference between the responses in three sections especially in cycle type and socially type variables. On the other hand, the result showed showing the difference between responses in knowledge of the computer between (high, medium, and weak with respect to degree impact of the requirements to implementation of the bending learning in teaching science). Finally, the study recommended that it is important to develop science curriculum and providing schools with relearnt software. Also, providing schools with financial supports which allowed to subscribe with science websites and relearn data base.
Teachers’ burnout is related to different personal characteristics like self-esteem. The current study aimed to investigate the levels of burnout and levels of self-esteem. It also attempted to study the relationship between psychological burnout and self-esteem among English language teachers in cycle-two schools in Sohar. To achieve this aim, the associative method was used. In addition, two types of scales were distributed among the target teachers. The first scale consisted of 21 statements and aimed to examine the psychological burnout levels. The second scale consisted of 25 statements and aimed to examine self-esteem levels among English language teachers in cycle-two schools (Grades 5-10) in Sohar. In addition, external reviewers have testified the validity of means of data collection while the internal consistency was examined through Cronbach-alfa. The sample of the study consisted of 76 English teachers. The findings revealed that there were moderate levels of psychological burnout and self-esteem among English teachers. It also revealed that burnout was correlated significantly with self-esteem in a negative moderate level. The study highlighted the significance of self-esteem in education and offered strategies for teachers and authorities to combat burnout for better teacher productivity.
The study aimed to identify commitment degree of basic education schools (5-9) teachers to education professional ethics in Batinah north governorate in the Sultanate of Oman. To achieve this, the researcher used the descriptive method, and collected the data from the sample using a questionnaire consisting of 60 items with 6 categories of teaching ethics: Teacher ethics with his profession, Teacher ethics with his administrators, Teacher ethics with his students, Teacher ethics with his colleagues, Teacher ethics with the community and parents, and Teacher ethics with his specialization.

The population of the study consisted of all headmasters and senior teachers in Batinah north in basic education schools (5-9) which amounted of 502 individuals. The sample of the study included (256) individuals which represented 50% of the population. The study sample was chosen using convenience sampling which is one type of non_probablity sampling.

The study revealed a number of results. Firstly, the study sample who are showed that basic education schools (5-9) teachers were committed to the ethics of the teaching profession with a high overall mean value (4.23) in all of the questionnaires categories.

Secondly, regarding the effect of the study variables, which are gender, job title, qualification and work experience, to the degree of commitment of basic education school (5-9) teachers are as followed:

- There are statistically significant differences at level ($\alpha \leq 0.05$) in the study sample responses in terms of gender in three categories: teacher ethics with his profession, teacher ethics with his colleagues and teacher ethics with his specialization in favor of female participants.

- There are no statistically significant differences at level ($\alpha \leq 0.05$) in the study sample responses according to the job title as headmistress or senior teacher in each category as well as in the overall mean score of all categories.

- There are no statistically significant differences at level ($\alpha \leq 0.05$) in the study sample responses according to the work experience in all of the questionnaires categories.
Abstract

In the light of the results of this study and the subsequent discussions and interpretations, a number of recommendations are highlighted that could raise the commitment of basic education schools (5-9) teachers to teaching ethics in Batinah north governorate in the Sultanate of Oman. They are as followed:

- To work hard to complete the national framework for education in the Sultanate which includes the charter of the teaching ethics and professional licenses for teachers.
- to introduce courses on the teaching ethics in the curricula of education colleges.
- to provide financial promotion and improve the social status of the teachers, which could contribute to improve their profession ethics.

ملخص

لا توجد فروق ذات دلالة إحصائية عند مستوى (α≤0.05) في تغريدة أوهبة الدراسة لدرجة التزام معمل مدارس التعليم الأساسي (5-9) بأخلاقيات مهنة التعليم في محافظة شمال الباطنة بسلطنة عمان، تعزى لمتغير الخبرة الوظيفية في جميع المحاور.

وفي ضوء ما أظهرته نتائج هذه الدراسة، وما أعقبها من مناقشات وتفصيلات، توصلت الدراسة إلى مجموعة من التوصيات التي تطمئن إلى رفع درجة التزام معمل مدارس التعليم الأساسي للصفوف (5-9) بأخلاقيات مهنة التعليم في محافظة شمال الباطنة بسلطنة عمان كان أبرزها:

- العمل الجاد على الانتهاء من إعداد الإطار الوطني للتعليم في السلطنة والذي يتضمن ميثاق أخلاقيات مهنة التعليم، والتراخيص المهنية للمعلم، وطرح مساقات خاصة بأخلاقيات مهنة التعليم في المناهج الخاصة بكليات التربية، وتوفر الحوافز المادية، وتحسين مكانة الاجتماعية للمعلم، والتي تسهم في تحسين أخلاقيات المهنة لديهم.
This study aims to identify the effectiveness of school administration on enhancing intellectual security among Post basic students in the north governorate in Oman. Moreover, it aims to discover if there are statistically significant of the variables of types, job titles, qualification and years of experience in identifying the effectiveness of school administration on enhancing intellectual security among Post basic students in the north governorate in Oman. The researcher used the descriptive analytical method and the sample of the study consisted of 213 of school principals and assistants of school principals, social workers and senior teachers who work in post basic schools in the region. A questionnaire was used as a tool of this study to collect data and it has 42 statements divided into five domains. The study findings as follows:

The effectiveness of the school administration in enhancing the intellectual security among the students of the post education schools in degrees ranged between few and very few in all domains and the general average was 1.93, the effectiveness of school administration in enhancing the intellectual security of students in post education schools ranked by few and very few. The role of the family scored with an average of 2.03, followed by the role of school activities at an average of 1.99. The role of the educational curriculums scored 1.98, followed by the role of the teacher with an average of 1.91 and the role of social and psychological specialist reached an average of 1.78.

There were statistically significant differences at the level of significance ($\alpha \leq 0.05$) between the estimates of the study sample members in determining the effectiveness of the school administration in enhancing the intellectual security among the students of the post education schools in North Batinah Governorate in Sultanate of Oman due to the gender variable. The role of the family was in favour of males. - There were no statistically significant differences at the level of significance ($\alpha \leq 0.05$) between the estimates of the sample members of the study in determining the effectiveness of the school administration in enhancing the intellectual security among the students of post education schools in North Batinah Governorate in Sultanate of Oman due to the variable of job title. - There were no statistically significant differences at the level of significance ($\alpha \leq 0.05$) between the estimates of the study sample members in determining the effectiveness of the school administration in enhancing the intellectual security among the students of post education schools in North Batinah Governorate in Sultanate of Oman due to the variable of scientific qualification.
Abstract

There were statistically significant differences at the significance level ($\alpha \leq 0.05$) between the estimates of the study sample members in determining the effectiveness of the school administration in enhancing the intellectual security among the students of post-primary schools in North Batinah Governorate in Sultanate of Oman due to variable years of experience. These differences were in favour of sample members who had years of experience of 10 years and more. The study reached a number of recommendations, the most important of which were:

- Activating the role of social and psychological specialists, by granting them the powers to coordinate with the relevant parties that practice the concept of intellectual security in order to hold lectures and meetings.
- Activating the role of the teacher by providing him with programs through which he can provide his students with some concepts related to intellectual security and how to strengthen it with students.
The study aimed at exploring the relationship between the parameter of the second field use of the internet as an enriching educational activity and their attitudes towards the internet. The sample of this study consisted of (201) teachers of the second field in Basic Education Schools (1-4) in Muscat Governorate, which were selected in a simple random way. The researcher created two tools. The first tool is a questionnaire consisting of 35 sentences spread across dimensions to determine the degree of use of the parameters of the second domain of the Internet as an enrichment activity in teaching science, with a stability value of (0.790). The second instrument was an attitudinal scale designed to identify the perceptions of the parameters of the second domain towards the use of the internet as an enriching educational activity in teaching science. The attitudinal scale consisted of 24 sentences, and its stability value is (0.703). The results showed that the average internet use of the parameters of the second domain was 3.8, which indicates a high use. There are no significant differences between the teachers' internet use by qualification and experience (p= 0.05). The results also showed that the teachers had very positive attitudes towards the use of the internet in enriching educational activities (3.88). However, there were no significant differences between the teachers' attitudes with regards to qualifications and experience (p=0.05). Finally, the results showed a weak correlation between the teachers use of the internet and their attitudes. The researcher offered some recommendations regarding the provision and improvement of the internet in all schools, and equipping classroom with the necessary equipment. She also recommended conducting training workshops for teachers in order to enhance their skills in using the internet. There were also suggestions for future research.
The actual study aimed to find out the extent to which Arabic language teachers applied the standards of active learning in the teaching of literary texts to grade nine students in the schools of Sharjah Educational District. The actual study used the descriptive method. The sample study included 40 instructor, supervisor and teacher from schools in Sharjah Educational District during the school year 2017/2018. A list of standards of active learning in the teaching of grade nine students has been prepared to achieve the target of the study. Based on these standards I conducted a survey to know the extent to which grade nine teachers in Sharjah Educational District applied these active learning standards in teaching literary texts. The eligibility of the list and the survey was measured by the eligibility of the arbitrators and the truthfulness of the list. The stability of the survey was tested using Cronbach Alpha Equation of Internal Consistency. The overall consistency according to the total number of terms was 0.896. The results of the study showed that the Arabic teachers applied the standards of active learning widely. With reference to these results, the researcher recommended that the teachers should be encouraged to keep on developing themselves professionally. They should also revise the methods of teaching literary texts and display in an attractive way to the students, which will improve their learning performance. The study included many suggestions and the most prominent one was conducting a similar expanded study of applying the standards of active learning in teaching literary texts in the schools of the United Arab Emirates.
الباحث:
حليمة علي سليمان المكتومية
التخصص:
الادارة التربوية
الدرجة العلمية:
ماجستير
البريد الالكتروني:

العنوان الأطروحة:
استكشاف العلاقة بين التفاعل الصفي وحجم القاعات الدراسية
في كلية الدراسات اللغوية بجامعة صحار: دراسة نوعية

المستندات المفتوحة:
Learners' interaction with learners، Class interaction، Class size

Abstract

This study is aimed at investigating the relationship between class interaction and class size in the Faculty of Language Studies at Sohar University. The sample of this study was selective and experienced. It included all lecturers who teach level two students in the Faculty of Language Studies in the academic year 2017/2018. The number of the lecturers with little experience was five while the number of the experts was fifteen. The researcher applied two study instruments which were direct observations via visiting classrooms and recording videos, individual interviews for discussing some ambiguous points. The researcher filled in observation forms for forty classrooms, twenty of them for small classrooms and twenty for large classrooms. In addition, the researcher measured all types of validity, descriptive, interpretative, theoretical and evaluative. Furthermore, the reliability of the study was confirmed by repeating them several times with sudden visits. The results revealed that there is an inverse relationship between class interaction and class size in all study themes which are: lecturer interaction with learners, learners' interaction with the lecturer and learners' interaction with learners. The results revealed that in small classrooms there was more class interaction than in large classrooms. This result supports the presumed theory's model. So, it recommends reducing the number of learners in large classes to range between 40 and 45 learners, and at the same time maintaining the same number of learners for small classrooms with two to three hours.

هدفت هذه الدراسة إلى استكشاف العلاقة بين التفاعل الصفي وحجم القاعات الدراسية في كلية الدراسات اللغوية بجامعة صحار. العينة لهذه الدراسة النوعية من قائمة مكونة من جميع محاضري اللغة الإنجليزية، وقد بلغ عددهم 20 محاضر كان عدد المحاضرين قبل نهاية النهاية 5 بينما 15 آخرًا. حيث أن جميع المحاضرين هم من محاضرون طيلة السنة الثانية. استكشفت دراسة اللغة الإنجليزية لعام الأكاديمي 2017/2018. قامت الباحثة باستخدام أدوات لدراسة الدراسات المصممة للاستار في إعداد ودراسة الفئات الدراسية، وتضمنت الفئات الدراسية الفيدا والتعليمات المبهرة، والليست في ميدان مثير،خفضت النتائج هذه الدراسة تعليقة عكسية بين التفاعل الصفي وحجم القاعات الدراسية في جميع محاضرات الدراسة الثلاثة، وهي: تفاعل المحاضر مع الطلبة وتفاعل الطلبة مع المحاضر وتفاعل الطلبة مع الطلبة، حيث كانت النتائج أن التفاعل الصافي في الفئات الصغرى أكثر من الفئات الكبيرة بهذا يدعم فرضية التقرير الدراسات. ففي ضوء هذا النتائج، توصي هذه الدراسة بضرورة تقليل عدد الطلبة في الفئات الكبيرة لترتفع ما بين 45 إلى 40، مما يحقق الحراس على أداء أفضل عند الطلبة في الفئات الصغرى حيث يكون الوقت الزمني للمحاضرين من ساعتين إلى ثلاث ساعات. وتوصي هذه الدراسة أيضاً على تدريب المحاضرين في جامعة صحار على كيفية التحكم في شبكة فئة التفاعل الصافي في الفئات الكبيرة من خلال توزيع المحاضرين بالورشات التدريبية التي تطور من مهاراتهم التدريسية.
The Study aimed to identify the impact of democratic leadership on job satisfaction among teachers of Al Ain school in the United Arab Emirates. The Study was applied upon a random sample presented the research community of both males and females third and second round teachers in Al Ain City, the sample included (301) both males and female teachers, collected from (12) different schools. The researcher followed the descriptive methodology because it is compatible with the purposes of the study. The questionnaire was used as a tool to measure the variables of the study, in which the principals experience of democratic leadership is measured from point of view of the teachers, in addition measuring the teachers’ functional satisfaction level. The Questionnaire was built on the Theoretical literature and the preceded studies, it contained (68) item distributed on two field: the first is the democratic leadership that consists of (26) item to measure the democratic leadership reality in Al Ain City schools in the United Arab Emirates. The second: it is related to the teachers’ functional satisfaction, it is consisted of (42) items to measure the teachers’ functional satisfaction aspects in Al Ain schools.

The most important results of the study were that the degree of practice of democratic leadership in Al Ain schools was very high with an average of (4.5) and standard deviation of (0.597). The level of job satisfaction among school teachers was very high with an average of (4.285) and standard deviation of (0.750). The study also found that there are no statistically significant differences in the teachers’ estimates of the degree of practicing the principals of the democratic schools due to the variables of the gender, the scientific qualification and the years of experience at the level of significance (α ≤ 0.05). The absence of statistically significant differences in the teachers’ estimates of the level of job satisfaction prevailing in the public schools is due to the gender variables, the scientific qualification and the years of experience at the level of significance (α ≤ 0.05).

The study recommends: paying attention to spreading the concept of democratic leadership at the level of the different schools to raise the morale of teachers and upgrading the education process. Introduce training courses for new principals and teachers in the democratic leadership style to its great effect in the job satisfaction and it leads to a sound educational environment and raise the spirit of cooperation to achieve the goals of the school. Giving more authority to school principals to increase their ability to solve challenges and serve the educational process.
The study aimed to determine whether there is a statistically significant relationship between variables: Participation in the activities and psychological compatibility among ninth graders in the state of Seeb. The study sample consist of 320 students. Study tools were participation in the school activities questionnaire which content validity was measured, and psychological adjustment scale provided by (Mohammed, 2015). The content validity of the scale was measured, internal consistency reliability was measured by using Cronbach equation, the results showed accepted reliability $r=0.925$.

The most important findings of the study were positive relationship between school activities and psychological adjustment, and the results of the study indicated that there were statistically significant differences in psychological compatibility due to the type of school activity. In the light of the previous findings, this study recommended the necessity of activating the role of the school in the areas of activities and convincing parents of their educational importance to encourage their children to participate in various programs. In addition of the need to benefit from the private sector in supporting the activities of student activity and highlighting the activities through the provision of supporting programs and means and equipment. In addition to conducting, a scientific study aimed at identifying the relationship between school activities and psychological and social adjustment with other variables.
The present study aimed to investigate whether there are statistically significant differences between the variables of the level of effectiveness of in-service training in developing the leadership skills of the school principals in the Sultanate of Oman and the effect of gender variables and years of professional experience and governorates on the effectiveness of in-service training in developing leadership skills for school principals in Oman. The researcher used the descriptive approach in his study. The sample of the study consisted of 53 males and females administrative supervisors. The instrument was applied and the validity of its content was estimated to be 0.926 using the Alpha Cronbach equation.

The results showed that the effectiveness of in-service training in the development of leadership skills for school principals from the point of view of administrative supervisors, was at a high level of efficiency with an average of 3.75 and a standard deviation of 0.884. The results indicated that there were no statistically significant differences in the level of effectiveness of in-service training in the development of leadership skills for the gender variable and years of professional experience. The results showed differences in the level of effectiveness of in-service training due to the variable of the governorate of education.

In the light of the previous results, the current study recommended the necessity of continuity in the establishment of training programs that enhance leadership skills with the development of specialized programs to take into account the individual differences in the employees, as well as those related to the application of international quality standards. In addition to the other programs focusing on the use of scientific research methodology in decision making. Proposing a scientific study investigate the leadership skills that schools principals implement and ways of developing them from the teachers’ perspective.
This study aimed to investigate the effectiveness of Sohar teachers' employment of Educational Portal, as well as whether there are any differences on the teachers' employment of Educational Portal with regard to the teachers' qualification. The sample of the study is comprised of 60 teachers working at schools of Second Cycle. The study's tool is questionnaire which was prepared by the researcher. The content validity of the questionnaire was measured, and the internal consistency reliability was measured using Cronbach's alpha. The findings showed that effectiveness of teachers employment of Educational Portal at the school of the second cycle in Willayat Sohar was with grade: "Sometimes", the mean is = 3.1. The results showed also that there is significant statically differences in the effectiveness of employment the Educational Portal with regard to the qualification levels in favor of who are higher than those of bachelor degree. In the light of the previous findings, the current study recommended that it is necessary to find a special guide to every teacher that explains the Educational Portal and it is necessary to conduct intensive training courses to teachers about how to deal with the Educational Portal. Furthermore, it recommended to conduct another study to identify the difficulties of employment Educational Portal at the schools of the second cycle from the viewpoint of the teachers in Willayat Sohar, and to make another study aimed to survey of the effectiveness of recruiting male and female teachers at the schools of the Second circle that affiliated to Directorate General of Education at North Batinah Governorate.
This study aimed at identifying the extent to which teachers of the grade 11th Arabic language in the schools of Suwaiq State were able to teach narrative literary texts and to reveal the relationship between the teachers of Arabic language for the grade 11th in the state of Suwaiq to teach literary texts and the level of students'. A correlational approach is used to study the relationship between the variables of the study.

The sample of study consisted of (200) students from grade 11th of Halima Al-Sadia for girls (12-10) and Al-Hawar ibn Ka'ab for boys (10-12), by 100 per gender.

To answer the study questions, the researcher used two tools: the first was a questionnaire to identify the students' point of view on the level of teaching narrative texts, the second was an achievement test in the narrative text, and the validity of instruments was verified by measuring the validity of content. Alpha Cronbach (.756) for the questionnaire, and (.743) for the test.

The study found that the general level of teaching literary narratives in the schools of Suwaiq State is average, that level of academic attainment for grade 11th students in favour of girls. In the light of results, the study recommended the importance of developing the skills of teachers in the teaching of narrative literary texts. It also recommended the design of training programs to improve their ability to teach these texts and to activate specific supervisory methods as applied lessons, micro-teaching. and suggested conducting analytical studies on the texts in Arabic language curriculum for Grade 11 to determine their ability to improve students' learning of aesthetic and rhetorical aspects, and to conduct studies on the effectiveness of Arabic language assessment tools in improving students' learning of literary texts.

البحث:
الدكتوراه:
التخصص:
المستوى العلمي:
المستوى الأدبي:
النوعية:
العنوان:
الوصف:
الكلمات المفتاحية:
حاسين
الدرب
البحث:
الدكتوراه:
التخصص:
المستوى العلمي:
المستوى الأدبي:
النوعية:
العنوان:
الوصف:
الكلمات المفتاحية:
الرسالة
تغطي مادة اللغة العربية و芬兰推广手段在教学中的应用和效果评估
Abstract

This study targets identification of reading weakness publicity for the students of cycle one, in North Batina Governorate as it seen by the teachers of cycle one. In order to obtain the goal of this study the student has followed the descriptive method, teaching group consisting of all teachers of cycle one in North Batina Governorate, the number is (1359) teachers, the study is selected by simple randomization technique of 272 teachers. The student has prepared the subject matter of study, represented by showing standard of reading weakness for the students of cycle one, including three axes;

The first axis, signs to reading of letters and sentences. The second axis related to reading of words. The last axis related to reading of sentences. After finding the sincerity of the tool, the arbitrators have been trusted as well the content, besides finding stability degree which reached 0.924.

The results of study showed the degree of reading weakness publicity for the students of cycle one in North Batina Governorate as it seen by the teachers of first cycle has came very weak, as there are no different of statistical indication at the level of the indication (0.05) between average of cycle one teachers responses regarding signs of reading weakness for the student of cycle one depending on the state variable. In the view of these rustles, the student recommended to increase the attention of supervisors of the cycle one during their visit to teach reading skills, so as to get free of reading weakness.

Therefore, study offered some suggestions like: Experimental Study Procedures aim at identification of reading weakens in different stages of study.
The study aimed at revealing the effectiveness of learning by making projects in developing critical reading skills and reading orientations. It was conducted on grade eleven female students in A1 Buraimi governorate. The students were (60) divided into two groups (30) in the experimental group and (30) in the control group.

The study adopted the semi experimental design in terms of dividing the sample of the study into groups, an experimental and a control groups. The researcher has designed a critical reading skills test, reading test to measure the impact of using project-based learning strategy on students learning and academic achievement in critical reading skills and the attitude measurement for students towards reading. She also designed a guide for using project-based learning strategy. All the instruments were examined by a group of specialized adjudicators who ensured their validity. Reliability of the test readied (0.769) using the internal consistency tool (Cron bach Alpha coefficient).

Also, the measurement reliability reached (0.801) according to (Cron bach Alpha) for interior consistency. The results of the study showed differences with statistical indication at the level of (α ≥ 0.05) for the experimental group in the dimensional exam for critical reading. Similarly, Other differences were found with statistical indication at the level of (α ≤ 0.05) These differences were in the average grades of experimental and control groups in terms of dimensional application aiming to measure the orientation towards reading in the experimental group.

In the light of the previous results, the current study recommended that it is necessary to prepare a curriculum with specific elements and aims to teach critical reading by the strategy of making projects. The researcher suggested conducting a study which aims to reveal the effective role of learning by making projects in developing other skills in the Arabic Language in different educational stages.

وعندما ننظر إلى النتائج، من الواضح أن الاتجاه نحو القراءة للطلاب في المجموعة التجريبية كان أكثر تقدمًا من المجموعة الضابطة، وتأتي هذه النتائج من كفاءة الطلاب في تطبيق المهارات الناقدة، حيث أظهرت النتائج وجود فروق ذات دلالة إحصائية عند مستوى دلالة (α ≥ 0.05) بين المجموعات الضابطة والتجريبية، وتسجيل الطلاب في المجموعة التجريبية نقاطًا أعلى في التدريس الناقد وتقديرات الأداء نحو القراءة القادرية وتدريس القراءة الناقدة. وتشير النتائج الأخرى إلى أهمية إعداد المناهج التي تركز على تدريس القراءة الناقدة وتطوير المهارات الناقدة في الطلاب، وهي من المهم استثمار وقت أكثر في تدريس القراءة الناقدة والتنمية الحياتية في التعليم، لتعزيز التعلم والاتجاه نحو القراءة الناقدة، وأن تكون هذه المهارات هي الأساس في بناء النماذج المتقدمة للتعليم وتطوير المهارات الناقدة في الطلاب، وتعزيز التعلم والاتجاه نحو القراءة الناقدة، وأن تكون هذه المهارات هي الأساس في بناء النماذج المتقدمة للتعليم وتطوير المهارات الناقدة في الطلاب، وتعزيز التعلم والاتجاه نحو القراءة الناقدة، وأن تكون هذه المهارات هي الأساس في بناء النماذج المتقدمة للتعليم وتطوير المهارات الناقدة في الطلاب.
This study aimed to identify the availability of professional competencies among Arabic language teachers in cycle two of basic education schools in A1 Batinah North Governorate and to discover the degree of differences in the availability of professional competencies among the study sample, which is related to the variables of qualification and experience.

The study sample consisted of 65 teachers. The researcher applied a study tool which is a observation consisting of 50 items divided into eight main domains; lesson planning, lesson implementation, teaching methods, learning resources and modern techniques, assessment, curriculum, self-learning, communication and teaching ethics. The correlation coefficient of the study tool was 0.86, which indicated a high stability and internal consistency which measured by cronbach Alpha= 0.89.

One of the most important findings of the study is that the availability degree of competency among Arabic language teachers in cycle two basic education schools in in A1 Batinah North Governorate was high. The results also showed that there were no statistically significant differences at the level of significance \( \alpha \leq 0.05 \); between the averages of responses of the sample members, due to the variable of qualification. On the other hand, the study results indicated that there were statistically significant differences at the level of significance \( \alpha \leq 0.05 \); between the averages of responses of the study sample, due to the variable of experience in three competencies domains; the skills related to lesson planning, the competencies related to lesson implementation and the competencies related to assessment. In addition, there was a significant difference in the overall degree of competencies, which goes for the most experienced teachers.

Based on the study results, the researcher suggested a number of recommendations such as the need to conduct training programs for Arabic language teachers to raise their competencies in diversification of reinforcement methods, using and producing educational tools as well as paying attention to train teachers on modern technologies and computer programs.
الباحث:
زهرة بنت علي بن سيف الشحية

التخصص:
ماجستير في الاصول والإدارة التربوية

الدرجة العلمية:
ماجستير

البريد الإلكتروني:
2018

التمكين الإداري وعلاقته بتطبيق معايير الإدارة المدرسية في نظام تطوير الإداء المدرسي من وجهة نظر مدير مدارس التعليم الأساسي بمحافظة مسندم

عنوان الاطروحة:
التمكين الإداري وعلاقته بتطبيق معايير الإدارة المدرسية من وجهة نظر مدير مدارس التعليم الأساسي بمحافظة مسندم

الكلمات المفتاحية:
المستقبل

Abstract

The present study is aimed at identifying the degree of administrative empowerment and its relationship with the implementation of school management standards from the point of view of the principals of basic education schools in Musandam Governorate and showing the effect of the gender variable, the variable of academic qualification, the variable years of experience on the degree of appreciation. There is a statistically significant relationship between variables: administrative empowerment and the application of school management standards. The sample of the study consisted of (36) principals and assistants principals of schools. The study tool was applied and a questionnaire prepared by the researcher was distributed on the two main areas of study: administrative empowerment and school management standards. The validity of the tool was measured through the (true honesty) of the arbitrators and the correlation coefficients and paragraphs with the total score (content validity). The results of the study indicate that there is no significant difference in the estimation of the study sample to the degree of administrative empowerment, gender, and years of experience, while there are statistically significant differences in the sample of the study sample for the degree of administrative empowerment due to the academic qualification in favor of the bachelor degree.

هدفت الدراسة الحالية إلى التعرف على درجة التمكين الإداري وعلاقته بتطبيق معايير الإدارة المدرسية من وجهة نظر مدير مدارس التعليم الأساسي بمحافظة مسندم في سلطنة عمان، وكانت النتائج قريبة من متغير النوع الاجتماعي، ومتغير المؤهل العلمي، ومتغير سنوات الخبرة على درجة التقدير، والخبرة، أما إذا كانت تحتوي علاقة إيجابية بين متغيرات: التمكين الإداري وتطبيق معايير الإدارة المدرسية. وتكونت عينة الدراسة من (36) مدير مدارس ومساعدي مدارس، وتم استخدام أداة الدراسة وتتطلب أدائها الباحث زرع على محاور المراجعة الرئيسية للدراسة: التمكين الإداري ومعايير الإدارة المدرسية. وتم قياس صدق الدراسة من خلال (المصغّر الطابع) للمحاور ومعالجة ملاحظات الحياة. وتم استخدام أداة أفقي كرونباخ لقياس التمكين الإداري وتحليل بيانات مسندم الفصول. ووجد درجة عالية لتقدير هذه عينة الدراسة لتطبيق التمكين الإداري ومعايير الإدارة المدرسية. ووجد علاقة إيجابية موجبة طرديا بين التمكين الإداري ومعايير الإدارة المدرسية، كما أشار النتائج إلى عدم وجود فروق دالة إحصائية في تقديرات عينة الدراسة الحالية وتعزى لاختلاف المجتمع، ولسنوات الخبرة. في حين توجد فروق دالة إحصائية في تقديرات عينة الدراسة لدرجة التمكين الإداري تعزى للمؤهل العلمي لصالح مؤهل البكالوريوس. ووجد النتائج السابقة أوصت الدراسة الحالية بصورة مباشرة مدير مدارس في تطبيق المعايير المهني للذين المدارس والتدريسية وفق الاعتقادات العملية لهم، وتعزيز تشجيع الهيئة الإدارية والتدريسية على توجيه أطفالهم وتطويرهم، بما يتناسب مع مستجدات القرن، وتعزيز مساهمة الجانب الإداري بتنمية الفهم التنظيمي الخاص بمعايير الإدارة المدرسية في نظام تطوير الاداء المدرسي.
The current study aims to reveal the difficulties that face the teachers in domain one in teaching the Social Studies course in education (1-4) schools in Muscat Governorate, and knowing the effect of specialization and teaching experience variables.

In order to achieve the study aims, the survey method was used by using a questionnaire consisting of (52) items which were divided into seven dimensions of difficulties related to content, teaching methods, teaching aids, student, teacher, technical and administrative, and evaluation. After achieving validity and reliability of the study tool, it was applied to the sample of (114) teachers from Domain one at elementary Schools for grades (1-4) in Muscat Governorate.

The findings showed that the degree of difficulties faced by teachers was significantly high with mean (2.85). It also showed no significant differences at (α≤0.05) with respect to the specialization variable at all difficulties except the content difficulties which showed significant in favor of social studies teachers parameters. There were no statistically significant differences with respect to teaching experience variable.

The study also recommended the necessity of holding training programs and workshops to the in-service teachers, and to reformulate the teacher's manual in a way that enable the teachers to teach the subjects in good way.
This study is aimed at identifying the challenges the teachers of Arabic Language face in applying programmed education in the grammatical activities at post-basic education schools in Batinah North Governorate. In order to achieve this, the researcher used the descriptive approach, and prepared a questionnaire consisting of (34) items distributed to the study non-probabilistic sample of teachers who were purposefully chosen. The sample consisted of 182 post-basic education school teachers in Batinah North Governorate in the academic year (2017/2018).

The results of the study showed that the challenges the teachers of Arabic Language face in applying the programmed education obtained a high arithmetic mean according to the estimate determined by the study. They also showed that there were no statistically significant differences attributed to the teachers’ gender at the level of (α≤0.05) in the challenges the teachers of Arabic face in the application of programmed education in the grammar activities.

The most important recommendations of the study are:

1. The need to pay attention to incentives and rewards for the teachers of Arabic Language by the school administration; to encourage teachers to pay attention to the use of programmed education in the teaching of grammatical activities.
2. The need for electronic units in schools to produce electronic courses in grammatical activities in the schools of Batinah North Governorate.
3. The study concluded with several proposals, the most important of which is: To design a programmed educational material for grammatical activities in the Arabic language curriculum ready for use by the teachers in the post-primary education classes.
Abstract

The present study aimed at building a proposed program in developing the skills development of writing skills among the students of A1 Buraimi University College and measuring its impact. And to achieve the objectives of the study, which was tested in graduate studies at King Abdulaziz University for Science and Technology at King Abdulaziz University for Science and Technology for students of A1 Buraimi University College, and to build a training program for students of A1 Buraimi University College, and settings. After the researcher confirmed the authenticity of the tools and stability, I started a vehicle on a sample (80) students. The results of the study indicate that there are differences between the average scores of students in tribal and post—application to write skills. There are no differences in the level of acquisition of students of the Faculty of undergraduate university for cadres career writing between and extinguishing. In the light of the results recorded by the result or the observation of the researcher to benefit from the writing skills of writing at the university after the graduation to support them in the implementation of your decision better.
The aim of this study is to investigate the impact of storytelling on the development of the basic awareness of the fourth graders in the North and South Batinah governorates. The study society includes 77 senior teachers from both governorates. The researcher has employed a qualitative and quantitative descriptive approach and used a questionnaire for collecting data. The findings indicate that the impact of storytelling on the development of motives, values and self-awareness amongst the fourth graders was high in all schools located in both north and south Batinah governorates. The findings of the second questionnaire revealed no significant differences when comparing the mean responses of the participants located in north and south Batinah governorates. In the light of the above findings, Educational supervisors may want to focus on incorporating storytelling technique into all primary school practices, including teaching programmes across the key learning areas, to bring the discussion of values and attitudes which are infrequently addressed.

Implementing storytelling in primary schools to help students enhance their analytical skills by examining and analysing the literary elements in a story. Enriching core academic subjects with short thoughtful and inspirational stories. Encouraging senior teachers to incorporate storytelling into their repertoire of teaching skills, which can enhance students’ engagement with their subjects, help them better understand oral language and help them internalise a sense of story. Encouraging students in primary schools to read short stories to develop early literacy and promote reading comprehension skill.
الباحث: سميرة عوض محسن العسكري
التخصص: ماجستير الاتصالات والإدارة التربوية
الدرجة العلمية: ماجستير
البريد الإلكتروني: 2018
السنة: 2018
عنوان الأطروحة: دور النمط القيادي لمديري المدارس في السلوك الابداعي للمعلمين الفائزين بجائزة خليفة التربوية في دولة الإمارات العربية المتحدة
الكلمات المفتاحية: النمط القيادي، المعلم المبدع، جائزة خليفة التربوية

Abstract

The current study aims to determine the preferred leadership style of school principals in the UAE from the point of view of teachers who are winners of the Khalifa Award of the local creative teacher's category and to indicate the effect of the variables (type and academic qualification) on the study of preference of teachers for this type.

In order to achieve these objectives, the survey was used. The study community consisted of males and females teachers who won the Khalifa Educational Award. The sample consisted of 105 teachers. The final sample of the study consisted of 89 teachers which form about 85% of the study. A survey consisted of (44) paragraphs was designed and distributed in three types. Its Validity and Reliability was measured and assured. It was 0.97

The study found that the co-democratic pattern was ranked first with a relative weight of 87%, followed by the pro-democracy (84%) and the autocratic (79%). The results also showed that there are no statistically significant differences in the teachers' average degree of preference for practicing leadership patterns (participatory democracy, democratic consultation, and autocratic), due to the type and the academic qualification variable.
سيف بن محمد بن سعيد الساعدي

الباحث:

مناهج وطرائق التدريس العامة
التخصص:

درجة الماجستير

البريد الإلكتروني:

السنة:

2018

عنوان الاطروحة:

اتجاهات معلمي الحلقة الثانية بالبريمي
 نحو استخدام الحاسوب في تدريس التربية الإسلامية

الكلمات المفتاحية:

Abstract

The study aim was to find out the attitudes of the teachers of cycle the primary education, from grade five to ten, Of the basic educations of the classes in the city of Buraimi, and to figure out if there were statistically signification differences between male and female teachers in their attitudes toward computer use in teaching. The study sample consisted of 40 male and female Islamic education teachers that were selected randomly, 18 male teachers with a percentage of 45 and 22 female teachers with a percentage of 55 from a population of 73 male and female teachers. The study tool, which is a 28 phrase questionnaire, was applied to them. The validity of the content of this measure was measured by the validity of the content, Gauge using the equation Alpha Cronbach 0.91. The most important conclusions from this study were that the attitudes of the Islamic education teachers of cycle the primary educations in Al Buraimi. In the use of computers in the teaching of Islamic education were positive, and the results indicated that there are statistically significant differences in the attitudes of teachers towards using computers in teaching for males. In light of the previous results, the study recommended activating professional development programs for female teachers, and its methods of use. In addition to motivating teachers who are good at using computers in teaching and honoring them.
The current study aimed to find out whether there is a relation between the spatial intelligence and the skill of reading the map of the female students in the grade 6th of basic education schools in Willayat Sohar – Al Batinah North Governorate. Furthermore, to identify the type of spatial intelligence that the female students have and to recognize the type of the skills that used to read the map. The sample of the study consists of 125 female students of grade 6th in governmental schools at Willayat Sohar. Furthermore, the study, depends upon the “correlation approach, and it applied the tow instruments of the study as they are: Spatial intelligence test – (Raven), and reliability of internal consistency was achieved using the Cronbach’s alpha formula $r = 0.84$, furthermore, to test reading skill of reading map prepared by the researcher.

The validity of the content was measured through sincerity of the arbitrators and the internal consistency was confirmed and the reliability of the scale was achieved by using Cronbach’s Alpha formula $r = 0.77$. The most important findings of the study that there was a positive correlation between spatial intelligence and the skill of reading map. The results also indicate that the female students of 6th grade of basic education in Willayat Sohar have spatial intelligence of its different aspects, especially, the perception of discrete and spatially related forms. Furthermore, the findings also indicating the female students of grade 6th of basic education – in Willayat Sohar. They are applying all the sub-skills of reading map, in particular, reading the key of the map. In the light of the above mentioned findings, the current study recommended the necessity of using a modern and varied teaching method by the teacher, which will develop the spatial intelligence of the students in basic education, and the need to pay attention to the teaching and develop the skill of reading the map by teachers of social studies.
الباحث:
طلال بن علي بن مصبح المطيري
الإدارة والأصول التربوية
الدكتوراه:
الإدارة والأصول التربوية
التخصص:
ماجستير
الدرجة العلمية:
البريد الالكتروني:

العلاقة بين دور مدير مدارس التعليم الأساسي للصفوف من (10-5) بمحافظة البريمي وتطبيق طلابهم للأنشطة الرياضية من وجهة نظر المختصين

الإدارة المدرسية - النشاط الرياضي - المختصون

الكلمات المفتاحية:

Abstract

The purpose of this study is to identify the relationship between the role of the principals of the basic education schools for grades (5-10) in Al Buraimi governorate and the implementation of their students to sports activities, from the point of view of the specialists, and to measure the level of the roles of the school principal to implement sports activities, Where the study followed the descriptive-associative approach. The entire study community was selected as a sample, so the total number (81) male and female specialists in sport activities: members of the School Sports Committee, school activities specialist, school sports supervisors and school sports teachers. Two tools were prepared and distributed for the study, the first to measure the role of the school principal in the implementation of school activities and consisted of (30) items distributed on four axes, and the second to measure the implementation of students to sports activities and consisted of (32) items distributed on four axes.

The results of the study indicate that the level of the role of the school principal in the implementation of sports activities was medium, and was the focus of management of sports activities in the last place, and the results of grades of the level of implementation of students of grades (5-10) for sports activities in basic education schools in Al Buraimi governorate was medium, while the axis of external sports activities represented the school ranked first, and individual and collective sports in last place. The results of the study revealed a weak positive correlation between the role of the principals of the basic education schools for grades (5-10) in Al Buraimi governorate and the implementation of their students to sports activities from the point of view of the specialists.

The results of the study were made recommendations and proposals, the most important of which is the need to increase the administrative and technical attention of school principals in the implementation of sports activities, and the need to increase the motivation of students and the attention of school principals with greater awareness of students. Several different studies were also proposed in sports activities.
التحديات الإدارية التي تواجه معلمي مادة الفنون التشكيلية في محافظة شمال الباطنة من وجهة نظرهم

العنوان الإطروحة:

التحديات، الإدارة، الفنون التشكيلية

الكلمات المفتاحية:

ساسة، الإدارة، الفنون التشكيلية

Abstract

The current study aimed at investigate the administrative challenges facing the teachers of Fine Arts in the North Batinah Governorate from their point of view. The study population consists of all teachers of Fine Arts in the schools (275 teachers in the academic year of 2017/2018). The sample was 100 male and female teachers. They were selected using the stratified random sampling techniques. The study tool was a questionnaire developed by the researcher consisting of 30 items distributed on three domains. Content validity was measured, and internal consistency measured by Alpha Cronbach was $r = 0.87$. Study results showed that no significant differences ($\alpha \leq 0.05$) in total group response, and no significant differences ($\alpha \leq 0.05$) in administrative aspect of school principle for females. Also the results showed that no significant differences ($\alpha \leq 0.05$) in terms qualification, experience, type of school and number of teachers in each school. The study recommends that a concerted effort be review and updated education roles manual, and increase the number of fine arts teachers in schools.
The current study aimed to investigate the reasons why social studies' teachers were unwilling to participate in training programs in North Al-Batinah Governorate. To achieve the objectives of study, a descriptive approach was designed and implemented. A questionnaire was constructed including 28 phrases that were divided into five fields. The results of questionnaire were tested and calculated by applying the Cronbach's alpha coefficient and the Reliability Coefficient. The finding that was achieved from testing the Reliability Coefficient was (r = 0.87). About (132) social studies' teachers were targeted as the sample of study. The major findings of study were that there were, firstly, several prominent and influential reasons caused teachers to be unwilling to join training programs. For example, teachers, who were already overloaded with the maximum number of classes per week, considered any training program as a burden task. They also expressed their concerns towards enrollment at any training program because it would affect their achievement at workplace and might cause in delaying the delivery of curriculum plans. Moreover, teachers were unmotivated to join these programs since they did not contribute in promoting them at career hierarchy and did not honor their active participation to get a particular financial incentive. Secondly, based on questionnaire findings' analysis, the third area entitled "Training Target", the fourth area entitled "Place and Time of Implementing Training Program", and the fifth area entitled "The Impact of Training programs on lesson plans, teachers and schools" were the most influential areas that resulted in making teachers to be unmotivated to join training programs. Thirdly, there were not significant differences statistically and the significance threshold was set at (≤0.05) attributed to the gender variable. Fourth, there were significant differences and the significance threshold was set at (≤0.05) attributed to the variable of years of experience between the period of (5-10) and the period of (11-15) and more. The result of P value test was significant for teachers who had an experience period ranging from 11 to 15 years and more. Finally, the current study concluded with providing some important recommendations such as training programs have to be implemented with more practical manner rather than theoretical manner. Also, training programs have to be introduced and executed in an interesting approach by using advanced and modern technology within its essence and providing adequate equipment for training environment and location. The study recommended the importance of promoting incorporeal and financial motivation in order to encourage teachers joining training programs. In addition, it recommended that the goals and objectives that are set for the training programs of teachers have to be accurate, measurable, understandable and applicable in real environment and location.
The study aimed to discover the application of transformational leadership of the schools' principals in A1 Batinah North Governorate in the Sultanate of Oman. It also identifies whether there are differences in the use of transformational leadership in terms of work experience, educational qualification and gender.

To reach the goals of the study, a descriptive method was used and a questionnaire was distributed amongst 187 principals who reside in Albatinah North schools. The questionnaire included seven areas of the dimensions of transformational leadership: vision and message of the school, goals and priorities of the school depending on its needs and the needs of the society, common culture that is supportive for the change inside the school, good model, stimulation of mentality, expectation of the performance of the school workers and change. The major results of the study revealed that the transformational leadership is highly applied in the school environment. The group (5-10) showed a difference in the application of transformational leadership due to the years of work experience. Educational qualification also can make a difference in the application of transformational leadership. As well, females highly use transformational leadership compared to males.

The study brought about some important recommendations. First of all, it is necessary to develop school's vision through utilizing the available potentials. Also, conducting intensive career improvement programs in schools are important to enhance the skills of creativity and leaderships of employers. Finally, carrying out training courses for the principals in order to teach them the bases of leadership.

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الدراسة الحالية بهدف استقصاء اتجاهات معلمي اللغة العربية نحو استخدام التعلم التعاوني بمحافظة الوسطى، ولتحقيق أهداف الدراسة اعتمد الباحث على المتغير الوضعي، وصمم استبانة كأداة للدراسة أشتملت على (30) فقرة موزعة على ثلاثة محاور: المعور الأول فوائد التعلم التعاوني، والمحور الثاني تطبيق التعلم التعاوني في اللغة العربية، والمحور الثالث الاهتمام بالتعلم التعاوني في اللغة العربية.

وقام الباحث بإيجاد صدق الاستبانة عن طريق صدق المحتوى، أما الثبات قام بحساب بناء "Cronbach's alpha" بقيمة 0.874. وطبق الباحث الأداة على عينة الدراسة (93) معلماً ومعلمة من معلمي اللغة العربية بمحافظة الوسطى، إذ تم اختيار عينة الدراسة بطريقة العينات العشوائية المتكررة من جميع المدارس الخاصة بالتعلم التعاوني التي تقدمها الإدارة. وتم جمع البيانات في جميع الملاحظات الخاصة بالتعلم التعاوني بعد مستوى دالة (0.05) وبين الذكور والإناث معاً، وفي ضوء النتائج أوصى الباحث بعدد من التوصيات، منها:

- تفعيل دور المعلم الأول بالتعاون مع إدارة المدرسة في مدارس الذكور بمحافظة الوسطى.
- تطوير المناهج والبرامج التدريسية المخصصة للتعليم التعاوني تأثر أكبر على استراتيجيات التعاون.
- زيادة الزيارات الإشرافية وتقدم الجريدة التدريسية والتعاون مع معلمي اللغة العربية فيما يخمذ التعلم التعاوني في محافظة الوسطى.

وحث الباحث محليًا على إجراء بحوث نوعية تطرق لأجواء أعمق لجميع جوانب التعلم التعاوني من خلال الملاحظة والمقابلة.
This study aimed to investigate the level of nutritional awareness among Grade 12 students, And the degree of the school's concerns in spread various ways of the food awareness among grade 12 students in the school. In addition, it examines statistically significant differences in the level of nutritional awareness among students due to the gender variable. In the study, the researcher used a questionnaire to collect the data whose content was measured by the validity of the content, and the coefficient of its stability using the alkrnoba equation 0.827. Moreover, the study was carried out on a selected sample of 271 students from the target population by implementing cluster random sampling technique. The findings of the study showed that the level of nutritional awareness among the 12th grade students in post-primary schools in the Wilayat of Saham in North Batinah governorate was high with an arithmetic mean of 2.62, And a standard deviation of 0.28. The school's interest in the methods' spread of food awareness among the students was medium with a mean of 1.94 and a standard deviation of 0.53. The school's interest in the methods' spread of food awareness among the students was medium with a mean of 1.94 and a standard deviation of 0.53. The results indicated that there were statistically significant differences in the level of food awareness due to the gender variant in favor of females. Based on the results of the study, the researcher recommended to consider the educational programs offered to students in all educational stages, Intensify efforts by official media to address campaigns promoting unhealthy nutrition that affect human health in the near or long term, Attention to the awareness of the parents of the students because they have an important role in supporting the school to establish food awareness as the behavior of students at home and the environment around them, Considering the possibility of forming a specialized group within the school means educating its peers about food awareness, practicing it as a behavior and demonstrating its importance to human health.
The study aimed to identify the availability of the principles of quality management in sports complexes in the Sultanate of Oman. The sample consisted of 95 members working in sports complexes, including heads of departments, trainers and sports activity specialists. To achieve the above objective, a questionnaire was developed and distributed to the sample. The study used the descriptive methodology approach. The internal consistency of the questionnaire was 0.962 determined using Cronbach's alpha coefficient. The study reached a number of findings, the most important of which is that the degree of availability of the principles of quality management in sports complexes in the Sultanate of Oman was found to be medium, with a mean of 3.12. The customer focus theme had the highest mean, while the leadership theme had the lowest mean. The findings also indicated that there were no statistically significant differences at the level of (α≤0.05) in the availability of quality principles in sports complexes in the Sultanate of Oman, among the study sample’s estimates for all themes related to the sport complex variable. In the light of the previous findings, the current study recommended the need to work on continuous improvement of the workers in sports complexes in the Sultanate of Oman, as well as the need for senior leadership to take the views of their employees when suggesting proposals and solutions to the problems facing them, as well as the need to provide continuous training for staff and to develop a clear training plan. In addition, the study recommended conducting scientific studies aimed at evaluating the quality management system in sports complexes in the Sultanate of Oman.

Abstract

The study aimed to identify the availability of the principles of quality management in sports complexes in the Sultanate of Oman. The sample consisted of 95 members working in sports complexes, including heads of departments, trainers and sports activity specialists. To achieve the above objective, a questionnaire was developed and distributed to the sample. The study used the descriptive methodology approach. The internal consistency of the questionnaire was 0.962 determined using Cronbach's alpha coefficient. The study reached a number of findings, the most important of which is that the degree of availability of the principles of quality management in sports complexes in the Sultanate of Oman was found to be medium, with a mean of 3.12. The customer focus theme had the highest mean, while the leadership theme had the lowest mean. The findings also indicated that there were no statistically significant differences at the level of (α≤0.05) in the availability of quality principles in sports complexes in the Sultanate of Oman, among the study sample’s estimates for all themes related to the sport complex variable. In the light of the previous findings, the current study recommended the need to work on continuous improvement of the workers in sports complexes in the Sultanate of Oman, as well as the need for senior leadership to take the views of their employees when suggesting proposals and solutions to the problems facing them, as well as the need to provide continuous training for staff and to develop a clear training plan. In addition, the study recommended conducting scientific studies aimed at evaluating the quality management system in sports complexes in the Sultanate of Oman.
Abstract

This study aims to identify the level of administrative empowerment and its relation with the level of organizational development for the principals of basic education schools in North Batinah Governorate in Sultanate of Oman, and to reveal the differences among significance of such relation in a term of the community gender, the educational cycle and the years of experience. The study adopted the descriptive method in relevance to the nature of the study and its objectives. Application has been made on all study community where they are 100 principals of basic education schools at North Batinah. To answer the questions of this study, a questioner was established, consisted of (53) paragraph distributed in two parts, one administrative empowerment, which contains five scopes: giving authority, motivations, participation in decision making, communication and information flow, and Professional development. The second part organizational Development which contains five scopes, including: the strategic, structural, executive, human resources management and technologies. The information is processed by using the Mathematical averages and the standards deviations and relative importance (rank) of the study parts, examining t-test to verify the significance of the differences which are attributed to community gender, the educational cycle and the years of experience. The most important results that this study finds the following:

The estimations of the study sample regarding the administrative empowerment, organizational development levels found in a high degree. As for the differences, there are no statistical significance differences in the level of significance $\alpha \leq 0.05$ between school principals average estimates to the administrative empowerment according to the sample of the study attributed to the community gender, the educational cycles and the years of experience. There are no statistical significance differences in the level of significance $\alpha \leq 0.05$ between school principals average estimates to the Development Organization according to the sample of the study attributed to the educational cycles and the years of experience. There are statistically significant differences in the level of significance $\alpha \leq 0.05$ in average estimates school principals of the Organization Development in (human resources management) domain due the community gender in favor of females. There is a weak correlation between administrative empowerment and organizational development, where the correlation coefficient is $r = .33$, which is statistically significant at $\alpha 0.05$ according to the opinion of the sample of the study.
Abstract

Therefore, the study recommends with several recommendations, the most important of which includes: developing the system of motivations currently applied in the ministry for the substitute of school administration for the school principals, give further chance in participation for the schools principals in decision making, especially in the new experiments relating to the scholastic works, activating the role of the schools principals in forming the educational plans and its objectives in terms to be appropriate to the requirements of actuality and the future ambitions, necessity of applying the term of educational development in the educational basic education schools as a strategy for development for changes and solving problems.
هدفت الدراسة التعرف على دور إدارة مدارس التعليم الأساسي للصفوف 5-9 بولاية السويق في تنمية الفكر الوقائي لدى طلبتهم، وتكونت عينة الدراسة من (120) فردًا من مديري المدارس ومساعديهم والأخصائيين الاجتماعي والنفسى والمعلمين الأولوئ، تم اختيارهم بطريقة عشوائية وتم تمثيلهم بنسبة (81%) من مجتمع الدراسة. ولتحقيق هدف الدراسة، استخدمت النهج الوصفي من خلال اعداد استبانة، وتمت من (56) فقرة مووزعة على خمسة محاور، تمت توزيعها في دور إدارة مدارس التعليم الأساسي للصفوف 5-9 في تنمية الفكر الوقائي في: الخطة المدرسية، الطلب، البيئة المدرسية، الأنشطة المدرسية، أولياء الأمور، وتم الحصول على صدقها وثباتها. وأظهرت نتائج الدراسة ما يلي: أن دور إدارة مدارس التعليم الأساسي للصفوف 5-9 بولاية السويق في تنمية الفكر الوقائي لدى طلبتهم، جاء بدرجة عالية بمتوسط حسابي عام لأدوات الفكرة (3.89)، وبحسب معيار عام (0.53) ووجود فروق ذات دلالة عند مستوى الفروق (0.50) تعا لمتغير النوع الاجتماعي في محوّل: (الطلبة، والأنشطة الطلابية)، ولصالح عينة الذكور، ووجود فروق ذات دلالة عند مستوى الدالات (0.05) تعا لمتغير الوظيفة المدفوع في محوّل: (الﻂلابة، والأنشطة الطلابية)، وصلاح ذوي نوع الماجستير. في حين لا توجد، ذات دلالة عند مستوى الدالات، (0.50) لمتغير العمر المدفوع في محوّل: (الطلبة، والأنشطة الطلابية)، وصلاح ذوي نوع الماجستير. في حين لا توجد، ذات دلالة عند مستوى الدالات، (0.50) لمتغير العمر المدفوع في محوّل: (الطلبة، والأنشطة الطلابية).

وفي ضوء نتائج الدراسة أوصت الدراسة بالعمل على إعداد مناهج تنمية الفكر الوقائي لدى الطلبة، ومنح الإدارة المدرسية رؤية من الصالحية تجديد التعليمي علىchanges_0.png
Abstract

The current study aimed to identify the reality of implementing the "quality of school leadership and management" standard by Abu Dhabi Private Schools' Leaders in the I'tiqaa Program from principals and teachers' views. The sample consisted of (89) principals and (445) teachers selected from (89) private schools in Abu Dhabi. A questionnaire consisting of (50) items divided into five dimensions was applied, after verification of validity and reliability, where the coefficient of Cronbach's Alpha was (0.88). The results showed that the degree of implementing the "quality of school leadership and management" standard was high from principals' views, and moderate from teachers' views. The results also showed no significant differences between the degree implementing the "quality of school leadership and management" standard due to the school type from principals' views, while it showed a significant difference from teachers' views in favor of schools that imply the American curriculum compared to the British curriculum. Moreover, the results showed a very weak negative correlation between the principals and teachers in the degree of implementing the "quality of school leadership and management" standard. According to these findings, it was recommended to hold seminars, workshops, and training courses for private school administrations, especially in the areas of school leadership effectiveness, self-evaluation, and development planning.
Active Learning (AL) - Cycle Two

The present study is designed to investigate Cycle Two EFL teachers' perceptions of active learning and their classroom practices, drawing conclusions on the important and correlative link between them. Three instruments were used to answer the research questions: a questionnaire, an observation checklist and a semi-structured interview.

The population of the study covers Cycle Two EFL teachers from Batinah North Governorate for the academic year 2017/2018. The sample of the questionnaire consists of 30% of the total EFL teachers in Batinah North (170: 59 male teachers and 111 female teachers). The sample of the observation consists of 18 teachers. Analysis of teachers' responses and their classroom practices indicates a mismatch between teachers' perceptions and their practices of some fundamental aspects of active learning such as: teacher role, student role and active learning cycle. This mismatch influences the actual efficiency of classroom practices.

The study suggests further awareness, training and knowledge expansion in relation to active learning among teachers. It brings all educational environment stakeholders into the scene, suggesting role distribution that involve all in a spirit of partnership and collaboration.
This study aimed to identifying the role of school principals in developing creativity among the students of basic education in Batinah North Governate. The researcher used the descriptive approach on the study which sought to identify the effect of gender variables, scientific qualification, years of experience in the field of administrative role. Random sample of 100 principals has been selected among the governorate. The researcher designed the questionnaire after reviewing the theoretical literature and previous studies related to the development of creativity among students. The most important results of the study is that the role of the basic education principal has scored a high level. The results of the study showed no statistically significant differences in the samples of the study for the gender variable (male/female) in the fields of planning and the school environment, while there are significant differences in the field of talent discovery and the statistical differences in favor of the male sample. The results showed that there were statistically significant differences between the sample with the qualification of the diploma and the sample with the qualified scientific subjects; BA and MA and higher. The results showed that there were no statistically significant differences, according to the variable years of experience (10 to 19 years, 20 years and above) in all fields. In order to enhance the high performance of school principals in the development of creativity, the researcher recommended a continuous administrative development of the educational leaders in the school environment, as well as the provision of the school environment that promotes the creative growth of teachers, learners, school administration and families to encourage, develop and instill create thinking among students.

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الدرجة العلمية: ماجستير
البريد الإلكتروني: 2018
السنه: 2018
عنوان الاطروحة: دور مديرى مدارس التعليم الأساسي في تنمية الإبتكار لدى الطلبة بمحافظة شمال الباطنة من وجهة نظرةهم
الكلمات المفتاحية: Abstract

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السنه: 2018
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Abstract

This study aimed to know the attitudes of male and female teachers of geography and modern techniques towards using computers in teaching, and to find out if there is a difference in attitudes between male and female teachers towards the use of computer in teaching the subject. The study followed the descriptive approach. The sample of the study, which is the same as the study population, consisted of 30 male and female teachers. The study tool, the questionnaire which is consisted of 35 paragraphs was applied. The validity of the content of this measure was measured by the validity of the content and the sampling validity, the reliability of the scale was achieved by using the α-Cronbach equation of 0.93. From the most important results of the study is that the attitudes of male and female teachers towards using computer in teaching geography and modern techniques in Al Buraimi governorate was positive. Also, the results indicated that there is no difference in the attitudes between male and female teachers towards using computer in teaching. In the light of the previous results, the study recommended to enhance the positive attitudes of male and female teachers towards the using computers in teaching by providing them with all new software programs and training them, and to develop these positive attitudes through a development of a manual of computer programs include practical organized and rationed applied on the level of the Sultanate of Oman, and has standardized evaluation criteria to achieve competition towards better results. Also, the study recommended to motivate the good teachers who are good at using the computer programs and supervisors of the student projects of the material by honoring them on the Sultanate level in the Annual Geographic Information.
Abstract

Administrative transparency is one of the most influential organizational practices that positively affect the quality of work and raise the employees’ morality. This study investigated the relationship between administrative transparency achievement motivation, in addition of the degree of administrative transparency practiced by school principals, and teachers’ achievement motivation in Suwar. Moreover, it studied the influence of gender on the practice of administrative transparency. The study sample consisted of 365 male and female teachers. The researcher used the Administrative Transparency Measurement Scale developed by Rawlins (2008) to measure administrative transparency, and the Academic Motivation Scale developed by Blais (1993) to measure teachers’ achievement motivation. The content validity of the two scales was measured including the item validity and sampling validity. Moreover, the internal consistency of the scales measured by the Cronbach’s Alpha showed that they had high reliabilities, which were 0.89 and 0.81 respectively. One of the main findings of the study was that school principals practiced a low level of administrative transparency, and teachers had low achievement motivation. The study also indicated that the relationship between administrative transparency and achievement motivation was weak \( r = 0.329 \). Those findings fairly supported the proposed model for the study. Furthermore, the findings indicated that there were statistically significant differences in the practice of administrative transparency due to the gender variable in the favor of male. Based on these findings, it is recommended that the Ministry of Education should provide training courses and workshops for school principals to familiarize them with administrative transparency and develop a specific mechanism on how to implement it. In addition, it is vital to raise teachers’ achievement motivation through the implementation of innovative motivating training programs. Teachers also should be interviewed to explore sources of motivation and other factors that would help to improve their achievement motivation, and reduce the pressure of their workload. Finally, it is suggested to further investigate the reasons of low administrative transparency and achievement motivation in schools and the relationship of variables to other potential variables.
The present study aims at identifying the role of school administration in enhancing intellectual security of the students (grades 11-12) in public schools in the Wilayate of Sohar, Sultanate of Oman from the students' point of view, as well as finding out whether there are statistically significant differences in the strengthening of intellectual security by the schools' administration attributed to the gender variables. The sample consisted of (381) in total, out of which females students were (193) and males student were (188) selected from (14) schools in the Wilayat of Sohar using appropriate class techniques. They were tested using a questionnaire consisted of (45) expressions distributed along five axes. The validity of the content and the reliability of the representation of the questionnaire were measured. The internal consistency of the questionnaire were measured using a Cronbach equation at (0.899). The results indicated that the level of sample evaluation for the role of school administration in promoting intellectual security for students in Wilayat of Sohar was moderate. The results also showed that there were substantial differences between the arithmetic averages of the role of the school administration in enhancing intellectual security for students in Wilayat of Sohar attributed to the type variant of female students. The results of the open question showed that the most prominent proposals and suggestions to develop the school administration in addressing the issues of students intellectual security from their point of view was to allocate a monthly or weekly class to address students intellectual issues, and consider students' opinions on the development of their school and solve their problems. The study recommended that the school administration should educate and raise the awareness of students regarding the intellectual security via plays, art works and writing researches, and establish a committee in the school dedicated to strengthening students' intellectual security.
The study aimed to investigate the level of training programs of Department of Education and Knowledge in teachers' professional development in Abu Dhabi. The sample consisted of 528 teachers working in the schools related to the Department of Education and Knowledge. A questionnaire consisting of (74) items distributed over eight dimensions was applied. (Content validity was measured ,internal consistency reliability was measured, and Alpha Cronbach was results showed that the level of training programs of Department of Education and Knowledge in teachers' professional development in Abu Dhabi was high, where the "trainers, the content of the training programs, the benefit of the training programs, the training environment, the methods, methods and activities of the training programs" dimensions were ranked firstly, with a high level. While the "objectives of training programs, planning of training programs, evaluation of training programs' dimensions were ranked at lastly, with a moderate level. The results showed significant differences between the means of the level of training programs of Department of Education and Knowledge in teachers' professional development and all its fields regarding to the variable of specialization, favor of the teachers of humanitarian subjects and the field teachers, compared to the teachers of the scientific subjects. While there were no significant differences due to the variable of the educational stage, and no significant differences were observed with the variable years of experience, except in planning training programs and trainers' dimensions. According to these findings, it was recommended that the training programs be based on the teachers' private needs to develop their knowledge, skills and experience to achieve a high effectiveness, and to involve teachers in the planning, implementation and evaluation of training programs.
The study aimed to investigate the degree of practicing change management among school leaders team from the teachers view in Abu Dhabi. The sample consisted of 440 teachers working in cycle one schools in Abu Dhabi. A questionnaire consisting of 58 items distributed on six dimensions. Content validity was measured, internal consistency reliability was measured, and Alpha Cronbach was \( r = 0.90 \). The results showed that the degree of practicing change management among school leaders team was moderate, where the "vision of the school and human resources management" dimension ranked firstly and secondly respectively, with a high degree. while the "organizational culture supporting the process of change, the community participation to serve the change processes, strategic planning of the process of change and resolving the leadership of the process of change" dimensions ranked lastly respectively, with moderate degree. Additionally, the results showed no significant differences in the degree of practicing change management among school leaders team, and its dimensions, with regard to "qualification and educational office" variables. While the results showed a significant differences in the degree of practicing change management, and its dimensions, with regard to year of experience variable in favor of the teachers who have "less than 5 years" experience via the teachers who have "10 years and more" experience. According to these findings, it was recommended holding educational and rehabilitation courses for school principals on change management and its fields, especially in the change leadership, strategic planning of change process, and time and crisis management domains.
This study aimed to investigate the impact of the Arabic calligraphy program on the development of writing skills and feedback among cycle one teachers in AlRakha’a Basic School. Qualitative case study methodology was used because the data was gathered from AlRakha’a Basic School in Suwar in A1 Batinah North Region. The researcher adopted a training program in Arabic calligraphy where she trained the teachers for a month in the school. To measure the impact of the program, the researcher provided two study tools: the first one is the observation form; which is divided into two parts: the first observation form is to measure the writing skills amongst the trainee teachers, she measured through 15 writing skills, the second observation card was to measure the development of feedback on the participated teachers where the researcher used Holding classification (1975). While the second research tool was the focal and individual interviews which were applied after the program. And the interviews were in- cluded many questions to investigate on depth the impact of the program on writing skills and feedback. The finding showed the importance of teacher’s training on the writing skills and writing letters correctly because of its impact on students’ acquiring writing skills, and its impact on the speed of their learning more effectively. Also, the result found that the suggested program in Arabic calligraphy helped to improve some the writing skills in a positive way and that through applying some of the acquired skills and the effectivenes of cycle one teachers and their motivation to applying Arabic calligraphy rules. Also, the result showed the impact of the program on increasing and diversifying the use of feedback by cycle one teachers while they were teaching writing skills. In the light of previous finding the study recommended to adopt of Arabic calligraphy writing skills development program for cycle one teachers because of its effective influence on the development of the written skills for teachers. In addition of giving more space for Arabic calligraphy lessons to practise writing skills correctly through the lessons and giving extra exercises to improve the Arabic calligraphy writing skills.

هدفت هذه الدراسة إلى معرفة أثر برنامج في خط النسخ على تطور المهارات الكتابية والتنغذية الراجعة لدى معلمات المجال الأول في ولاية صحار. هذه الدراسة النوعية اعتمدت على منهجية دراسة الحالة؛ لأنها اقتبست فقط على فئة محددة وهي معلمات المجال الأول بمدرسة الرخاء للتعليم الأساسي في منطقة صحار بمحافظة شمال الباطنة. وقد قامت الباحثة بتدريب المعلمات على برنامج تدريبي في خط النسخ لمدة شهر في المدرسة، وبعد انتهاء البرنامج قامت الباحثة بمهما في بناء تقييم البرنامج بالكتابة والملاحظة الراجعة لدى معلمات المجال الأول، وذلك عبر الفحص الملاحظة المبتدئ بالمدرسة. وظلت أثر البرنامج قائمًا بعد الملاحظة بتقسيم أدائي لدراسة: الأولى: بطاقة ملاحظة، فسرتها الباحثة إلى سؤال: بطاقة الملاحظة الأولى قوس. وظلت تأتي البرنامج في متما مهارات الكتابة لدى المعلمات المشاركات، كانت الباحثة 15 مهارة كتبية تم التدرب عليها في البرنامج، أما بطاقة الملاحظة الثانية فقد كانت تقيست مدى تطور التغذية الراجعة لدى المعلمات المشاركات في البرنامج التدريبي خط النسخ، واستخدمت فيه الباحثة تصنيف هولدنج (1975). أما الأدوات الأخرى فهي المقابلات الفردية التي طبقت بعد البرنامج، وتتألف بين عدة أسئلة تقيس أثر البرنامج على تطور المهارات الكتابية والتنغذية الراجحة لدى المعلمات. وظهرت نتائج الدراسة أهمية أثراه على تطور المهارات الكتابية ورسم الحروف بشكل صحيح، لما له من أثر في إكساب الطلبة للتغذية الكتابية وتأثره على سرعة تعلمهم بشكل أكبر، كما توصلت النتائج أن البرنامج الفعّال في خط النسخ قد ساعد على تطور بعض المهارات الكتابية بشكل إيجابي، وذلك من خلال تطبيق المهارات المكتوبة وفاعلية مهارات المجال الأول وملحوظة لطاعة في حل أسئلة في إحداث البرامج. أما أثر آلة البرامج في تطوير مهارات الكتابة وتحفيز المعلمات على تناول الأدوات والمهارات، وتطوير البرامج على زيادة وتشجيع استخدام مهارات المجال الأول كأداة للتطوير، فقد تركز البرامج على تطوير مهارات الكتابة، وتأثر البرنامج على زيادة وتشجيع استخدام مهارات الكتابة، ومن ضوء النتائج السابقة أوصت الدراسة بإعتماد برامج تطوير مهارات الكتابة وتحفيز المعلمات بشخصية من خلال الحجج، واتباعها من النتائج في تطوير مهارات الكتابة والتنغذية الراجحة، وانعكاس ذلك على تعلم الكتابة، وأعمال نماذج تطور لمسة الخط العربي، لتمارسة الكتابة بطريقة مثالية من خلال الحجج، واتباعها من النتائج في تطوير مهارات الكتابة والتنغذية الراجحة، وانعكاس ذلك على تعلم الكتابة، وأعمال نماذج تطور لمسة الخط العربي، لتمارسة الكتابة بطريقة مثالية من خلال الحجج.
مريم بنت محمد بن سالم الجابري

التخصص: ماجستير مناهج وطريقة تدريس اللغة العربية

الدرجة العلمية: ماجستير

البريد الإلكتروني: 2018

السنة: 2018

عنوان الاطروحة: أثر القراءة الحرة في تنمية مهارات التعبير الشفوي لدى طالبات الصف العاشر الأساسي في ولاية صحار

الكلمات المفتاحية:

Abstract

This study is aimed at knowing the effect of free reading in developing oral composition for basic tenth grade female-students. It depended on comparative casual approach. The study sample encloses (60) girls from basic tenth grade female-students in Sohar. The researcher have done an observation upon the girls during performing oral composition for the goal to know the students' average in oral composition skills in comparing between free reading female-students readers and other students girls who do not read. In fulfillment of this study, the researcher has used a tool which is an observation card to observe the students' performance as a criterion of measurement for the oral composition performance for secondary stage students AlHashimi (2004). It has been measured the faithfulness of the content for this criteria after developing it by adding some composing skills to it. The stability of study tool according to Cooper criteria to measure the scale stability is 92% and according to Pearson's correlation factor to measure the stability scale. If correlation factor between the first and second factor is 77%, and between the first and factor is 781, the second and third factor is 913. In the results we have there are differences which have a statistics reference between free reading female -student's readers and non-readers female students in the level of skills they have in oral composition and that free reading has an effect in improving some oral composition skills. It is observable through the difference in scale averages of free reading female -student's readers and the scale averages of non-readers female-students that readers overpass the non-reading female -students in oral composition skills. Thus this study recommends: taking notice in free reading and employ it in teaching studies, to be so keen on developing oral composition skills since first study levels, and it suggests making experimental studies to experiment free reading in developing and improving student's oral composition.
The study aimed to examine time management and job stress among the educational planning members in the General Directorate of Education in the Sultanate of Oman. It investigated the relationship between their time management and job stress, as well as whether there are statistically significant differences in time management and job stress among the participants with regard to the years of experience. The study sample consisted of 39 educational planning members. They completed Time Management Behaviors Scale (Macan, 1994) and Workplace Stressors Assessment Questionnaire (Mahmood, Coons, Guy & Pelletier, 2010). The content validity of both questionnaires was measured which includes the item validity and sampling validity. Moreover, the internal consistency coefficient measured by Cronbach’s Alpha were 0.68 and 0.82 respectively. One of the main findings of the current study was that the level of time management among the subjects was high, while the level of job stress was low. Results also showed a moderate and negative correlation between time management and job stress. No statistically significant differences in time management and job stress with regard to the years of experience. The results also supported the proposed theoretical model of the study. Based on the findings, the study recommended making use of the techniques that the participants apply to manage their time and to alleviate the workplace stressors they face. Additionally, the education officials should pay more attention to enhancing the concept of time management by holding training courses and workshops for the ministry employees in order to increase their productivity, enhance job satisfaction, and reduce work pressures. They should also encourage and support interested researchers to conduct studies in order to identify and investigate the causes and sources of the negative work stressors. Other scientific studies can be also conducted to examine the relationship between time management and job stress with other variables.
مئيرى بنت سيف بن شامس الكيومى
الباحث:

العنوان المفتاحي:

Dr. Manira Bint Saeed bin Shams Al Koomi

المتخصصة في مناهج وطريقات التدريس العلوم

المبحث:

ماجستير

الدرجة العلمية:

ماجستير

البريد الالكتروني:

2018

السنه:

درجة ممارسة معلمي العلوم لل استراتيجيات المتمنومة

عنوان الارضحة:

مع مبادئ التعلم المستند إلى الدماغ في مدارس الحلقة الثانية للتعليم الأساسي بسلطنة عمان

الفصل:

Abstract

The current study aimed to investigate the degree of practicing science teachers to brain-based learning strategies in basic education schools (cycle 2) in Sultanate of Oman. It was done through the point of view of science senior teachers in Al-Batinah north, Al-Batinah south and Muscat governorates. Moreover, the study aimed to reveal if there are significant differences at α < 0.05 level among the participants responses of practice degree due to the gender and the geographic location. The study sample consisted of 109 male and female senior science teachers in cycle two in basic education school. They all responded to the study tool which is a questionnaire. The validity of the questionnaire items was done through measuring the face validity. The agreement percentage of all of the questionnaire items was 89.15% using Cooper equation. The reliability of the questionnaire was 0.94 using Alpha Chronbachts equation. One of the main study results was the high practice degree of brain-based learning strategies among science teachers in the three governorates. Moreover, there was significant differences at α < 0.05 level among science senior teachers responses regarding the practice degree of brain-based learning strategies among science teachers with respect to gender. However, there was no significant difference at α level among their responses regarding the geographic location. In the light of the results, the study highlights the importance of organizing and conducting educational workshops and training courses included brain-based learning strategies.
This study aimed at identifying the role of school principals in developing the entrepreneurial culture among students in Oman from the professional guidance specialists’ point of view, and exploring the impact of the gender social variable and the educational stage on the assessment of vocational guidance specialists, for the role of principals in developing the entrepreneurial culture among students. To achieve the objectives of the study, a five-digit questionnaire was designed, which was consisted of (42) points divided into four stages: developing the culture of entrepreneurship of the school community, developing a culture of entrepreneurship among the students, spreading the culture of entrepreneurship among the local community, and building up the role of the entrepreneurship specialists in developing this culture. The validity was confirmed by presenting it to a group of (21) arbitrators. The tool was confirmed by the Cronbach Alpha equation that reached 0.99. The study sample consisted of (299) male and female specialists of the secondary education schools and after basic school education. They were selected randomly from (5) governorates in the Sultanate. The findings of the study showed that the role of principals in developing the culture of entrepreneurship among school students in the Sultanate of Oman came at a “high” rate in general, and at all stages of the study from the point of view of professional vocational guidance specialists. The findings also indicated that there were no statistically significant differences at the level of ($\alpha \geq 0.05$) on the role of principals in developing the culture of entrepreneurship among students from the point of view of vocational guidance specialists, according to the gender variable and the educational stage. In light of these findings, the study has reached a number of recommendations and suggestions, one of them was to sign agreements with the local society organizations for training the students on entrepreneurship work, taking care of arranging various competitions for projects of entrepreneurship for students, and conducting a study on the problems that face the school principals in the development of entrepreneurship among the students.
نورة بنت راشد بن سليمان الحوسنية

الباحث:
مناهج وطرق تدريس اللغة العربية
التخصص:

الدرجة العلمية:
ماجستير

البريد الالكتروني:
2018

السنة:

 chambre

مستوى اكتساب طلبة الصف الحادي عشر في مدارس ولاية السويق لمهارات القراءة الناقدة
عنوان الاطروحة:
المهارة، القراءة الناقدة
الكلمات المفتاحية:

Abstract

This study aimed to reveal the level of acquisition of eleventh grade students in for Schools of willayat AL Suwaiq the critic reading skills, in addition to survey whether there are differences because of the major or the type. The study was applied to 470 students to measure the critic reading skills. The honesty of this study was measured by the content honesty and virtual honesty (Using the alpha equation of Cronbach 71). The study followed the descriptive approach One of the most important findings of the study is that there is a weakness in the level of the acquisition with the eleventh grade students of critical reading skills. Also has been noted that there are differences in critical reading skills due to gender in favor of females. Additionally, there are differences in the major in favor for Scientific major. Through the previous results, the current study recommended the need to train teachers on how to employ critical reading skills and teach them in the educational process, and to identify the critical reading and its importance. And the need to develop critical reading skills of the eleventh grade students through teaching activities and assessment tools, so that critical reading skills are present in everything related to the educational learning practices of the student. The study presented several proposals, the most important of which are: Designing a proposed training program for the development of critical reading skills among eleventh grade students.
The current study aims to investigate the effectiveness of life skills’ curriculum of 9th grade to achieve the entrepreneurship competencies as well as to explore the statistical significance of such effect with regard to the type of gender. The study sample consisted of 61 life skills teachers (both males and females) in South A1 Batina Governate in addition to the 9th life skills’ textbook. The Survey method was used and two tools were used in the study: the questionnaire which was consisted of 8 dimensions and the textbook content analysis card. The psychometric characteristics were checked by Trustees and formative validity, and the internal consistency was calculated by using Cronbach’s Alpha (01=0.95). The findings showed that the participants’ responses were matching with the content analysis findings in some competencies such as self-awareness, independence, responsibility, creativity, innovation, initiation, ambition and risk-taking and matching with (project’s management, communications and decision making). On the other hand, the findings showed that there was no statistical significant in the efficiency of grade-nine life skills curriculum that are related to the gender differences. Based on the findings, the study recommends improving life skills’ curriculums by cognitive data and activities related with the competencies: self-awareness, independence, responsibility, creativity and innovation, initiation and ambition and risk-taking. The study also recommends conducting training workshops for the life skills teachers about the self-business projects and entrepreneurship to help the students to develop their skills.
Abstract

This study aimed to investigate the attitudes of the schools' principals in North A1 Batinah towards utilizing modern technology in education, and to examine the effects of gender on the principals' attitudes toward using educational technology. The sample of the study consists of 50 principals (males and females). The tool of the study is questionnaire which was developed to answer the questions. The questions consist of items distributed on three aspects that include, the advantages of modern educational technologies, its challenges and the methods of utilizing such technologies, and the methods of utilizing the technology. Content validity was measured, as well as internal consistency which measured the questionnaire reliability and the Cronbach's alpha was $r = 0.79$. The most important findings of the study are that the school principals have got high altitudes of modern education technologies utilizations. Also, there are no significant statistical differences between male and female principals in their attitudes of utilizing modern educational technology in education. The most important challenges in utilizing such techniques are providing educational devices in all classrooms in consistent manner, having classroom dedicated to education technologies in the schools, and having educational technologies specialist. The most important recommendations of the study are providing the educational technology, such as various devices in the classrooms, preparing courses and training workshops for principals related to utilizing educational technologies findings of the modern innovations therein and increasing budget allocated to providing modern educational technologies in the schools.
This studying aimed to know the degree of Practicing of stratigic planning with mangers of North Al-Batinah Schools in Oman. The area of the studying consisted of 144 mangers from males and females. It has been applied in the year 2016/2017 according to variables of scientific qualification and gender variable.  

It answered of number of questions, like:  
1. What is the degree of Practicing of stratigic planning with mangers of North Al-Batinah Schools in Oman?  
2. Are there any statistically significant differences in the practicing of stratigic planning due to the variable of scientific qualification with the mangers of North Al-Batinah Schools in Oman?  
3. Are there any statistically significant differences in the practicing of stratigic planning due to the variable of gender with the mangers of North Al-Batinah Schools in Oman?  

In order to achieve the objective of the study, the researcher has been used the descriptive approach, and she designed a questionnaire, which included (41) items. The questionnaire was presented to a group of arbitrators. In order to verify the validity of the questionnaire, the correlation coefficients (Alpha Kronbach) were used to measure the relationship of every item and the total score of the domain, as well as between each field and the total score of the questionnaire.  

The study reached to number of results: In answer to the first question, what is the degree of Practicing of stratigic planning with mangers of North Al-Batinah Schools in Oman?  

The results showed that the mathematical averages of the fields of Practicing of stratigic planning with mangers of North Al-Batinah Schools in Oman ranged between (3.88 - 4.14), all with high degrees of practice. This indicates that Practicing of stratigic planning with mangers of North Al-Batinah Schools in Oman was very high.
Abstract

In answer to the second question: Are there any statistically significant differences in the practicing of strategic planning due to the variable of scientific qualification with the mangers of the schools of North Al-Batinah Schools in Oman? The results showed the variable of scientific qualification with the mangers of the schools of North Al-Batinah Schools in Oman was more than (0.05). This means there are no statistically significant differences at level of significance less that (0.05) in the average scores of practicing of strategic planning areas due to the variable of scientific qualification. This indicates the similarity of the practicing of strategic planning due to the variable of scientific qualification with the mangers of the schools of North Al-Batinah Schools in Oman in degree of practicing of strategic planning with their various scientific qualifications.

In answer to the third question: Are there any statistically significant differences in the practicing of strategic planning due to the variable of gender with the mangers of the schools of North Al-Batinah Schools in Oman?

The study showed that the values of significance levels were less than (0.05) in the fields of (school mission, strategic objectives of the school, sub-goals of the strategic objectives, plans and school programs, strategic evaluation of the school plan and strategic planning as a whole) due to gender variable, these differences appear to be in favor of females. Generally, the results showed that the degree of practicing the strategic planning with the mangers of schools in the general directorate of education at North of Al-Batinah in Oman was high with an arithmetic average of all fields (4.02).

According to the studying results, the researcher has been reached to these recommendations:

1. Throughout the first field, the strategic analysis for the school: the school’s administrative used scientific analysis approach in analyzing the internal and external environments on the lowest arithmetic, this indicates to the practicing degree is average. Therefore, we recommended to doing brainstorming sessions for all participants in the status of school planning on how to analyzing the internal and external environments, as well as, the intensive training and practical application to use SWOT.

2. Throughout the first field; school mission; it present to all employees after being discussed and approved on the lowest average arithmetic. The researcher recommended applying number of prominent and vital places in the school, to put the school mission in an attractive and interesting manner, as well, presented and discussed during the regular meetings of all groups in the school.

3. In answer to the third question, the results showed that the degree of practicing the strategic planning of the school is average (4.02). Therefore, we recommended applying number of prominent and vital places in the school, to put the school mission in an attractive and interesting manner, as well, presented and discussed during the regular meetings of all groups in the school.

The researcher recommended applying number of prominent and vital places in the school, to put the school mission in an attractive and interesting manner, as well, presented and discussed during the regular meetings of all groups in the school.
Abstract

There are differences in the average score of the practicing, like; (school mission, strategic objectives of school, sub-goals for strategic objectives, school plans and programs, strategic evaluation of the school plan and strategic planning as a whole), due to the gender variable. It showed from the average arithmetic, these differences as for females benefit. The researcher recommended presenting the schools managers for workshops training and to exposing on the newest, researches and education articles which address areas to increase the amount knowledge and skills with them.

All in all, the study reached to research proposals, like;
1. Conducting a research between school’s planning and ministry’s planning with range of interconnection, which including the philosophy and objectives education in Oman.
2. Conducting of a search for the answer of the question: Shall each school have strategic planning in the absence the school manger of the input?