Decision Make Ability in Relation to each of the Self-Effectiveness and Social Support for Public Sector Employees in Kingdom of Bahrain

A Thesis Submitted in Partial Fulfillment of the Requirements for the Master’s Degree in Psychology of Counseling

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Abstract

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The study aimed to identify the relationship between decision-making and self-effectiveness and social support for of the public sector employees in the Kingdom of Bahrain.

To achieve the objectives of the study the investigator used three instruments: the instrument of decision-making, prepared by Abdoun (1979), the instrument of self-effectiveness prepared by (Justice, 2001), and the instrument of social support designed by the investigator.

A descriptive designed method on a sample of 110 employees from the public sector from the Kingdom of Bahrain was used in this study.

Findings

There are significant differences between the mean scores of decision-making according to gender in favor of males.

There are significant differences between the mean scores of decision-making with respect to years of experience.

There is a significant correlation between decision-making capacity and all dimensions of the social support.

There is a significant correlation between decision-making capacity and self-effectiveness of the study sample.

The study recommended designing training programs that develop the capability of the employees with regard to decision making; through empower their self-effectiveness and strengthening the social support of the employees.