Change Management of the Directors of Schools at the Ministry of Education in the Kingdom of Bahrain and its Relationship to the Development of School Sports

A Thesis Submitted in Partial Fulfillment of the Requirements for the Ph.D. Degree in Physical Education - Sports Management

Submitted by
Nasreen Mohammed AbdulMalik
University number: 19951529

Supervised by
Prof. Dr. Adel M. AlNashar
Prof. of Sports Management
University of Bahrain

Prof. Dr. Faisal H. AlMulla
Department of Physical Education
University of Bahrain

Kingdom of Bahrain
June 2017
ABSTRACT
Change Management of the Directors of Schools at the Ministry of Education in the Kingdom of Bahrain and its Relationship to the Development of School Sports
Submitted By: Nasreen Mohammed
Supervised By: Prof. Adel Elnashar  Prof. Faisal Al-Mulla

The study aimed to identify the degree of practicing principals of the Ministry of Education schools in the Kingdom of Bahrain for the methods of change management and its relation to the development of school sports from the point of view of the study sample. The researcher used the descriptive approach and the sample of the study (436) teachers, and first teachers of physical education were selected in a random stratified method. To achieve the objectives of the study and answer its questions, the researcher designed a questionnaire as a main tool for collecting data after verifying its validity and stability. It consists of two axes. The first axis: the methods of managing change among school principals. It consisted of (70) paragraphs divided into (6) areas: The school's goals and priorities, organizational culture supporting change, organizational structure of change, behavior modeling, mental stimulation or intellectual stimulation. And the second axis: the relationship of methods of change management to the development of school sports, and has included (32) words. In order to analyze the study data, the Statistical Package for Social Sciences (SPSS) program was used in various statistical methods.

Some of the main findings of the study are:

1 - The degree of practice of the directors of the schools of the Ministry of Education in the Kingdom of Bahrain for the methods of change management from the point of view of the sample of the study a good degree and a relative weight (74.53%).
2 - There are no statistically significant differences between the average teachers' estimates of the degree of the principals of the Ministry of Education schools in the Kingdom of Bahrain for the methods of change management and the overall score of the questionnaire due to gender (male- Female).
3 - There are statistically significant differences between the average teachers' estimations to the degree of the principals of the Ministry of Education schools in the Kingdom of Bahrain for the methods of change management and the total score of the questionnaire due to the job title (teachers - the first teachers) for the first teachers except the school goals and priorities.
4 - There are no statistically significant differences in all areas of change management and the overall score of the questionnaire due to the educational stage (primary stage - preparatory stage - secondary stage).
5 - There are statistically significant differences in all fields of change management and the total score of the questionnaire due to years of service (less than (5) years - from (5) years to (10) years - more than (10) years (for years of service) 10 years).
6 - There is a strong correlation between the positive and statistically significant between the degree of exercise principals of the Ministry of Education in the Kingdom of Bahrain for methods of change management and the overall degree of change management areas and the development of school sports.

The researcher recommended to spread the culture of change management in all schools in the Kingdom of Bahrain with different stages of education and focus on the style of change management methods and areas in the schools of the Kingdom of Bahrain, resulting in the improvement and development of school sports.