A Proposed Administrative Development Program To Develop The Human Resources Management System At The Ministry Of Youth And Sports According To Egypt's Vision 2030

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Introduction & research problem

A person, regardless of his status, seeks to create an environment that suits him, benefiting from the achievements of those who preceded him, developing himself for the manufacture of human civilization. In light of the knowledge and technology revolution and the great and accelerating scientific advances the world is witnessing, the culture of a nation or its civilization is no longer confined to it, so there are no limits. Barriers obscure the civilization of a nation from others, and human civilization is in a way affected by the surroundings in this human being the administrative side, especially since the current era is the era of management, because management is the one that explains the secrets of progress or backwardness of any society. It is the basis for building an advanced society, and the role of Management has a fundamental role, as it stands behind every success it achieves, it is the basis for building an advanced society, and the role of management is a fundamental role, as it stands behind every success achieved by that society. Successful management seeks to avoid chaos and turmoil and works with all effort and energy to benefit from material and human resources available, to achieve its goals and to advance this society (3:13).

Through the foregoing, the researcher was able to monitor many general challenges that Egypt's Vision 2030 seeks to confront, the most important

of which is the complexity of the administrative structure, the weakness of financial resources for training employees, the lack of effective human resource management systems, the lack of a unified framework for measuring the degree of public satisfaction, and the absence of automated linkage between units of the administrative apparatus, weak communication between citizens and policy makers, centralization of decision-making, as well as the spread of a culture of nepotism. All these and other challenges weaken the level of transparency and efficiency of government institutions in general and sports in particular (4:12).

Egypt's Vision 2030 also adopts a set of important programs that in turn achieve the axis of transparency and efficiency of institutional performance in all sports units and institutions. It is one of the most important programs that sought to develop the human element in the state's administrative apparatus, which aims to raise the efficiency of the human element through setting a specific vision and general and individual training plans. In addition to create a new generation of informed administrative leaders, this is achieved by developing an annual plan for training employees according to job needs, within the framework of the comprehensive vision and strategic objectives of transparency and efficiency of government institutions, as well as performance indicators that have been selected to measure the extent of progress that is being achieved gradually until this is achieved. The goals and their positive impact appear, and in addition to the policies, programs and projects mentioned in the government's work program related to enhancing transparency and the efficiency of government institutions. Managing the government sector, developing the planning and follow-up system, improving and developing communication mechanisms between the government and the citizen, developing the human resources management system, modernizing the legislative structure of the state, developing the infrastructure of the state's administrative apparatus, modernizing the information structure of the state's administrative apparatus, developing the human element in the state's administrative apparatus and developing services government agencies provided to citizens and combating corruption in state agencies (17: 103).

Research goal

The current research aims to develop a proposed administrative development program to develop the human resources management system in the Ministry of Youth and Sports according to Egypt's vision 2030.

Research questions

In light of the research objective, the researcher puts the following question

▢ What is the reality of a program to develop the human resources management system in the Ministry of Youth and Sports?

Terms and concepts mentioned in the research
The program
A design with specific content and depth and a specific time span to cover the training needs. If it is designed with the appropriate breadth and depth, it contributes to the integration and effectiveness of the inputs, and then to the quality of the training process (4:13).
Administrative development
Administrative development is defined as the efforts exerted continuously to develop the administrative apparatus in the state in pursuit of raising the level of administrative capacity, by setting appropriate organizational structures for development needs, simplifying work systems and procedures, trying to develop positive behavior among employees towards their organizations, and improving the work environment that affects and is affected by the administrative apparatus. In order to achieve the objectives of comprehensive development plans with high efficiency and the lowest costs (9: 39)
Egypt Vision 2030
It is a brief description of what the organization hopes to be, or a dream that the organization seeks in the long term to achieve (5:45).
Research plan & procedures
Research Methodology
The researcher used the descriptive approach (survey studies method) with its steps and procedures, due to its suitability to achieve the goal of the research
Research community
The research community is represented by the leaders of the employees of the Ministry of Youth and Sports directors of sub- and central departments, undersecretaries of the ministry and heads of councils), whose number is (95) ninety-five..
The research sample
The researcher randomly selected the research sample, whose number is (95) in the Ministry of Youth and Sports in its two National Councils for Sports and the National Council for Youth, with a percentage of (71.97%) of the research community.
Description of the program form
The researcher designed a questionnaire "Administrative Development Program for the development of the human resources management system in the Ministry of Youth and Sports. The researcher followed the following in designing the questionnaire: Through perusal and analysis of scientific references and previous studies, the researcher reached (8) axes (goal, program foundations, program objectives, content The program contains (27) phrases, training methods, means used, time frame, evaluation methods). appropriate axes
It is a proposed program form prepared by the researcher, and the following steps were followed in its preparation
Initial image of the program form
The researcher presented these initial statements to (25) twenty-five experts in the field of sports management, whose experience exceeds twenty years. table (1,2)

Table (1)

The number of phrases that were omitted from the initial form of a Human resources system at the Ministry of development questionnaire Youth and Sports

Axes	The number of phrases in the default image	The number of deleted phrases	Numbers of deleted phrases	Number of final phrases
Program purposes	7	-	-	7
Program content	33	1	19	32
Training methods	5	1	44	4
The means used in training	6	1	49	5
The prescribed duration of the programme	8	4	53، 54، 56، 57	4
Evaluation methods	6	-	-	6
Total	65	7		58

Table (1) shows that:

☑ **The phrases that obtained less than 70% of the experts' agreement were deleted, and the number of deleted phrases reached (7) phrases, so that the final image consisted of (58) phrases**

6-The final image of the questionnaire

The researcher wrote the form of the questionnaire in its final form, by arranging the phrases according to the axis they belong to, so that the phrases related to each axis of the questionnaire are combined together (attached)

7-Correction of the questionnaire

To correct the questionnaire, the researcher set a three-way scale, and the statements were corrected as follows

Agree   (3) Three marks

To some extent   (2) two marks

Disagree   (1) one mark

Scientific transactions of the questionnaire

The researcher calculated the scientific coefficients of the questionnaire as follows

A- Honesty

To calculate the validity of the questionnaire, the researcher used the following methods

(1)Validity of the content

Table (2)

Percentages of experts' opinions on the topics of a questionnaire to develop a program Human resources system at the Ministry of Youth and Sports N=25

axes	phases								
Program purposes	phrase number	1	2	3	4	5	6	7	
	Repetition	22	23	21	25	21	25	23	
	percentage	% 88	%96	%84	%100	%84	%100	%92	
Program content	phrase number	8	9	10	11	12	13	14	15
	Repetition	22	22	23	24	25	23	21	25
	percentage	%88	%88	%92	%96	%100	%92	%84	%100
	phrase number	16	17	18	19	20	21	22	23
	Repetition	24	23	25	4	21	25	23	23
	percentage	%96	%92	%100	%16	%84	%100	%92	%92
	phrase number	24	25	26	27	28	29	30	31
	Repetition	21	21	25	21	24	23	21	23
	percentage	%84	%84	%100	%84	%96	%92	%84	%92
	phrase number	32	33	34	35	36	37	38	39
	Repetition	24	23	23	25	23	24	21	23
	percentage	%96	%92	%92	%100	%92	%96	%84	%92
	phrase number	40							
	Repetition	24							
	percentage	%96							
Training methods	phrase number	41	42	43	44	45			
	Repetition	23	25	24	25	25			
	percentage	%92	100%	96%	100%	100%			
The means used in training	phrase number	46							
	Repetition	23							
	percentage	%92							
The prescribed duration of the programme	phrase number	52							
	Repetition	23							
	percentage	%96							
Evaluation methods	phrase number	60							
	Repetition	24							
	percentage	%96							

Table (2) shows that:

The opinions of the experts on the expressions of the proposed Administrative Development Program for the development of the human resources system in the Ministry of Youth and Sports ranged between (12%: 100%), and the researcher accepted 70% or more of the opinions of the experts from the questionnaire statements, and thus the program statements became (58) Forty-five statements after excluding the statements less than 70% distributed as follows:

Phrases of the axis: the objectives of the program are (7) phrases-

Phrases of the axis: the content of the program number (32) phrases-

Phrases of the axis: training methods number (4) phrases-
Phrases of the axis: the means used in the training number (5) phrases-
- Pivot phrases: the time frame for implementing the program, number (4), two phrases
- Axis phrases: evaluation methods number (6) phrases

(2)The validity of the internal consistency
To calculate the validity of the internal consistency of the program questionnaire, the researcher applied it to a sample of (30) individuals from the research community and other than the original sample of the research. Correlation coefficients were calculated between the degree of each statement and the total degree of the axis to which it belongs, as well as the correlation coefficients between the degree of each statement of the questionnaire. The program and the total score of the program questionnaire, and the correlation coefficients were calculated between the score of each axis and the total score of a program questionnaire. Tables (23) (24) (25) show this result

Table(4)
Correlation coefficient between the score of each statement and the total score of the proposed program questionnaire To develop the human resource management system   N=30

phrase number	correlation coefficient	phrase number	correlation coefficient	phrase number	correlation coefficient	phrase number	correlation coefficient	phrase number	correlation coefficient
١		٨		١٥		٢٢		٢٩	
٢		٩		١٦		٢٣		٣٠	
٣		١٠		١٧		٢٤		٣١	
٤		١١		١٨		٢٥		٣٢	
٥		١٢		١٩		٢٦		٣٣	
٦		١٣		٢٠		٢٧		٣٤	
٧		١٤		٢١		٢٨		٣٥	
٣٦		٤٢		٤٨		٥٤		٦٠	
٣٧		٤٣		٤٩		٥٥		٦١	
٣٨		٤٤		٥٠		٥٦		٦٢	
٣٩		٤٥		٥١		٥٧		٦٣	
٤٠		٤٦		٥٢		٥٨		٦٤	
٤١		٤٧		٥٣		٥٩			

It is clear from Table (24) that
-The correlation coefficients between the degree of each statement and the total score of the program questionnaire ranged between (0.60: 0.89), which are statistically significant correlation coefficients, which indicates the validity of the internal consistency of the program questionnaire

Table (5)
Correlation coefficient between the sum of the scores for each axis and the total score of the proposed program questionnaire To develop the human resource management system N=30

N	Axes	correlation coefficient
١	Program purposes	٠,٩١
٢	Program content	٠,٨٧
٣	Training methods	٠,٧٣
٤	The means used in training	٠,٩٣
٥	The prescribed duration of the programme	٠,٨١
٦	Evaluation methods	٠,٩٣

The tabled t value is at the significance level (0.05) = 0.361

It is clear from Table (5) that

-The correlation coefficients between the total scores of each axis and the total score of the program questionnaire ranged between (0.93: 0.73), which are statistically significant correlation coefficients, which indicates the internal consistency of the program questionnaire.

B- constancy

To calculate the stability of the program form, the researcher used Cronbach's alpha coefficient by applying it to a sample of (30) individuals from the research community and from outside the original sample, and this is shown in Table (6)

Table(6)

Stability coefficients using Cornbrash's alpha coefficient for the proposed To develop the human resource management system program form N=30

Axes	alpha coefficient
Program purposes	٠,٨١
Program content	٠,٨٤
Training methods	٠,٨٢
The means used in training	٠,٧٨
The prescribed duration of the programme	٠,٩٠
Evaluation methods	٠,٨٠
Total score	٠,٨٨

It is clear from Table (6) that:

The alpha coefficients for the program ranged between (0.90: 0.78), while the total score for the program questionnaire reached (0.88), which are statistically significant coefficients, which indicates the stability of the program questionnaire.

Research steps

A- Exploratory study

The researcher conducted an exploratory study of the data collection tools, where he applied them to a sample of the research community and outside the main sample, during the period from Wednesday, corresponding to 1/2/2023 AD until Thursday, corresponding to 2/23/2023 AD, in order to identify the extent of its suitability and its relationship to application to those the sample.

B Research application

After defining the sample and testing the data collection tools and ensuring its validity and reliability, the researcher applied it to all members of the sample under study. The application period was from Wednesday 3/1/2023 AD until Wednesday 5/31/2023 AD.

C - Correction of program forms

After completing the application, the researcher corrected the questionnaires according to the existing instructions described previously, and after completing the correction process, the researcher monitored the scores in preparation for statistical treatment.

The statistical method used

After collecting and scheduling the data, it was treated statistically. To calculate the results of the research, the researcher used the following statistical methods:

-Percentage.

-Correlation coefficient.

Cronbach's alpha coefficient.

The estimated score.

The limits of trust.

Ca square.

The researcher accepted the level of significance at the level of (0.05), and the researcher used the Spss program to calculate some statistical coefficients.

Presentation, interpretation and discussion of the results:

The answer to the first question, which states

What is the reality of the human resources management system development program at the Ministry of Youth and Sports?

Table (7)

The significance of the differences between the responses of the study sample, the estimated score, and the ratio of the mean squared response, Ca2 For the phrases of the human resources management system development program form (n = 95)

N		Axes	agree		To some extent		disagree		Estimated score	average response	ka square
			K	%	K	%	K	%			
		Program purposes									
١		Explain the main functions of human resource management	76	78.95	١٧	١٧.٨٩	١٧	١٧.٨٩	٢٦٢	٠.٩٢	٩٢.٠٤
٢		Developing and refining the skills of sports specialists and workers in the sports field in a way that contributes to achieving the desired goals	79	87.37	١٤	١٠.٠٥٣	١٠	١٠.٠٥٣	٢٧١	٠.٩٥	١٢٥.٨٣
٣		Explain the new roles of modern human resource management	73	82.11	٢٠	١٥.٧٩	١٥	١٥.٧٩	٢٦٦	٠.٩٣	١٠٤.٣٦
٤		Explain the roles and responsibilities of the Human Resources Department in the design and implementation of the performance management system	78	88.42	١٥	٩.٤٧	٩	٩.٤٧	٢٧٢	٠.٩٥	١٣٠.٥١
٥		Teach the principles of recruitment and selection tasks and understand the key steps in attracting and hiring suitable candidates	75	88.42	٨	٩.٤٧	٩	٩.٤٧	٢٧٢	٠.٩٥	١٣٠.٥١
٦		Increasing efficiency and production capacity as a result of improving performance efficiency and improving behavior patterns	83	83.16	١٢	١٤.٧٤	١٤	١٤.٧٤	٢٦٧	٠.٩٤	١٠٨.٤٠
		Program content									
٧		Definition and objectives of human resource management	84	80.00	١٦	١٧.٨٩	١٧	١٧.٨٩	٢٦٤		
٩٦.٦٥		٩٦.٦٥	٩٦.٦٥	٩٦.٦٥	٩٦.٦٥	٩٦.٦٥	٩٦.٦٥	٩٦.٦٥	٩٦.٦٥	٩٦.٦٥	٩٦.٦٥
٩		Characteristics of effective human resource management	79	٧٦.٨٤	١٤	٢١.٠٥	٢٠	٢١.٠٥	٢٦١	٠.٩٤	
١٠		Examples of organizational structures for the human resource department	88	٨٢.١١	١٥	١٥.٧٩	١٥	١٥.٧٩	٢٦٦	٠.٩٢	
	٠.٩٣	**The first dimension: Competency-based human resource management**									
١١		An overview of the competency theory	82	٨٦.٣٢	٤٧	٨.٤٢	٨	٨.٤٢	٢٦٧	٠.٩٤	١٢٠.١٥
١٢		Types of competencies	78	٨٢.١١	٦٠	١٢.٦٣	١٢	١٢.٦٣	٢٦٣	٠.٩٢	١٠٢.٤٦
١٣		The importance of competencies	83	٨٧.٣٧	٩	١٠.٠٥٣	١٠	١٠.٠٥٣	٢٧١	٠.٩٥	١٢٥.٨٣
١٤		Competency framework examples	77	٨١.٠٥	٩	١٦.٨٤	١٦	١٦.٨٤	٢٦٥	٠.٩٣	١٠٠.٤٤
		The second dimension: training and development									

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١٦	Identification of training needs	78	٨٢.١١	١٧	١٢.٦٣	١٢	١٢.٦٣	٢٦٣	٠.٩٢	١٠٢.٤٦
١٧	Design and delivery of training	76	٨٠.٠٠	١٨	١٤.٧٤	١٤	١٤.٧٤	٢٦١	٠.٩٢	٩٤.٣٨
١٨	Develop and evaluate relevant training objectives	73	٧٦.٨٤	١٢	١٥.٧٩	١٥	١٥.٧٩	٢٥٦	٠.٩٠	٨١.٩٤
١٩	training matrices	22	٢١.٠٥	١١	٧٢.٦٣	٦٩	٧٢.٦٣	٢٠٤	٠.٧٢	٦٩.١٢
٢٠	Effectiveness of training methods: international standards	33	٣٤.٧٤	٢٩	٤٩.٤٧	٤٧	٤٩.٤٧	٢٠٨	٠.٧٣	١٦.٢٥

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٢١	The main components of performance management	83	٨٧.٣٧	٤٧	٩.٤٧	٩	١٢.٦٣	٢٧٠	٠.٩٥	١٢٥.٣٩
٢٢	Performance management vs. performance appraisal	84	٨٨.٤٢	٥٠	٩.٤٧	٩	١١.٥٨	٢٧٢	٠.٩٥	١٣٠.٠١
٢٣	Management by objectives	85	٨٩.٤٧	٤٨	٨.٤٢	٨	٣٠.٥٣	٢٧٣	٠.٩٦	١٣٥.٣١
٢٤	Developing a competency-based performance management system	62	٦٥.٢٦	٦١	١٧.٨٩	١٧	١٧.٨٩	٢٣٦	٠.٨٣	٤٣.٦٠
٢٥	Talent management and career replacement	66	٦٩.٤٧	٥٥	١٨.٩٥	١٨	٤٩.٤٧	٢٤٥	٠.٨٦	٥٦.٦١

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The fourth dimension: polarization and choice

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٢٦	Polarization versus selection	80	٨٤.٢١	١٢	١٢.٦٣	١٢	٥٥.٥٣	٢٦٧	٠.٩٤	١١١.٩٤
٢٧	Determine requirements and attract qualified candidates	81	٨٥.٢٦	١١	١١.٥٨	١١	٦٤.٢١	٢٦٨	٠.٩٤	١١٧.٢٩
٢٨	Outsourcing trends events	54	٥٦.٨٤	٢٩	٣٠.٥٣	٢٩	٥٧.٨٩	٢٣٢	٠.٨١	٢٨.١٩
٢٩	Types of evaluation	75	٧٨.٩٥	١٧	١٧.٨٩	١٧	٥٤.٧٤	٢٦٢	٠.٩٢	٩٢.٠٤
٣٠	assessment methodologies	15	١٥.٧٩	٤٧	٤٩.٤٧	٤٧	٥١.٥٨	١٧٢	٠.٦٠	١٦.٢٥
٣١	Types of interviews	22	٢٣.١٦	٥٠	٥٢.٦٣	٥٠	٢٨.٤٢	١٨٩	٠.٦٦	١٥.٩٤
٣٢	Competency-based interview structure	16	١٦.٨٤	٤٨	٥٠.٥٣	٤٨	١٢.٦٣	١٧٥	٠.٦١	١٦.١٩
٣٣	choice decision	17	١٧.٨٩	٦١	٦٤.٢١	٦١	٢٨.٤٢	١٩٠	٠.٦٧	٤٠.٧٦

The Fifth Dimension: Compensation and Benefits

م	البند									
٣٤	Job analysis	22	٢٣.١٦	٥٥	٥٧.٨٩	٥٥	١٨.٩٥	١٩٤	٠.٦٨	٢٦.٠٤
٣٥	Compensation and benefits components	27	٢٨.٤٢	٥٢	٥٤.٧٤	٥٢	٥٨.٩٥	٢٠١	٠.٧١	٢١.٤٩
٣٦	Comprehensive compensation management system	24	٢٥.٢٦	٤٩	٥١.٥٨	٤٩	٥٢.٦٣	١٩٢	٠.٦٧	١٤.٢٩
٣٧	Job evaluation	75	٦٠.٠٠	٢٧	٢٨.٤٢	٢٧	٤٨.٤٢	٢٣٦	٠.٨٣	٣٤.٤٤
٣٨	Establish a wage structure	80	٨٤.٢١	١٢	١٢.٦٣	١٢	٩.٤٧	٢٦٧	٠.٩٤	١١١.٩٤
٣٩	Salary reports	57	٦٠.٠٠	٢٧	٢٨.٤٢	٢٧	١٨.٩٥	٢٣٦	٠.٨٣	٣٤.٤٤

Third: Training Methods

م	البند									
٤٠	Lectures	74	٧٧.٨٩	١٨	١٨.٩٥	١٨	١٧.٨٩	٢٦١	٠.٩٢	٨٨.٤٤
٤١	Case Study	18	١٨.٩٥	٥٦	٥٨.٩٥	٥٦	١٦.٨٤	١٨٧	٠.٦٦	٢٨.١٩
٤٢	workshops	22	٢٣.١٦	٥٠	٥٢.٦٣	٥٠	٥٦.٨٤	١٨٩	٠.٦٦	١٥.٩٤
٤٣	Role-playing	15	١٥.٧٩	٤٦	٤٨.٤٢	٤٦	٥٦.٨٤	١٧١	٠.٦٠	١٥.٤٣
٤٤	Discussion panels	75	٧٨.٩٥	٩	٩.٤٧	٩	١٠.٥٣	٢٥٤	٠.٨٩	٨٩.٠١

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Fourth: The means used in training

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٤٥	Smart electronic board	71	٧٤.٧٤	١٧	١٧.٨٩	١٧	١٧.٨٩	٢٦١	٠.٨٩	٧٤.٨٦
٤٦	Slide show	73	٧٦.٨٤	١٦	١٦.٨٤	١٦	١٦.٨٤	١٨٧	٠.٩٠	٨٢.٥١

٤٧	Instructional video	23	٢٤.٢١	٥٤	٥٦.٨٤	٥٤	٥٦.٨٤	١٨٩	٠.٦٨	٢٤.٠٢
٤٨	E-mail	18	١٨.٩٥	٥٤	٥٦.٨٤	٥٤	٥٦.٨٤	١٧١	٠.٦٥	٢٤.٠٢
٤٩	social networking software	83	٨٧.٣٧	١٠	١٠.٥٣	١٠	١٠.٥٣	٢٥٤	٠.٩٥	١٢٥.٨٣
٥٠	Documentary camera	14	١٤.٧٤	٥٦	٥٨.٩٥	٥٦	٥٨.٩٥	١٧١	٠.٦٣	٢٩.٩٦
	Fifth: the prescribed duration of the program									
٥١	Month	78	٨٢.١١	١٤	١٤.٧٤	١٤	١٤.٧٤	٢٦٥	٠.٩٣	١٠٣.٦٠
٥٢	two months	17	١٧.٨٩	٥٠	٥٢.٦٣	٥٠	٥٢.٦٣	١٧٩	٠.٦٣	١٧.٨٣
	The first dimension: the number of days per week									
٥٣	One day	74	٧٧.٨٩	١٧	١٧.٨٩	١٧	١٧.٨٩	٢٦٠	٠.٩١	٨٧.٥٦
٥٣	One day	74	٧٧.٨٩	١٧	١٧.٨٩	١٧	١٧.٨٩	٢٦٠	٠.٩١	٢٢.٢٥
٥٤	Two days	15	١٥.٧٩	٥٢	٥٤.٧٤	٥٢	٥٤.٧٤	١٧٧	٠.٦٢	٢٨.٤٤
٥٥	Three days	17	١٧.٨٩	٢٢	٢٣.١٦	٢٢	٢٣.١٦	١٥١	٠.٥٣	٢٢٠.٨٨
	The second dimension: program time									
٥٦	Time per day (4 hours	22	٢٣.١٦	٥٣	٥٥.٧٩	٥٣	٥٥.٧٩	١٩٢	٠.٦٧	٢١.٦٢
٥٧	Lecture time (2 hours).	٧٣	٧٦.٨٤	٢٠	٢١.٠٥	٢٠	٢١.٠٥	٢٦١	٠.٩٢	٨٦.٠٤
٥٨	Rest period (30 minutes	٨٥	٦١.٠٥	٢٥	٢٦.٣٢	٢٥	٢٦.٣٢	٢٣٦	٠.٨٣	٣٥.٥٦
	Sixth: Methods of evaluating training									
٥٩	Knowledge test on human resource management	55	٥٧.٨٩	٢٥	٢٦.٣٢	٢٥	٢٦.٣٢	٢٣٠	٠.٨١	٢٧.٣٧
٥٩	Knowledge test on human resource management	55	٥٧.٨٩	٢٥	٢٦.٣٢	٢٥	٢٦.٣٢	٢٣٠	٠.٨١	٩٧.٩٢
٦٠	Program evaluation form by staff and sports specialists at the Ministry of Youth and Sports	77	٨١.٠٥	١٢	١٢.٦٣	١٢	١٢.٦٣	٢٦١	٠.٩٢	٤٦.٢٥
٦١	Trainees evaluation form by the line managers	62	٦٥.٢٦	٢٣	٢٤.٢١	٢٣	٢٤.٢١	٢٤٢	٠.٨٥	٨٠.٦١
٦٢	Commitment to training timing	72	٧٥.٧٩	١٩	٢٠.٠٠	١٩	٢٠.٠٠	٢٥٨	٠.٩١	٤٣.٠٣
٦٣	Training style	61	٦٤.٢١	٢٣	٢٤.٢١	٢٣	٢٤.٢١	٢٤٠	٠.٨٤	١٠٣.٦٠
٦٤	The use of various training methods by the trainer	78	٨٢.١١	١٤	١٤.٧٤	١٤	١٤.٧٤	٢٦٥	٠.٩٣	
	Total score							١٥١١٨	0,83	
	lower confidence = 0.58				upper confidence = 0.76					

It is clear from Table (7) that

 The average response rate to the research sample's opinions in the phrases of the proposed program for human resources ranged between (0.53: 0.96).

 The average response rate to the opinions of the research sample in the statements of the first axis (the purposes of the program) in the form of the proposed program for human resources ranged between (0.92: 0.95), where the

expressions of all the statements were higher than the upper limit of confidence, which indicates that they were achieved to a large extent in the purposes of the proposed program for resources Humanity.

The researcher attributes this high result in the purposes of the proposed program, which aims at the aspect of human resources, whether newcomers to work in the administrative apparatus, explaining their main tasks, developing and refining the skills of sports specialists and workers in the field of sports, and also presenting and explaining the responsibilities entrusted to them, how to promote workers and methods of selecting leaders in order to increase efficiency and ability to Production is the result of improving the efficiency of performance, and the state's interest in the workers in the administrative apparatus is due to their basic role and drive to work and the success of the ministry's activities.

 The average response rate to the opinions of the research sample in the phrases of the second axis (program content) in the form of the proposed program for human resources ranged between (0.60: 0.96), where the phrases came (7, 8, 9, 10, 11, 12, 13, 14, 15 , 16, 17, 21, 22, 23, 24, 25, 26, 27, 28, 29, 37, 38, 39) is higher than the upper limit of confidence, which indicates that it has been achieved to a large extent in (program content) in the form of the proposed program for human resources Also, the terms (18, 19, 20, 30, 31, 32, 33, 34, 35, 36) ranged between the lower and upper limits of confidence, indicating that they were achieved with a medium degree in (program content) in the form of the proposed program for human resources.

The researcher attributes this high result to the fact that the training content in that program achieves its goal and seeks exposure to everything related to the human side and workers in the state's administrative apparatus. The program also builds on several axes of human resources management based on the first axis "competencies", which includes everything related to it on the theory of competencies, their types, importance and examples, the second axis "training and development", which includes identifying training needs, preparing

programs, training matrices, the effectiveness of training methods, and evaluating Effective training, the third axis "performance management" and includes the main components of performance management, performance appraisal, management by objectives, talent management and job replacement, the fourth axis "attraction and selection" and includes identifying requirements and attracting qualified candidates, trends events for outsourcing, evaluation, selection, axis The fifth is "compensations and benefits," which includes job analysis, compensation and benefits, job evaluation, wages, and salary reports.

The researcher attributes that the transparency of the rules and regulations is important requirements that must be realized by the workers in the Ministry of Youth and Sports through the Human Resources Department. So that it is not subject to interpretation, that is, it does not bear more than one meaning, and it is not vague that makes workers feel uncomfortable, and in terms of its ease of understanding, so that it is characterized by simplicity and uncomplicatement, and any employee can understand and understand what is intended and required of it, which facilitates work and raises efficiency, and that these are Laws and regulations are stable, and stability here does not mean stagnation, but rather that they are not changed quickly to serve specific people, or that they are changed after some work on their basis, which causes confusion for those who deal with them, and confusion for those who implement them (41:37).

 The average response rate to the opinions of the research sample in the phrases of the third axis (training methods) in the form of the proposed program for human resources ranged between (0.60: 0.92), where the phrases (40, 44) were higher than the upper limit of confidence, indicating that they were achieved to a large extent in the methods of Training in the form of the proposed program for human resources, and the expressions (41, 42, 43) ranged between the minimum and the highest level of confidence, which indicates that they were achieved with a medium degree in the methods of training in the form of the proposed program for human resources.

The researcher attributes this result to the program's adoption of methods that suit the trainees and those who attend the training program, and how to follow the best methods for the delivery of the study material, on which the theoretical side is printed to the beneficiaries. Presenting the content and explaining it to them in a more simplified way, and finally giving the participants an opportunity to brainstorm by presenting some of the situations that they may be exposed to through the academic content and how to confront them and overcome these difficulties.

⬜ The average response rate to the opinions of the research sample in the phrases of the fourth axis (the means used in training) in the form of the proposed program for human resources ranged between (0.63: 0.95), where the phrases (45, 46, 49) were higher than the upper limit of confidence, which indicates that they have been achieved Significantly in the means used in training in the form of the proposed program for human resources, and the phrases (47, 48, 50) ranged between the minimum and the highest level of confidence, which indicates that they were achieved with a medium degree in the methods of training in the form of the proposed program for human resources.

The researcher attributes this result to the interest of the Ministry of Youth and Sports in the program and the provision of modern means in presenting the content of the program, provided that these means are commensurate with the scientific material, as well as the place of training and location.

Conclusions

In light of the research questions, the researcher reached the following conclusions:

- •Evaluation of the proposed programs of the Ministry of Youth and Sports in the light of Egypt's vision 2030 AD, and the result was as follows:

•The average response rate to the opinions of the research sample in the phrases of the proposed anti-corruption program questionnaire ranged between (0.96: 0.50)

Recommendations

In light of the research questions, the researcher recommends the following:

The application of the proposed program to improve human resources and the efficiency of institutional performance in the Ministry of Youth and Sports in the light of Egypt's vision 2030 AD.

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Abstract

A proposed administrative development program to develop the human resources management system at the Ministry of Youth and Sports according to Egypt's vision 2030

Research plan & procedures
Research Methodology
The researcher used the descriptive approach (survey studies method) with its steps and procedures, due to its suitability to achieve the goal of the research

Research community
The research community is represented by the leaders of the employees of the Ministry of Youth and Sports (directors of sub- and central departments, undersecretaries of the ministry and heads of councils), whose number is (95) ninety-five

The research sample
The researcher randomly selected the research sample, who numbered (95) in the Ministry of Youth and Sports in the National Council for Sports and the National Council for Youth, with a percentage of (71.97%) of the research community.

Conclusions
In light of the research questions, the researcher reached the following conclusions
Evaluating the proposed programs of the Ministry of Youth and Sports in light of Egypt's Vision 2030 AD. The result was as follows:
The average rate of response to the opinions of the research sample in the phrases of the questionnaire of the proposed program for the development of the human resources management system ranged between (0.50: 0.96).

Recommendations
In light of the research questions, the researcher recommends the following
 -Applying the proposed program to improve human resources and the efficiency of institutional performance in the Ministry of Youth and Sports in the light of Egypt's vision 2030 A