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Development of Organizational Structures of Palestinian Ministries in the Gaza Strip and their Impact on Managerial Efficiency

Abstract : This research aims to examine the developments of organizational charts of the Palestinian ministries and their effects on the managerial efficiency of the ministries. The research used analytical descriptive method buy using secondary and primary data. The research designed a questionnaire which consists of 80 paragraphs. The questionnaire was designed to fit the research hypothesis. The research population consists of 3118 persons and the sample accounted for 500 persons. All of sample members were selected from a managerial persons ranging from head of department to deputy minister. The research used the SPSS package to analyze the questionnaire. Some of the conclusions were the organizational chart of the Palestinian ministries suffer critical defects due to the continuous changes of Palestinian governments without real studies. This caused repetitive changes in the structures. In addition, lack of efficiency of people who designed the charts. This limitation in the Palestinian structures affected negatively the ability of ministries to develop their managerial performance. The research recommended that changes

in the structures of the ministries should happen when only needed in light of the strategies and missions of ministries. Furthermore, the employees must be placed in jobs fit their skills and qualifications and to avoid jobs overlap.

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0.42%	13	
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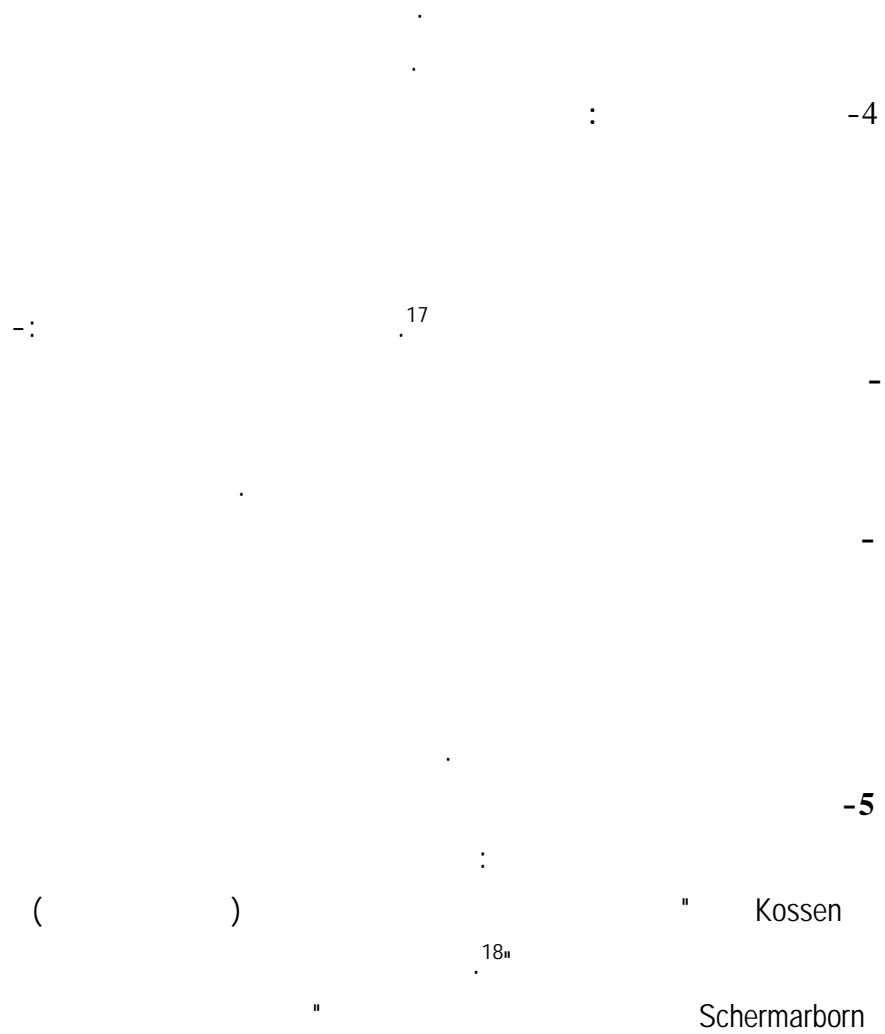
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¹⁵- اللوزي موسى- مرجع سابق.

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Centralization



¹⁷ Pugh D.S and Hickson. D.J. "The Comparative study of organizations penguin Books, London,1968, p.374 .

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Harrison and Stokes

Power Culture :

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²⁰ Harrison, Roger, Stokes, Herb, Diagnosing Organizational Culture. San Francisco: Pfeiffer, An Imprint of Jossey – Bass Inc., 1992

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57.9	267		3
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35.1	161	1-3	1
19.0	87	4-7	2
8.1	37	8-11	3
12.2	56	12	4
25.5	118		5
100.0	459		

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14.6	67		1
63.6	292		2
12.2	56		3
8.5	39		4
1.1	5		5
100.0	459		

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63.6%

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16.0	73	5	1
43.9	200	6-10	2
14.9	68	11-15	3
25.2	118	15	4
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		%	%	%	%	%	
							-
0.00	2.48	22.6	39.4	10.2	23.5	4.4	1
0.00	2.75	13.1	35.7	21.8	21.7	7.3	2
0.00	2.34	6.3	12.4	14.8	42.2	24.5	3
0.00	2.02	1.8	9.9	10.6	43.5	34.2	4
0.00	2.08	2.7	7.8	10.2	53.3	26	5
0.00	2.54	17	41.4	18.7	16.5	6.4	6
0.00	2.49	5.8	19.5	14.2	39.5	21.1	7

0.00	2.38							
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0.00	2.80	9.4	36.6	0.00	25.4	5.3		8
0.00	2.95	8.8	33.4	0.00	31.6	7.3		9
0.00	2.73	10.8	38.5	0.00	24.2	4.6		10
0.00	3.11	8.8	26.2	19.6	36.7	8.8		11
0.00	3.52	7	13.8	16.6	45.7	16.8		12
0.085	3.02							
								-
0.00	3.11	9.2	25.8	19.3	35.9	9.8		13
0.00	2.58	5.9	17.5	17.5	46.9	12.1		14
0.08	3.06	9	25.4	23.9	33.6	8.1		15
0.00	2.91							

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T**(8)**

		%	%	%	%	%	
							-
0.00	2.25	2.9	13.8	9.2	51.1	22.8	21
0.00	2.49	5.3	16.4	14.9	48.8	14.7	22
0.00	2.95	7.9	36.1	16.1	32.6	7.3	23
0.00	2.25	2.2	16.5	6.8	53.4	21.1	24
0.00	3.29	7	21.6	17.6	43.2	10.6	25
0.00	2.64						
							-
0.00	2.65	2.6	27.9	16	38.3	14.7	26
0.00	2.28	2	15.2	9.7	55.5	17.6	27
0.00	2.50	4.6	23.6	7.5	45.7	18.5	28
0.00	2.50	5.3	16	14.9	50.8	13	29
0.00	2.11	1.8	9.6	10.9	53	24.7	30

0.00	3.66	2.4	14	14.4	53.5	15.7		31
0.00	2.61							
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0.00	3.41	7.7	17.3	16.6	43.5	14.9		32
0.00	3.44	8.1	16.9	13.2	46.8	14.9		33
0.00	2.53	16.2	46.5	10.9	21	5.5		34
0.00	3.49	7.9	14.7	13.6	48.2	15.6		35
0.00	3.21							

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		%			%		
			%	%		%	-
0.00	3.43	5.9	17.7	17.7	44.6	14	51
0.00	3.59	5.3	12.5	15.3	51.9	15.1	52
0.00	3.59	4.4	13.8	15.5	51.1	15.3	53

³⁵ Ronald Ebert and Ricky Griffin, Business Essential, 4th edition, Prentice Hall, 2003.

0.00	3.40	8.3	17.2	15.1	44.8	14.6		54
0.00	3.50							
								-
0.00	2.77	18.3	29	17.7	27.1	7.9		55
0.00	2.43	24.7	35.8	15.5	19.4	4.6		56
0.00	2.55	21.7	33.1	18.2	21.9	5		57
0.00	2.58							
								-
0.00	2.76	15.7	33	17.9	26	7.4		58
0.06	3.10	18.1	22.9	8.7	30.8	19.4		59

0.00	2.82	14.6	30.4	22.4	23.1	9.5		60
0.00	2.72	14.6	36.7	19	21	8.6		61
0.00	2.60	22	26.9	26	18.9	6.2		62
0.00	2.8							

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T**(10)**

		%	%	%	%	%	
							-
0.00	2.96	10.2	32.2	16.4	34.1	7.1	63
0.06	3.02	7.5	30.6	20.4	34.8	6.7	64
0.07	3.08	7.1	29.6	19	36.3	8	65
0.06	3.14	8.6	26.5	17	38	9.9	66
0.057	3.05						
							-
0.00	3.24	6.4	38.3	32.5	18.6	4.2	67
0.06	3.02	7.1	46.4	29	32.4	5.1	68

0.00	3.25	5.1	20.4	25.9	41.2	7.3		69
0.00	3.69	4	12.8	10.8	54.4	17.9		70
0.04	3.23	7.9	20.3	24.5	35.1	12.1		71
0.00	3.28							

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		%			%		
			%	%	%	%	-
0.00	2.45	2.2	22.9	9.6	48.5	16.8	16
0.00	2.49	3.1	21.6	11.6	48.9	14.8	17

0.045	3.25	6	26.3	15.7	40.6	11.5		18
0.00	2.14	3.5	10.7	6.6	54.4	24.8		19
0.00	2.62	3.9	21	22.9	37.6	14.6		20
0.00	2.59							
								-
0.00	3.34	5	21	21	40.5	12.5		36
0.07	3.09	6.8	30	17.3	38.6	7.2		37
0.00	2.78	10.3	34.9	25.7	25	4.2		38
0.00	2.90	7.7	32.8	26.4	27.8	5.3		39
0.056	3.02							

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T**(12)**

		%			%		
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0.00	3.56	6.3	19.5	9	42	23.2	40
0.065	3.12	13.8	22.1	12.5	42	9.6	41
0.00	3.5	6.8	22.7	6.1	42.1	22.3	42
0.00	3.95	3.3	5.3	9.3	27.3	24.9	43
0.00	2.44	4.1	17.5	14.6	45.6	18.1	44

0.00	2.18	2.6	11.9	10.8	50.3	24.3		45
0.067	3.12							
								-
0.00	3.59	3.3	14.2	16.8	51.6	14		46
0.00	3.64	2.6	15.2	14.3	51.9	16		47
0.00	3.62	9.2	42.9	7.2	31.7	9		48
0.089	3.12	10.3	43	5	32.3	9.4		49

0.00	2.62	59	21.7	14.9	43.5	14		50
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