

The Impact of Administrative Requirements for Electronic Management on Improving Job Performance in the Palestinian Ministry of Health - Southern Provinces -

Mahmoud ABUMARASA ^{1,*}, Asma DJEDDI ²

¹ Laboratory of Change Management in Algerian Institutions. University of Algiers 3 (Algeria)
(Mahmoud.abumarasa@univ-alger3.dz)

² Human Capital and Performance, University Center of Tipaza (Algeria) (Djeddiasma52@gmail.com)

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Abstract: The research seeks to explore how administrative requirements contribute to enhancing job performance within the Palestinian Ministry of Health in the southern provinces. Adopting a descriptive-analytical methodology, the study utilized SPSS software for data analysis. The research targeted employees in senior management and supervisory roles, comprising a total population of 595 individuals. Data collection was conducted through a stratified random sampling method using a questionnaire. Out of 270 questionnaires distributed, 250 were returned, resulting in a the findings revealed that administrative requirements were rated at a relative weight of 74.92%, reflecting a strong level of approval among employees concerning their role in the workplace. The study emphasized the importance of revising policies, procedures, and administrative rules to foster an environment conducive to organizational transformation and effective recruitment processes.

Keywords: Administrative Requirements ; Electronic Management ; Job Performance ; Ministry of Health.

Jel Classification Codes : M12 ; M10.

* Corresponding author.

I- Introduction :

Job performance is a critical factor for the success of any organization, serving as a key tool for survival and development. Leading organizations recognize the importance of developing a distinguished cadre of talents as a means of achieving competitiveness and excellence. We are currently experiencing a unique phase characterized by constant events, rapid changes, and numerous challenges across various fields, both locally

Given the importance of electronic management in organizations, it is crucial to emphasize that it stands as one of the most essential tasks performed by institutions. Electronic management is defined as the management of information through the use of the internet and business networks. Its goal is to achieve targeted effectiveness and enhance

The Ministry of Health plays a significant governmental role in improving public health by enhancing health indicators and ensuring the equitable distribution of health services. The ministry collaborates with various sectors and entities to achieve

Accordingly, this study aims to shed light on the impact of administrative requirements for achieving electronic management on improving job performance in the Palestinian Ministry of Health.

I.1. Research Problem

Job performance is a critical factor within organizations as it enhances their efficiency, productivity, and capacity to achieve established objectives. It allows managers to consistently oversee and fulfill their responsibilities towards the employees under their supervision. Furthermore, effective job performance motivates employees to work actively and efficiently, contributing significantly to the achievement of organizational goals and ensuring long-term success.

Despite the recognized importance of job performance in organizational sustainability, prior research on Palestinian ministries in the southern governorates has pointed out notable deficiencies in performance levels. The study highlighted the need for greater support in research and development fields and emphasized the significance of conducting experimental studies to improve job performance. These findings were derived from observed gaps in the effectiveness of job performance within these institutions. In light of these observations, the research problem can be framed as the following central question: What is the impact of administrative requirements for electronic management on improving job performance within the Palestinian Ministry of Health in the southern governorates?

I. 2. Research Hypotheses:

1. A significant statistical association is evident at the level of ($\alpha \leq 0.05$) between the prerequisites for implementing electronic management and the enhancement of job performance within the Palestinian Ministry of Health in the southern governorates.
2. The requirements for adopting electronic management play a notable role in advancing job performance within the Palestinian Ministry of Health in the southern governorates.

I.3. Significance of the Study:

1. Offering recommendations to the Ministry of Health on how administrative requirements for electronic management influence the enhancement of job performance.
2. Bridging the gap in existing field studies that explore the connection between administrative requirements for electronic management and job performance within the Palestinian Ministry of Health.
3. Promoting further academic exploration into electronic management and its contribution to enhancing job performance.

I.4. Objectives of the Study:

1. To examine the existing administrative prerequisites for implementing electronic management within the Palestinian Ministry of Health.
2. To assess the quality and effectiveness of job performance in the Palestinian Ministry of Health.
3. To analyze the influence of administrative requirements for electronic management on enhancing job performance in the southern governorates of the Palestinian Ministry of Health.

I.5. Previous Studies:

1. Hamid Qara Achira (2023):

Title: "The Role of Electronic Management Applications in Improving the Quality of Banking Services: A Study on a Sample of Algerian Banks"

Objective: The study aimed to highlight the role of electronic management applications—such as computers, software, networks, and knowledge workers—in improving the quality of banking services across dimensions like responsiveness, reliability, security, tangibility, and empathy. **The study was conducted from the perspectives of service providers and beneficiaries.** **Sample:** 231 employees and 563 customers from banks in Chlef, Algeria. **Tools:** Two questionnaires were distributed and analyzed using SPSS (version 24), with reliability coefficients of 0.95 and 0.92, respectively. **Findings:** For employees: A statistically significant impact was found for all dimensions of electronic management applications on banking service quality, except for the networking dimension. For customers: All dimensions of electronic management applications had a statistically significant impact on banking service quality.

2. Mohammad Fura, Osama Hashem, Soumia Abdulaziz, et al. (2023):

Title: "The Impact of Electronic Management Requirements on Improving Academic Service Quality at Al-Aqsa University, Gaza – Palestine"

Objective: This study sought to explore how electronic management requirements affect the quality of academic services at Al-Aqsa University in Palestine. **Descriptive-analytical approach with a stratified random sample of 250 supervisory staff, out of which 238 questionnaires were returned (response rate: 90%).** **Analysis focused on five main requirements: security, technical, financial, human, and administrative.** **Findings:** Security ranked highest in importance (77.9%), followed by technical (76.0%), financial (75.8%), human (75.3%), and administrative (74.7%) requirements. Human, financial, and security requirements had a significant impact on improving academic service quality, with no notable statistical differences between participant responses.

3. Eid (2021):

Title: "Requirements for Implementing Electronic Management to Enhance Job Performance Efficiency for Social Organizers in Health Insurance Citizen Services in Mansoura"

Objective: The research aimed to identify the requirements for implementing electronic management to improve job performance in health insurance citizen services in Mansoura, Egypt. **Descriptive-analytical approach with 34 social specialists and 42 administrative employees.** **A total of 76 questionnaires were distributed, with 70 returned (response rate: 92.10%).** **Fear among employees regarding the impact of modern technologies on their roles and potential job cuts.** **Financial limitations hindered the implementation of electronic management and staff training.** **Existing information security programs in clinics were insufficient.**

II– Theoretical Framework

II .1 Concept of E-Management

E-management enhances organizational performance quality through the use of modern, efficient, and fast electronic technologies. It addresses and improves challenges associated with traditional management, offering advantages that effectively overcome these issues (Al-Nimr et al., 2006, p. 25).

E-management refers to executing administrative tasks and operations using computers, management information systems, and internet networks. The goal is to streamline and perform tasks with high precision, save time and effort, simplify procedures, ensure information confidentiality, and deliver high-quality services.

II .2 Requirements for Implementing E-Management

Transitioning from traditional to electronic management requires fulfilling several organizational, physical, and human prerequisites. E-management represents a comprehensive transformation, involving changes in concepts, procedures, theories, methods, legislations, and structures foundational to traditional management. It is not merely imported expertise applied in practice but

rather a complex process comprising integrated systems, including technical, financial, informational, human, and environmental components. Consequently, applying e-management in practice requires meeting a comprehensive set of requirements (Qurashi, 2011, p. 90; Stone et al., 2006, pp. 224-229).

II.3 Key Administrative Requirements:

Implementing e-management is crucial for achieving change and development while benefiting from the latest administrative methods (Al-Salmi, 2005, p. 153). Achieving the desired goals in e-business management requires effective administration that supports modern methods and ensures the following:

A. Establishing E-Management Plans:

Achieving the necessary changes for e-management cannot be accomplished solely by drafting administrative regulations and issuing laws. It requires a shift in leadership thinking, management style, perspectives on responsibility and roles, and methods of information exchange among departments, higher management, business sectors, and citizens. The foundational steps include the following (Al-Qahtani, 2006, p. 26):

1. Forming a committee within senior management dedicated to the e-management project and its objectives.
2. Developing specific sub-plans outlining goals, tasks, and resources required for the e-management project.
3. Consulting with advisory and research entities to help draft plans and provide guidance.
4. Identifying appropriate electronic platforms for implementing e-management and providing necessary services.
5. Enhancing information integration through collaboration with other governmental or non-profit entities to achieve data-sharing synergy.
6. Engaging the private sector for expertise and collaboration in various phases of the e-management project, either cooperatively or independently.

B. Providing Infrastructure for E-Management:

Efforts must focus on improving various technical networks to meet the requirements of electronic transformation. These networks should be extensive and capable of handling large volumes of information and communications. Additionally, other technological equipment, such as devices, tools, and computers that support electronic transformation, should be considered (Al-Duais, 2010, p. 23).

C. Training and Educating Employees and Raising Awareness:

Transitioning to e-management requires a fundamental shift in human resources compatible with this new administrative model. Current training and education systems should be revised to align with electronic transformation requirements. This involves developing educational and training programs suitable for all administrative levels. Furthermore, societal awareness of e-management culture and its requirements is essential. Preparing individuals for adaptation involves physical, technical, behavioral, and psychological readiness (Abdel Nasser & Qurashi, 2011, p. 90).

D. Specialized Competencies and Skills:

Qualified individuals with knowledge of technological advancements and expertise in using modern technologies are essential for implementing e-management effectively (Abdel Kareem, 2010, p. 24).

E. Organizational Structure:

The traditional hierarchical structure of institutions is increasingly unsuitable for modern technological and electronic business transformations. The optimal structure for e-business is a matrix or network model that integrates live cells with comprehensive communication systems. Thus, e-management necessitates structural organizational changes, including creating new departments, merging or abolishing others, and redefining internal processes and procedures to enable faster, more efficient implementation.

F. Leadership and Administrative Support:

The success or failure of e-management largely depends on the primary administrative leader. A leader's commitment to responsibilities, strategic implementation, project monitoring, and information provision is critical for achieving institutional success and development (Amar, 2009, p. 35). In this section, the author provides a clear explanation of the process for selecting the sample, determining the variables, and outlining the methods used to measure them. The process of data collection is described, along with how the data are summarized (e.g., using averages, percentages, etc.). The statistical tools and techniques employed for data analysis, hypothesis testing, and determining statistical significance are also detailed. If applicable, the software programs used for calculations should be mentioned. When adopting methods from previous studies, it is important to reference them without re-explaining the entire process. However, any modifications or adjustments to the method should be clearly articulated and justified. The presentation of the methods and tools should be precise and straightforward to allow other researchers to replicate or verify the work. The author may use diagrams, tables, or charts to better illustrate the methods used. This section is typically divided into subsections, with the specific content varying based on the subject matter of the article.

II 2.1 Concept of Job Performance

Job performance encompasses behaviors directed toward achieving organizational goals, such as responding to and welcoming customers, reflecting employees' understanding of the organization's rules, policies, and procedures (Zakariah et al., 2018, pp. 146-159).

II 2.2 Factors Influencing Job Performance:

1. Employee-Related Factors:

These factors pertain to employees' skills, which can be measured and determined by analyzing individual characteristics such as education, age group, work experience, seniority, gender, and the importance of work to them. Additionally, the compatibility of work with employees' values, attitudes, and ambitions must be considered (Sarar, 2005, p. 54).

2. Organization-Related Factors:

Several organizational factors can impact employee performance, including:

- **Physical Conditions:** Unfavorable physical conditions, such as extreme temperatures, noise, and disarray, negatively affect employee performance. On the other hand, favorable conditions positively impact performance and effectiveness.
- **Job Alienation:** "Job alienation" refers to employees' detachment from work and lack of interest. This phenomenon stems from factors such as lack of integration within the organizational system, loss of control and decision-making ability, inconsistency between goals and means, and monotonous routines. Preventative measures are essential to avoid job alienation, as addressing it after its onset can be less effective (Al-Adl, 1993, p. 251).

3. Organizational Conflict:

Conflict is a phenomenon of human behavior that arises from the prevalence of specific relationships within a workgroup. It manifests in forms such as pressure, roles, needs, desires, opinions, control, and the pursuit of power. Conflict can be economic or social and plays a crucial role in sparking disputes and disagreements among individuals.

The pressure resulting from conflict leads to psychological stress, and two main factors contribute to this:

- **Work coordination mechanisms:** These include defining responsibilities, task distribution, flexible supervision, and clear role definitions.
- **Organizational control systems:** These involve resource distribution and mechanisms for monitoring group performance. In this context, interests overlap, intertwine, and sometimes clash, leading to conflict within the group, as well as between departments and teams.

Therefore, managing conflicts within workgroups requires clearly defining roles and responsibilities and applying organizational control systems in a fair and effective manner.

II 2.3: Procedures to Improve Performance Levels: Functional performance can be enhanced through the following steps (Aqba et al., 2018:49; Abbas, 2003:157):

1. **Identifying the Causes of Performance Problems:** It is essential to identify the reasons for deviations in functional performance from the standard. This is crucial for both management and employees. For management, understanding the underlying causes of deviations helps in improving performance evaluation and employee development. Moreover, identifying these causes can reduce conflicts between employees and management by clarifying motives, reasons, and factors influencing the work environment.
2. **Developing Action Plans to Address Issues:** Action plans should be designed to reduce performance issues and offer solutions in collaboration between management and employees. This can be achieved by consulting experts and specialists in performance improvement or through direct interaction. Honest exchange of opinions, direct meetings, and engaging in problem discussions are recommended.
3. **Direct Communication:** Improving employee performance relies heavily on effective communication between supervisors and employees. The content and method of communication, as well as appropriate communication patterns, should be carefully chosen. Several approaches can be employed to enhance this process.
4. **Focusing on the Employee:** Enhancing functional performance is a fundamental factor for employees and can be achieved through:
 - **Highlighting Strengths:** Focus on the employee's skills and abilities, encouraging them to develop and utilize these positively. Providing suitable opportunities and incentives for employees to work in areas where they excel is vital.
 - **Aligning Personal Goals:** Performance improvement efforts should be linked to the employee's personal objectives and interests. Employees need to feel that enhancing their performance contributes to achieving their personal goals, addressing their needs, and meeting their aspirations. This can be facilitated by demonstrating the connection between their performance improvements and personal achievements.
 - **Job Enhancement:** Enhancing or modifying the job itself can improve performance. If the job is monotonous, exceeds the employee's capabilities, or contains unsuitable or unnecessary tasks, it may lead to poor performance.

II 2.4 The Relationship Between Administrative Requirements and Performance Improvement

Strengthening relationships between departments, enhancing communication among employees, and improving the efficiency of administrative processes can be achieved by providing administrative support for research and studies related to their roles. Offering support across all administrative processes aims to achieve the desired objectives (Lakhdari, 2016:41).

Implementing administrative requirements helps eliminate organizational barriers, such as hierarchical communication and command chains, thereby improving employee performance, strengthening relationships, and increasing job satisfaction. This can be accomplished through:

- **Improving Communication and Information Exchange:** Applying administrative requirements facilitates timely communication and smooth information exchange, enhancing communication among employees and improving the flow of essential information for efficient task performance.
- **Encouraging Participation in Decision-Making:** Administrative requirements encourage employees to participate in decision-making, fostering a sense of belonging. Employees can contribute their ideas and opinions, influencing decisions related to their roles and performance.
- **Enhancing Personal Relationships:** Implementing administrative requirements promotes communication and collaboration among employees, improving interpersonal relationships. This fosters teamwork and improves the performance of group tasks.
- **Increasing Job Satisfaction:** Administrative requirements boost job satisfaction. By improving communication, information sharing, and decision-making participation, employees feel valued and integral to the organization, enhancing their commitment and satisfaction with their roles.

III- Methodological Procedures of the Study:

1. Evaluation of the Study Tool's Validity and Reliability:

The validity and reliability of the study tool were assessed using statistical measures. Internal consistency was evaluated through Pearson correlation coefficients, while the overall reliability of the tool was determined using Cronbach's Alpha coefficient.

2. Verification of Internal Consistency:

Before initiating the study, it was essential to confirm the tool's validity. Validity refers to the degree of alignment and coherence among the questionnaire's statements. The table below illustrates the correlation coefficients for each statement within the dimensions of administrative requirements for electronic management and job performance, alongside the total score for each dimension. The findings are as follows:

Table (1) : Table title Measurement of Internal Consistency of Administrative Requirements

#	Statement	"Pearson's Test Results"	
		Correlation Coefficient	Significance Level
1	The ministry endorses the policy of implementing e-government management.	0.687	0.000
2	The ministry has specialized departments for e-government applications.	0.729	0.000
3	The ministry's strategic plan promotes the implementation of e-government management.	0.726	0.000
4	The ministry is concerned with making adjustments to its organizational structure to adapt to current and potential developments in e-government implementation.	0.562	0.000
5	The ministry consults advisory bodies and experts to provide advice in the field of e-government management.	0.685	0.000
6	The ministry is working on reengineering administrative processes in departments and sections to align with the implementation of e-government.	0.818	0.000
The overall response to administrative requirements.		0.761	0.000

Source: Prepared by the researchers

Table (2) : Table title Internal Consistency Validity Coefficients for the Second Axis 'Job Performance'".

#	Statement	"Pearson's Test Results"	
		Correlation Coefficient	Significance Level
1	I have the required skills and technical knowledge to carry out my job efficiently and effectively.	0.728	0.000
2	I perform my required tasks with high quality.	0.820	0.000
3	I make sure to continuously improve my performance.	0.781	0.000
4	I utilize the results of evaluations to improve my performance.	0.959	0.000
5	I conduct self-assessments without waiting for others to evaluate me.	0.867	0.000
6	I ensure to complete my tasks on time.	0.886	0.000
7	I follow the instructions given to me with precision.	0.821	0.000
8	I accept additional responsibilities in my work.	0.750	0.000
9	I exert sufficient effort to complete tasks correctly.	0.881	0.000
10	There is attention and follow-up from supervisors to	0.787	0.000

	ensure their subordinates complete their tasks in alignment with work systems and regulations.		
11	I have the ability to adapt in emergency situations that the ministry may face.	0.678	0.000
12	I possess the skill to make purposeful decisions correctly.	0.858	0.000
13	I contribute new creative ideas to develop the work.	0.810	0.000
14	I maintain government property and do not exploit it for personal gain.	0.766	0.000
15	I ensure regular attendance and communication with others.	0.748	0.000
The total response for the second axis "Job Performan		0.538	0.000

Source: Prepared by the researchers

The table demonstrates that the correlation coefficient values for the dimensions of administrative requirements and job performance improvement are positive and statistically significant. This indicates that the dimensions are valid for measurement, thereby confirming the reliability of the study's methodology.

➤ Measuring the Reliability of the Study:

To evaluate the reliability and effectiveness of the tool for statistical analysis, Cronbach's Alpha coefficient was computed. The results are presented below:

Table (3) : Table Title: Cronbach's Alpha Test for Assessing the Reliability of the Questionnaire

Parts of the Questionnaire	Number of Items	Reliability Coefficient
Administrative Requirements	6	0.975
Job Performance	15	0.957
The overall questionnaire	21	0.982

Source: Prepared by the researchers

As shown in the table above, the test results are strong and statistically significant, indicating a robust relationship and consistency between the questionnaire items. This ensures the reliability of the results.

3. Statistical Analysis of the Study Data:

The standard deviation will first be calculated, followed by the calculation of the arithmetic mean. Subsequently, the degree of verification will be determined to analyze the responses from the sample members concerning the study's key dimensions. This will include an assessment of the importance of each dimension, and the results will be presented as follows:

Analysis of the Sample Respondents' Answers Regarding the Administrative Requirements Variable:

The responses from the sample members concerning the administrative requirements variable will be presented in the following table:

Table (4) : Table title Analysis of the Items Related to Administrative Requirements

#	Statement	Arithmetic Mean	Standard Deviation	Relative Weight	Ranking	Approval
1	The ministry supports the policy of applying electronic management.	4.204	0.684	%84.08	1	Very High
2	The ministry has specialized departments for the applications of electronic management.	4.008	0.755	%80.16	2	High
3	The ministry's strategic plan supports the application of electronic management.	3.992	0.682	%79.84	3	High
4	The ministry is concerned with making adjustments to its	3.448	0.854	%68.96	4	High

	organizational structure to adapt to the current and potential developments in the application of electronic management.					
5	The ministry consults with advisory bodies and experts to provide advice in the field of electronic management.	3.392	0.917	%67.84	6	Moderate
6	The ministry is working on reengineering administrative processes in departments and sections to align with the implementation of electronic management.	3.432	0.916	%68.64	5	High
Overall Average		3.746	0.525	%74.92	High	

Source: Prepared by the researchers

From Table (4), it is clear that the measures for the first dimension, "Administrative Requirements," based on the responses from employees at the Palestinian Ministry of Health in the Southern Governorates, include six items. The average score for this dimension was 3.746 out of 5, with a relative weight of 74.92%. This reflects a high level of agreement among the employees in the Southern Governorates.

The results also show that item (1), which states "The ministry supports the policy of applying electronic management," ranked first, with an average score of 4.204 out of 5 and a relative weight of 84.08%. This indicates a very high level of agreement among the respondents. Meanwhile, item (5), which states "The ministry consults with advisory bodies and experts to provide advice in the field of electronic management," ranked last with an average of (3.392 out of 5) and a relative weight of (67.84%), indicating a moderate level of agreement.

➤ **The researcher interprets these results for the following reasons:**

- The importance of adopting modern digital technologies in the business sector: These technologies contribute to performing tasks efficiently, quickly, and accurately.
- Enhancing communication and interaction: Whether within the ministry or with external parties.
- Responding to rapid developments in the work environment: It has become essential for the ministry to keep up with these developments to align with the latest innovations, especially in technology in general and medical technology in particular.
- The effective role of technology in improving performance: Achieving excellence and competitiveness mainly depends on how well the ministry adopts technology and digital transformation.

As for item (5), which states "The ministry consults with advisory bodies and experts to provide advice in the field of electronic management," it ranked last with an average of (3.392 out of 5) and a relative weight of (67.84%), indicating a moderate evaluation.

The researcher attributes this result to several factors:

- The high cost of hiring consulting firms and experts: This constitutes a financial burden on the ministry.
- Weak funding and limited revenue in the health sector in Gaza: Although some revenue is generated from hospitals and health units, it remains insufficient to cover the ministry's and its affiliated institutions' needs for supplies, devices, and equipment.
- The analysis of the respondents' answers concerning the variable "Job Performance" will be presented in the following table.

Table (5) Table Title: Analysis of Items Related to the Dependent Variable "Job Performance"

#	Statement	Arithmetic Mean	Standard Deviation	Relative Weight	Ranking	Approval
1	I have the required skills and technical expertise to perform	4.236	0.637	%84.72	7	Very High

	my job both efficiently and effectively.					
2	I perform my required tasks with high quality.	4.224	0.686	%84.48	8	Very High
3	I make sure to continuously improve my performance.	4.152	0.723	%83.04	10	High
4	I utilize the results of evaluations to improve my performance.	4.012	0.871	%80.24	14	High
5	I conduct self-assessments without waiting for others to evaluate me.	4.108	0.728	%82.16	12	High
6	I ensure to complete my tasks on time.	4.248	0.660	%84.96	6	Very High
7	I follow the instructions given to me with precision.	4.268	0.655	%85.36	4	Very High
8	I accept additional responsibilities in my work.	4.188	0.717	%83.76	9	High
9	I exert sufficient effort to complete tasks correctly.	4.336	0.687	%86.72	3	Very High
10	There is attention and follow-up from supervisors to ensure their subordinates complete their tasks in alignment with work systems and regulations.	3.880	0.797	%77.60	15	High
11	I have the ability to adapt in emergency situations that the ministry may face.	4.256	0.669	%85.12	5	Very High
12	I possess the skill to make purposeful decisions correctly.	4.148	0.586	%82.96	11	High
13	I contribute new creative ideas to develop the work.	4.028	0.741	%80.56	13	High
14	I maintain government property and do not exploit it for personal gain.	4.400	0.652	%88.00	1	Very High
15	I ensure regular attendance and communication with others.	4.356	0.680	%87.12	2	Very High
The general average for the dependent variable "Job Performance"		4.189	0.518	%83.78	High	

Source: Prepared by the researchers

The table above presents the measures for the dependent variable "Job Performance," based on the responses from employees at the Ministry of Health in the Southern Governorates of Palestine. The dependent variable comprises 15 items, with an average score of 4.189 out of 5 and a relative weight of 83.78%. These findings indicate a high level of agreement with the variable among employees working in the Ministry of Health in the Southern Governorates of Palestine.

The results revealed that item number 14, which states "I maintain government property and do not exploit it for personal benefit," ranked first with a mean score of 4.400 out of 5 and a relative weight of 88.00%, indicating a very high degree of agreement.

On the other hand, item number 10, which states "There is attention and follow-up from superiors to their subordinates to complete their tasks in accordance with the work systems and regulations,"

ranked last with a mean score of 3.880 out of 5 and a relative weight of 77.60%, indicating a high degree of agreement.

The researcher attributes this result to the following points:

- The sense of responsibility linked to religious and national awareness: This is a fundamental factor for the employees in the Ministry.
- The prevailing community culture: Palestinian employees are viewed as role models in terms of integrity, professionalism, and concern for public property.
- Financial and material challenges: Given the difficult conditions faced by the government due to the blockade and lack of funding, maintaining property becomes imperative.

As for item number 10, related to "attention and follow-up from superiors to their subordinates to complete their tasks in accordance with work systems and regulations," it ranked last with a mean score of 3.880 out of 5 and a relative weight of 77.60%, indicating a high evaluation.

The researcher attributes this result to the following:

- The role of supervisors in work follow-up: Supervisors' attention ensures the effective implementation of the Ministry's plan and the achievement of the set goals.
- Improving performance efficiency and increasing productivity: This is accomplished by focusing on enhancing workflow in alignment with regulations and laws.
- The role of supervision and accountability: Employees are motivated to complete tasks accurately and efficiently, as the awareness of being supervised encourages them to minimize errors and maintain high standards.

4. Testing the Hypotheses of the Study:

To test the study hypotheses, it is crucial to first evaluate the normality of the data distribution. The data distribution is assumed to follow a normal pattern, and for this purpose, the Smirnov-Kolmogorov Z test was applied. The results are as follows:

Table (6) : Table Title: Results of Normal Distribution Test

Study Axes	Z-Smirnov-Kolmogorov	Sig
Administrative Requirements	0.242	0.000
Job Performance	0.303	0.000

Source: Prepared by the researchers

The table presents the results of the normal distribution test. The Z-test value for the administrative requirements variable was 0.242, with a significance level of 0.000 (sig). For the job performance variable, the Z-test value was 0.303, with a significance level of 0.000 (sig). Furthermore, the Z-test value for the entire questionnaire was 0.0270, with a significance level of 0.000 (sig). Since the significance level for all study variables is less than 0.05, it can be concluded that the data follows a normal distribution, allowing for the application of statistical testing.

5. Hypothesis Testing:

A set of statistical methods was used to analyze the relationship between the administrative requirements of e-management and the improvement of job performance. To achieve this, simple linear regression analysis was conducted. The results are as follows:

Table (7) : The Relationship Between the Administrative Requirements of E-Management and the Improvement of Job Performance

Independent variable	Dependent Variable	Regression Coefficient b	Intercept constant a	Correlation coefficient R	Coefficient of Determination (R ²)	Calculated T-value	Calculated F-value	Significance Level (Sig)
Administrative Requirements	Job Performance	.175	1.310	0.607	0.368	5.966	41.06	0.000

Source: Prepared by the researchers

The results confirmed a statistically significant relationship at the significance level ($\alpha \leq 0.05$) between administrative requirements and the improvement of job performance in the Palestinian Ministry of Health. The correlation coefficient was 0.607, indicating a strong relationship between the two variables. The coefficient of determination was 0.368, suggesting that 36% of the variability in job performance can be explained by administrative requirements, while the remaining percentage is attributed to other factors. Furthermore, the F-test showed that the model is statistically significant, with a significance level of 0.000 (Sig), which is less than the significance level ($\alpha \leq 0.05$). As a result, the null hypothesis is rejected, and the alternative hypothesis is accepted, stating:

There is a statistically significant relationship at the significance level ($\alpha \leq 0.05$) between the administrative requirements of electronic management and the improvement of job performance in the Palestinian Ministry of Health in the southern governorates.

The relationship between the independent variable (administrative requirements) and the dependent variable (job performance) can be mathematically expressed as:

$$Y = 1.310 + 0.175X$$

Where Y represents job performance and X represents administrative requirements.

Results related to administrative requirements hypotheses

A- Results related to the main hypothesis of administrative requirements:

- There is a statistically significant positive direct relationship at the significance level ($\alpha \leq 0.05$) between the dimensions of electronic management (administrative requirements) and job performance in the Ministry of Health in the southern governorates.

IV- Study Recommendations

1. Implement changes in policies, procedures, and administrative rules to create an administrative environment that supports the transformation and recruitment processes.
2. Expedite the transition from traditional management to electronic management within the Ministry of Health.
3. Request that the Human Resources Department identifies gaps in physical, human, and technological resources.
4. Develop legislation or regulations to safeguard the confidentiality of the Ministry's data and protect intellectual property rights.

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