



The role of selection and appointment laws for human resources in libraries of scientific research centres in promoting public employment (A study between text and reality)

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Abstract

This study aimed to identify the extent to which the libraries of Algerian scientific research centres ensured the application of the legal texts related to selection and appointment contained in the Public Service Law and to reveal their practical reality. To achieve this goal, the researchers designed a questionnaire consisting of (9) items to collect field data and refer to some legislative laws. The sample size reached 48 individuals. The results of the descriptive analysis indicated that the libraries of scientific research centres are interested in activating the selection and appointment strategy, which is at a rate of 56.3%. The content analysis results explained that the Algerian legislator adopted objective conditions and controls related, for his part, to organizing to join public jobs, including the requirement of gender, nationality, enjoyment of civil rights, and physical and health fitness.

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Accordingly, the researchers presented several proposals, the most important of which is reconsidering and renewing the legislative system related to the selection and appointment strategy and issuing applied texts to enhance the value of this strategy.

✓ **Keywords:** Selection strategy; Recruitment strategy; Specialized libraries; Human resource; Public employee; Public employment.

INTRODUCTION

The selection and appointment strategy is one of the essential strategies that fall on the human resources department in specialized libraries, determining the extent to which it fulfils its legal, social, and research responsibilities. The selection and appointment of an individual to place in a place, job position, or job rank in specialized libraries reveals his academic qualifications and practical competencies. It also shows the negative aspects likely to lead to his functional failure. Therefore, many countries have paid attention to the strategy of selection and appointment through legal and legislative texts, which it established to raise the level of its libraries and provide high-quality services, including the Algerian state, which also paid a share of attention to it. The objective principles and precise rules for the selection and appointment strategy were enacted in the Public Service Law. They are considered an essential part of the conduct and guarantee of the administrative process of the state and libraries. We also see this interest at the constitutional and legal levels, which appears through what is stipulated in their constitutions that public jobs are A right for all Algerian citizens, with priority given to qualified and competent human resources. This constitutes an implicit condition for the role of the recruitment process in selecting capable people at the level of the public service sector because the practices of the selection and appointment strategy differ from one library to another and may be limited to simply conducting a personal interview with the individual. It can also be expanded to include many stages and procedures for sorting applicants and selecting the most suitable ones, and this necessarily depends on the job itself, the educational level, the capabilities of the specialized library, the size of its workforce, and its policy and strategies regarding its human resources. Hence, the importance of the selection strategy appears in that it is a necessary and inevitable activity because there are differences between individuals in terms of

readiness, abilities and inclinations, as well as differences in requirements and intellectual and cognitive characteristics that they require. Therefore, specialized libraries must implement a selection and appointment strategy to determine the elements that must be present in the selected person. >He will be chosen and undertake the job duties, then research and compare these individuals to choose the best and fittest of them regarding the availability of these conditions. Given the seriousness of this study and the nature and specifics of this topic, it leads us to raise the following problem: What is the reality of the selection and appointment strategy for human resources in libraries of scientific research centres? What are the mechanisms for its application?.

1.1. Sub-Questions:

1. Do libraries of scientific research centres care about the criteria for selection strategies for public jobs from the perspective of Algerian law?
2. Did the Algerian legislature sufficiently clarify the conditions for the selection strategy for public jobs?.
3. Did the Algerian legislature use precise methods when implementing the appointment strategy?.
4. Do libraries of scientific research centres care about activating the selection and appointment strategy for human resources?.

1.2. Hypotheses:

1. Libraries of scientific research centres are interested in the criteria for the selection strategy for public jobs from the perspective of Algerian law.
2. The Algerian legislator was very clear regarding the conditions for the selection strategy in public positions.
3. The Algerian legislature used precise methods when implementing the appointment strategy.
4. Libraries of scientific research centres are interested in activating the selection and appointment strategy for human resources.

1.3. Research Aims:

- Identifying the extent to which the libraries of Algerian scientific research centres ensure the application of the legal texts related to selection and appointment contained in the Public Service Law.
- Revealing the practical reality of the selection and appointment strategy and linking that to the applied framework of the research.
- Giving suggestions about the shortcomings of the selection and appointment strategy - if any - to improve its performance level.

1.4. Importance of the study:

- Human resources must be exploited and invested in because they represent valuable wealth, an asset of specialized libraries, and a factor of production. They are also responsible for mobilizing financial, material, and technological resources, which necessitates and requires the intensification of studies related to them.
- The practical importance of the topic in terms of highlighting the mechanisms and methods adopted by the Algerian legislator that is responsible for clarifying and clarifying the formalities of joining the public service since the selection and appointment strategy is a constitutional and legal right for Algerian citizens, as libraries of scientific research centres must take all measures so as not to deprive individuals of it.
- Identifying the reality of the strategy for selecting and appointing human resources employed in specialized libraries and the mechanisms for implementing it, identifying its shortcomings and the mechanisms for implementing it, and then being able to address them.

1.5. Determinants and Dimensions of The Study:

- The spatial framework of the study: The study included eight specialized libraries affiliated with Algerian scientific research centres, which are as follows: Library of the Center for Research in Semiconductor Energy Technology (CRTSE), Library of the Center for Research in Astronomy, Astrophysics, and Geophysics (GRAAG), Library of the Center for Scientific and Technical Research for the Development of the Arabic Language (CRSTDLA), Library of the Center for Research in Astronomy,

Astrophysics, and Geophysics (GRAAG). Nuclear research (COMENA), Library of the Center for Research in Scientific and Technical Media (CERIST), Library of the Center for the Development of Advanced Technologies (CDTA), Library of the Center for Development of Renewable Energies (CDER), Library of the Center for Research in Applied Economics for Development (CREAD).

- The human framework of the study: The study included all human resources working or employed in the libraries of Algerian scientific research centres.

2. The Conceptual Framework of The Study:

2.1. The nature of the public employee and the public job in light of Algerian legislation

2.1.1. The Concept Of Public Employee

The Algerian legislator came up with a specific and precise definition of the public employee, and this is through what was stipulated in Article One, Second Paragraph (Order No 133-66 , 1966), which includes the general fundamental law for the public job. The public employee is considered a group of persons concerned with a permanent job registered in the state's central administrations. Or external interests affiliated with these administrations, local groups, or public institutions and bodies.

(Decree 85-59, 1985), which includes the Model Basic Law for Workers of Public Institutions and Administrations, a definition of the public employee, which considers the public employee to be a person appointed to a permanent position and drawn or confirmed within a rank of the hierarchical ranks of the central administrations or external departments, or Local groups or their administrative institutions.

The Algerian legislator returned to defining the public employee through (Order No. 06-03, 2006) containing the general fundamental law for public employment, where it was unanimously agreed that he is every employee appointed to a public job permanently and appointed to a rank in the administrative ladder.

While Article 2 of (Law No. 90-11 , 1990) relates to labour relations, the public employee is considered all wage workers, all persons who perform manual or intellectual work in exchange for a specific salary within the framework of the

organization in which he works.

2.1.2. The Concept Of Public Function:

They represent the legal positions occupied by employees. They are usually established before anyone occupies them, so their rights and duties are independent of those who inhabit them. They remain in existence even if they are vacant, without being affected by the death of their occupant, his resignation from them, his dismissal, or his referral to retirement. Thus, they become separate from the fate of the person who occupies them. (Sami, 2004, p. 244)

The public job is also considered a job characterized by permanence and stability or a temporary job limited to a short or specific period. (Al-Helou, 2004, p. 32)

It also means the group of legal competencies the employee holds for the public interest so that he does not dispose of them. Such as the administration carrying out its work and tasks by relying on its employees to achieve the public good. (Jaish, 1986, p. 7)

2.2. What is human resource and what are specialized libraries from a theoretical perspective:

2.2.1. The Concept Of Human Resource:

Human resources are the only natural and inherent resource in any organization or facility because they are the source of all success, mainly if they are managed well and the source of all failure if they are poorly managed. In the absence of an organizational culture that clarifies, controls, and unifies its behavioural patterns and the lack of a set of plans, systems, policies, and procedures that regulate its performance, tasks, and implementation of the organization's functions, and the achievement of its mission and the goals of the future strategy. Therefore, we find that human resources, in return, receive various compensations from the organization, such as salaries, wages, and other job benefits. In exchange for this resource's contributions to the organization in the form of practical qualifications, experience and good skills... . (Mohamed , 1995, p. 49)

Human resources also represent the total number of individuals or workforce in

an organization, which any unit needs to achieve its goals by supervising their use, maintaining, preserving and directing them. (bin Namsha, 2007, p. 23)

Human resources also mean those groups of individuals working in specialized libraries who are qualified, have the skills, abilities and competencies appropriate to certain types of work, and wish to perform it with enthusiasm, conviction and desire.

2.2.2. The concept of specialized libraries

Specialized libraries collect specific information sources and are concerned with one aspect of human knowledge according to the institution, its interest, and its subject specialization. To achieve its scientific, economic and productive goals... for which these institutions exist (Al-Sarayra., 2009, p. 238) And meeting the information needs of its members by the purpose and objectives of the institutions it established (Leshner, 2009, p. 18)

Or are libraries that acquire a collection of materials and information resources in a specific speciality or topic or several topics related to the institution to which these libraries belong and provide their services to specific specialized people working there? Specialized libraries include libraries of scientific research centres, institutions, companies and organizations, and associations and bodies. Unions, libraries of ministries and technical government departments. (Rabhi M. , 2015, pp. 29-30)

3. Public Job Regulations:

3.1. Function In a Closed System: (Bissouni, 1993, pp. 18-20)

The closed public service system means a system that considers the public administration to be independent and distinct from all other departments in terms of the nature of the tasks assigned and in terms of the legal framework in which employees who seek to carry out their performance and functions in its name and for its account develop.

3.2. Function In The Open System: (Othman, 2020, p. 669)

This system includes two primary stages: the first is concerned with planning, setting, and accurate inventory of work positions and a job description that consists of each position's work that includes the necessary qualifications to carry out these jobs

and the compensation its owner will receive. The second stage concerns hiring individuals whose qualifications match the position's requirements.

4. Stages of Development Of the Algerian Public Service and Its Features:

4.1. The Transitional Period For Public Employment 62-1966:

- This stage included the issuance of (Law 62-157 , 1962), relating to the renewal of applicable legislation and extending the application of French laws unless they affect national sovereignty to avoid and avoid disrupting the course of economic and social life... pending the development of laws and Algerian organizations
- The issuance of (Order No. 62-1 , 1962) related to the reintegration of some employees into their positions.
- The issuance of (Order No. 62-140 , 1962), relating to integrating employees affiliated with the French, Moroccan and Tunisian frameworks into the Algerian frameworks.
- Issuance of (Decree 62-503, 1962), which specified the procedures for joining public employment.
- 1964 witnessed the birth of the National School of Administration, which was tasked with preparing, qualifying, and improving the level and knowledge necessary for university-level graduates before joining public service.
- Then, the draft Public Service Law was issued on June 2, 1966.

4.2. The Stage Of Development and Adaptation 68-1978:

- Establishing administrative training centres in 1968 and issuing (Decree No. 69-52, 1969), which serves as the legal framework for administrative training, preparing candidates for public jobs, improving their status, and promoting them in the various public employment sectors.
- In 1974, a national committee was established that attached great importance to studying and proposing a national policy for harmonising wages and salaries between the public economic and the public employment sectors to eliminate the various preoccupations and tensions recorded in the administrative environment and the world of work.

4.3. The Stage Of Unification Of The World Of Work 1978-1990

- The issuance of (Law No. 78-12 , 1978) containing the general fundamental law for workers, which included seven sections and 217 legal articles, and its continuation until 1990
- Issuance of (Decree No. 59-85, 1985) containing the model fundamental law for workers in public administrations and institutions, which combines the traditional principles of public service with the philosophy of the world of work subject to the general fundamental law for workers of 1978.

4.4. The Stage Of Public Service Reform:

- Forming a joint ministerial working group in 1987 entrusted with the task of preparing a report on the reality of public administration (Mokadam, 2016)
- Formation of the joint ministerial working group in 1991, entrusted with preparing a comprehensive study of the reality of the Algerian administration and ways to develop it.
- In 2000, the National Committee for Reforming State Structures was established, which was entrusted with several tasks, such as a comprehensive inventory of the problems of state organization and management, ways to reform them, and the establishment of mechanisms for coordination, organization, and monitoring at the central and local levels.
- The general fundamental law for public employment was issued in 2006

5. Selection And Appointment Strategy From a Theoretical Perspective:

5.1. What is The Selection Strategy:

5.1.1. Concept of Selection Strategy:

It is the stage of developing, revealing and searching for the qualifications of individuals applying or candidates for work. At the same time, it is an opportunity for both parties, specialized libraries and individuals, to get to know each other and discover the negative aspects likely to lead to these individuals' failure functionally (Al-Madhoun, 2005 , p. 66)

The selection strategy also represents objectively selecting the best applicants

and candidates for employment in the institution or specialized libraries. They have specific specifications required to fill positions there and enable them to perform their job tasks with high capabilities and achieve the institution's or specialized libraries' goals (Aqil, 1996, p. 123)

From what was mentioned above, the selection strategy compares the job specifications and requirements and the characteristics of the candidate individuals. All specialized libraries have to do is select the individuals and choose the best candidates for the job who meet the qualifications and requirements for the job more than others in terms of their degree of suitability to perform the assigned work and tasks with great effectiveness and satisfaction.

5.1.2. Stages Of The Selection Strategy:

Most researchers agree that the selection strategy goes through the following stages (Aqili, 2005, p. 344)

- Employment applications: Reviewing employment applications submitted during the recruitment stage. It is studied and filtered to determine who meets the required conditions and excludes those who do not.
- Employment tests: to determine the degree of ability and desire to work. Measure the human behaviour of a job candidate, includes several types, including:
 - Aptitude and ability tests: They test the degree of the candidate's learning ability and measure the unique skills the person has acquired, such as linguistic abilities. (Salah, 2001, p. 150)
 - Performance tests: Test the information required to perform the job in writing or orally. (chawich, 1996, p. 169) They are testing the functional skills of job candidates by placing them in an actual job situation and observing their actions.
 - Personality tests: Testing the personal characteristics of job candidates is considered one of the most challenging tests as it is related to measuring their morals, character, leadership ability, degree of sensitivity, courage, and control of their nerves (Salah, 2001, p. 151)
 - Career interest tests: He was studying the professional interests of the

candidates applying for the job. Suppose it becomes clear that the person using or running for the job has the same interests. In that case, it is possible to predict and be optimistic about his success in performing the work assigned to him after his employment (chawich, 1996, p. 170).

5.1.3. Conditions That Must Be Met In a Good Test:

- The test is valid in measuring the thing for which it is designed.
- The objectivity of the test, that is, it must be understood in one way by all nominated individuals so that it leaves no room for doubt, whether in the mind of the person applying or in the mind of the corrector.
- The test must be codified and transparent, meaning its results give everyone a common understanding.
- The level of difficulty or ease must be reasonable for the candidates tested. It must be accessible and easy enough to reveal or distinguish qualified and wanted individuals from others.

5.1.4. Types Of Selection Strategy Interviews:

It is the most critical stage in the selection strategy, as most researchers and thinkers agree that the decision on the recruitment strategy depends to a large extent on the Interview. It has many types, including: (Al Kubaissi, 2005, p. 96)

5.1.4.1. personal Interview: This type of Interview is used to obtain facts and information about the applicant for the position related to his previous experiences, academic qualifications, opinions, constructive ideas that he will bring, and his behaviours. Giving him a clear idea of the job, its nature, and opportunities for advancement, promotion, and development therein. (Abu Sheikha, 2010, p. 133) , Giving the job applicant a realistic and clear image and a good impression of specialized libraries that will develop the relationship with the external public.

5.1.4.2. Unguided Interview: The undirected Interview could be more organized in that it leaves the interviewer complete freedom to ask questions he deems necessary to help him collect the data he needs to judge the degree of suitability of the individual to fill the job. (Aqili, 2005, p. 344)

5.1.4.3. Guided Interview: The directed Interview is conducted primarily based on

planning, as the general framework of the Interview and the main lines that the interviewer must follow and follow are determined, as well as the desired goal and the type of information to be obtained.

5.1.4.4. Typical Interview: This method is also called the structured Interview and is characterized by better credibility, objectivity, and stability than other interview methods. Its questions are usually printed on unique lists with empty boxes in which the interviewer records the job candidate's answers.

5.1.4.5. Emotional Interview: This type of Interview is characterized by emotional, critical, unnerving, or emotional questions. The interviewer may deliver them in a dry and hostile manner to the job candidate to test his ability to withstand difficult situations and crises and to know his stamina, nerves, and steadfastness.

5.1.4.6. Interview by committee: This type of Interview consists of a committee composed of usually three or more people. This committee interviews the job applicant or candidate and directs questions to him. To obtain a comprehensive estimate of the job applicant. The committee chairman often has the final say when issuing the appointment decision.

5.1.4.7. Behavioral Interview: Under this type of Interview, job applicants are asked to give realistic examples of the methods and methods they used to solve work problems and difficulties they encountered while performing their tasks and how to control them, along with an explanation of the reasons for choosing those methods and methods.

5.1.4.8. Situational interviews: This type of Interview allows you to focus on what the job candidate's behaviour would be like in the face of a particular circumstance to infer his ability to deal with the practical aspects of the job.

5.2. What is The Recruitment Strategy?

5.2.1. Recruitment Strategy Concept:

The recruitment strategy is considered the last step in the recruitment process, as it includes four essential points: issuing the appointment decision by the specialized libraries administration for employees newly joining their positions, initial preparation for them, evaluating them during the trial period, and job

empowerment for them after the specified and legal period of trial has passed and the employee's suitability is established (Moayed & Harhoush, 2006, p. 94)

The recruitment strategy also represents the legal filling of a vacant position by candidates in a position in public institutions or specialized libraries. This strategy is also a legal measure to give stability and continuity to the position. It also means that accepted employees assume a new job that differs in nature, conditions, or requirements from the job. The precedent they held

5.2.2. Contents of The Recruitment Strategy:

5.2.2.1. Issuing the appointment decision: After completing the selection and appointment strategy and agreeing on the candidates accepted for employment by the competent authority, appointment decisions are issued for the new employees, determining the salary and other benefits they will receive. New employees are usually appointed on probation for one year or less or more if the employee is proven to be incompetent.

5.2.2.2. Initial configuration: Initial preparation means introducing the new and newly appointed employees to the specialized library, the job, and the employees working with them, and teaching them the job responsibilities and the goals and mission of the technical library and its central policy through several means, including books, bulletins, work guides, and field visits to the specialized library facilities. Or by organizing interviews with supervisors and officials for new employees to follow up on them, prepare them, and help them adapt to their careers. The preparation, direction, and initial preparation to achieve positive results and the desired goals must not be exaggerated.

5.2.2.3. Follow up and evaluate the individual during the trial period: It has previously been said that the new employee is appointed on probation for a period that may reach a year or more. During this period, he remains under testing and observation by his direct supervisor. At the end of the period, the president prepares a final report in which he determines the extent of the new employee's competence and puts in his vision regarding his confirmation, dismissal, or dismissal. Convert it to another job.

5.2.2.4. Employee installation and empowerment: After the new employee completes the trial period specified for him and proves his competence, the probation period ends, and he is appointed permanently. This employee can perform the work by granting him full powers and creating the necessary material and moral conditions to carry out the work. (Al-Madhoun, 2005 , p. 71)

5.3. The Importance Of The Selection and Appointment Strategy:

The selection and appointment strategy contributes to reducing training costs due to the newly employed human resources' understanding, mastery, and ability to understand the job requirements in the shortest possible period. Minimizing the losses that specialized libraries may be exposed to due to technical errors that these employees may fall into. Thus, placing the appropriate worker in the proper position based on his abilities, competence, inclinations, and personality leads to complete satisfaction with his level of performance. (Shehata, 1995, p. 263)

5.4. Objectives of The Human Resources Selection and Appointment Policy:

The selection and appointment strategy aims to achieve compatibility between work requirements and the capabilities, skills and characteristics of the human resource that help him to be appointed and to raise the service competencies of specialized libraries. It also helps to perfect performance and raise the level of quality and speed of completion. Feeling satisfied with work and eager to work seriously.

5.5. Principles Of Selection and Appointment Strategy:

For the human resources selection and appointment strategy to achieve what it aspires to, specialized libraries must apply the following principles:

- Asking the job applicant about his achievements and previous performance.
- Increase open-ended questions that encourage the individual to speak fluently and freely.
- Dealing with all candidates or applicants for the job with respect.
- Take your time to select individuals before interviewing a sufficient number of them or completing the interview with all the candidates.
- Determining the type of academic qualification, academic specialization,

competencies, and job skills (Al-Qahtan, 2008)

6. Research Methodology and Procedures:

6.1. The Method Used In The Study:

The content analysis approach was used, which relies on analyzing written data and information because the content analysis approach depends on the content that appears in the written document, such as legislative texts related to the selection and appointment policy or that was stated to describe the content to be studied objectively. Likewise, the descriptive analytical method is used in analyzing situations in terms of their characteristics, forms, relationships, variables, and factors influencing them. It also often includes forecasting processes for the future of the phenomena and events that it studies (Rabhi & Ghaneim. , 2000, p. 42)

6.2. Study Population:

They are a group of individuals on whom the study is based, taken from the original community and represented. This is a critical stage in field research; its results depend on their validity. Our study's population consists of all library employees of the scientific research centres studied, as their number reached 48 individuals, as shown. In the following table:

Table No. (01): Shows the study population

the sample	Research centers								the total
	CRTSE	CRAAG	CDTA	CREAD	CDER	COMENA	CRSTDLA	CERIST	
Duplicates	2	3	2	8	4	9	7	13	48
percentage	%4.1	%6.2	%4.16	%16.6	%8.3	%18.7	%14.5	%27.0	100

Source: Prepared by the researchers based on SPSS outputs

6.3. Study tool:

The questionnaire was relied upon as a complementary tool to know the opinions of library employees of scientific research centres on various aspects related to selection and appointment strategy, which other methods cannot address. A consistency test was conducted to prove that the questionnaire measures the factors to be measured and verify its validity. The internal consistency of the scale's items was evaluated, which indicates the strength of association and cohesion between the

scale's items by calculating Cronbach Alpha, and to verify the stability of the study tool in this way:

6.3.1. Internal Consistency Validity:

Table No. (02): shows the validity of the internal consistency, that is, the consistency of all statements with the axis

phrases	Validity	and	internal
There is a clear definition of the job occupant's	0,377**	Significantly	0,01
The library has a clear and specific recruitment	0,386**	Significantly	0,01
The most reliable type of employment	0,544**	Significantly	0,01
Recruitment standards among job applicants	0,690**	Significantly	0,01
The length of time the employee spent after	0,584**	Significantly	0,01
The selection and appointment policy for jobs is	0,328*	Significantly	0,05
The selection and appointment process is	0,354**	Significantly	0,01
The most widely used interview method	0,486**	Significantly	0,01
Current career stage	0,741**	Significantly	0,01

Source: Prepared by the researchers based on SPSS outputs

From the table above, all nine questionnaire statements are statistically significant and consistent with their axis at the significance level of 0.01, symbolized by **. The correlation is significant at the 0.01 level (**), or at the significance level of 0.05, indicated * by The correlation is significant at the 0.05 bilateral level (*).

6.3.2. Tool stability:

It is considered one of the critical factors that must be present for the validity of using any questionnaire. The stability of the study tool means that the answer will be approximately the same if it is repeatedly applied to the same people at different times and that the test must have a high degree of accuracy, stability and mastery of what it was designed to measure. The degree of reliability is considered high. The closer the correct value was to one, in our study, the results of the stability of the tool as shown in the table:

Table No. (03): Shows the reliability coefficient (Cronbach's alpha)

variable	Number	of Cronbach's	alpha
Selection and appointment strategy	9	0,773	

Source: Prepared by the researchers based on SPSS outputs

The table listed above shows that the reliability coefficient has reached 0.773. This indicates that the tool generally has a high-reliability coefficient and offers the ability to achieve the purposes of the study.

6.4. Statistical Analysis Tools Used in Analyzing the Data:

To answer the study questions and test its hypotheses, the researchers resorted to the Statistical Package for Social Sciences (SPSS), through which the researchers used the following statistical methods:

- Cronbach Alpha coefficient to ensure the degree of reliability of the scale used.
- Inter-correlation coefficient matrix.
- Frequencies and percentages for processing the study variables.

7. Analysis of Field Data Results:

7.1. Characteristics of The Study Sample:

Table No. (04): shows the personal characteristics of the study sample

variable		Duplicates	percentage
Sex	male	14	29,2%
	feminine	34	70,8%
Professional status	ordained	43	89,6%
	unordained	5	10,4%
Age group	less than 25	1	2,1%
	25-35	16	33,3%
	36-45	13	27,1%
	46-55	15	31,3%
	56more than	3	6,3%
Qualification	technical	4	8,3%
	senior technician	7	14,6%

	bachelor's degree	18	37,5%
	master	13	27,1%
	magister	1	%2,1
	state engineer	4	8,3%
	phd	1	%2,1
Academic specialization	library and information science	23	47,9%
	other academic specialization	25	52,1%

Source: Prepared by the researchers based on SPSS outputs

Through our reading of Table No. (04), which shows the distribution of the sample members according to personal characteristics variables, we notice that the majority are female, with a percentage of 70.8%. Their professional status indicates that they are ordained, with a percentage of 89.6%, while their age group ranges between 25 and 35, equivalent to 33.3%. At the same time, it is clear from the academic qualification variable that most respondents hold a bachelor's degree, as their number reached 18 librarians, with an estimated rate of 37.5%. In contrast, the percentage of those not affiliated with the speciality reached 52. 1%, while 47.9% belong to its members.

7.2. Analysis of Selection and Appointment Strategy Statements:

Table No. (05): shows the selection and appointment strategy statements

Questions	Variables	Frequencies	Percentage
There is a clear definition of the job occupant's specifications:	no	12	%25
	yes	36	75%
The most reliable type of employment	no	12	%25
	yes	36	%75
The length of time the employee spent after graduation to obtain	External recruitment	28	%58,3
	Internal recruitment	20	%41,7
Recruitment criteria among job applicants	Scientific qualification	42	87,5%
	Of experience	38	79,1%
	Developable knowledge	37	77,0%
Spending a long period after graduation to obtain the current	no	31	%64,6
	yes	17	%35,4
The selection and appointment	no	13	%27,1

policy for jobs is clear and	yes	35	%72,9
The selection and appointment	no	6	%12,5
process is characterized by	yes	42	%87,5
One of the most widely used interview methods	directed interview	30	62,5%
	typical interview	2	4,2%
	stressful interview	5	10,4%
	undirected interview	15	31,3%
	situational interview	2	4,2%
Current career stage	modernity stage	5	10,4%
	growth stage	13	27,1%
	maturity stage	24	50,0%
	retirement stage	6	12,5%

Source: Prepared by the researchers based on SPSS outputs

Through the results of statistical processing using the descriptive statistics method for the items of the studied sample of selection and appointment expressions and by reviewing Table No. (05) and the first question, we notice that 75.0% of the respondents stated that there is a clear definition of the specifications of the job occupant: knowledge, skills, and abilities. As for 25, 0% have stated the opposite. We also notice from the second question that 75% of the respondents agree that there is a clear and specific recruitment strategy for libraries of scientific research centres, just like 25% who see the opposite. As for the third question, the respondents' reactions to the external recruitment of human resources were high, reaching 58.3%. In comparison, the respondents' responses to the internal recruitment of human resources amounted to 41.7%. As for the fourth question, which was about employment standards among job applicants, the percentage of employees who answered that academic qualification is the first criterion for employment reached 87.5%, followed by experiences at 79.1%, and then knowledge that can be developed at a rate of 79.1%. 77.0%. As for the fifth question, which concerns spending an extended period after graduation to obtain the current job, the percentage of adverse reactions was 64.6%, more significant than the percentage of positive responses, which amounted to 35.4%. The sixth question, which concerned a clear selection and appointment policy for jobs according to flexible principles and criteria that are compatible with the objectives of strategic planning, was accepted by the respondents

at a rate estimated at 72.9%, in contrast to 27.1% of the respondents who stated the opposite. As for the seventh question, which stated that the selection and appointment process is characterized by integrity and objectivity and avoids the policy of favouritism, it also had a share of acceptance among the respondents, at a rate of 87.5%, similar to 12.5% of the respondents, whose responses were negative. The eighth question, which concerns the most commonly used interview methods, included several statements, which were represented, respectively, by the directed interview at a rate of 62.5%, then the undirected interview at a rate of 31.3%, followed by the pressure interview at a rate of 10.4%, then both the situational interview and the interview. The exact rate was estimated at 4.2%. As for the ninth and final question, which concerns the current professional stage, the maturity stage ranked first with a score of 50.0%, followed by the growth stage with a score of 27.1%, then both the retirement phase and the modernity phase with a score of 12.5% and 10.4%. Consecutive.

8. Presentation Analysis and Interpretation of The Study Hypotheses:

8.1. Presentation and Analysis of The First Hypothesis:

The validity of the hypothesis, which states that libraries of scientific research centres care about the criteria of the selection strategy for public jobs from the perspective of Algerian law, has been verified through what was stated in Decree No. 85-95, which includes the model fundamental law for workers in public institutions and administrations (Decree No. 85-95 , 1985) which consists of the certificate estimate, the annual average of university studies, supplementary training periods, and completed work or studies when necessary. If we return to the applied research, we will find that this diversity exists, as the study proved that most respondents were holders of a bachelor's degree, as their number reached 18 librarians, at a rate estimated at 37.5%. Holders of a master's degree, at a rate of 27.1, followed by a senior technical certificate, as their number reached seven librarians, at a rate estimated at 14.6%. The state engineer degree holders have a total of 4 librarians, at a rate of 8.3%. The same applies to holders of a technical certificate, then master's and doctoral degree holders, as their number reached one librarian in each qualification. Their percentage was estimated at 2. 1%, which indicates that those in charge of scientific research centres care about it as it is one of the matters that contribute to the

effectiveness of the employee and his work and raise the efficiency and standard of work. The Algerian legislator also referred to another criterion, which is the criterion of experience, which can be obtained through previous jobs that were held. Employment there or through short-term internships for students, whether for obtaining a bachelor's or master's degree, represents experiences that can be integrated into the employment competition file. If we return to the applied study, we will find that the libraries of the scientific research centres studied possess sufficient experience, and this is concerning the percentages that It was obtained that we find 50.0% of the employees are in the maturity stage, as they have the experience and skills that qualify them to assume the highest positions, while 27.1% of the employees are in the growth stage. Employees in this stage become more independent and more capable of contributing effectively. At work, they become primarily self-reliant. As for 12.5% of employees, they are in the retirement stage. This stage varies from one employee to another based on his abilities, the length of the career path, and the expected time to reach the end. Some of them become consultants who provide advice and guidance through experience. Or an official. The last stage was the modernity stage, which reached 10.4%. Employees learn different skills and abilities through this stage to build their initial experience and social adaptation to the work environment. How much did the legislator add the suitability of the candidate's qualifications and the requirements of the field or ranked concerned with employment because the different and diverse qualifications give a positive indicator that the employees are graduates of universities and training centres? Qualification also plays a vital role in determining the work positions and tasks assigned to the employees. If we return to the applied study, we will find that the libraries of scientific research centres have determined the specifications of the job occupant through knowledge, skills, and abilities, and this is at a rate of 75.0% to prevent conflict between employees and the specialized library in which they work, while not misunderstanding the duties and responsibilities of the job. That is, libraries of scientific research centres develop a specific description of the job that does not tolerate any ambiguity and seeks to know the duties and responsibilities of the job. From this, each of the criteria above is scored on 5 points, so that the sum of the various criteria leads to the award of a point from 0 to 20, provided that this rating is done through a committee consisting of a representative of the authority, which has

the power to appoint, as well as a representative of the committee of equal members qualified for the service. Or the level concerned with employment. (Publication No. 25, 2003) Based on the above, the first hypothesis of the research can be accepted, which states that libraries of scientific research centres are concerned with the criteria of the selection strategy for public jobs from the perspective of Algerian law.

8.2. Presentation and Analysis of The second Hypothesis:

The hypothesis was verified, which states that the Algerian legislator was very clear about the conditions for the selection strategy in public positions. Various legal texts, both general and specific, that relate to the organization of public employment in Algeria have enumerated the conditions that must be met by those who wish to join the public service, including (Order No. 06-03, 2006), which is currently in effect, as Article 75 of it stipulates that it is not possible to Whoever may be employed in a public office unless he meets the following conditions: He must be of Algerian nationality, that is, he must have Algerian nationality, which is governed by the law issued by Order No. 70-86 and its supplement (Order No. 05-01 , 2005), which established the relationship and importance of blood as a basis for acquiring... The original Algerian nationality and the evidence for this is what is stated in the text of Article 6, which considers an Algerian a child born to an Algerian father and an Algerian mother. It also did not neglect the territorial connection about Algerian nationality, so Article 07 stipulated that he is considered to have Algerian nationality by birth in Algeria. The second condition for the selection strategy is that the employee must enjoy civil rights and good conduct, as it was noted that this was not referred to in Order No. 06-03. Instead, it was sufficient to stipulate that the candidate enjoys civil rights and that the judicial record certificate must be free of observations incompatible with the job's exercise. (Order No. 06-03, 2006) The third condition is that the candidate must be in a legal position for national service, especially for employees aged 20 years and over. According to (Instruction No. 06, 2008), he must prove his status for national service if he is a beneficiary of deferment, deferred conscription, excluded, or exempt. The fourth condition is age, as most public service laws in various countries require a legal age that allows one to practice work or apply for employment. In the Algerian public service, the minimum age for joining a public job has been set at eighteen full years, and this is what the Algerian legislature

stipulated in Article 78 of (Order No. 06-03, 2006) The fifth condition in the selection strategy is to be physically fit to practice public office, which is specified in Article 75 of Order 06-03, provided that the conditions of age, physical and mental ability, and the qualifications required to join the job to be joined, are met. Article 76 of the same order also indicated the possibility of the administration, when necessary, organizing a medical examination for employment in some employee corps. However, the condition of health fitness does not mean excluding the category of people with special needs. Public administrations must commit to allocating a percentage of positions for this category by what was stipulated in Article 27 of the same order. Law No. 02-09 of May 8, 2002, relating to the protection and arrangement of persons with disabilities. As for the last condition for the Algerian legislator, it was the requirement to prove the level of qualification required by the vacant positions to be worked in, and this is what was indicated through Article 79 of the same order by confirming qualification with certificates, licenses, or a level of training to join the rank. Based on the above, the second hypothesis of the research can be accepted, which is that the Algerian legislator was very clear regarding the conditions for the selection strategy in public positions.

8.3. Presentation and Analysis of The Third Hypothesis:

The hypothesis has been verified, which states that the Algerian legislator uses precise methods when carrying out the appointment strategy. Through (Decree No. 07-308 , 2007), which stipulated that recruitment, which is the work by which the best and most suitable applicants for employment in the organization are selected to fill vacant positions within it, on an objective and fair basis and in light of specific conditions and specifications that are required to be met by them, is determined by During the requirements of these vacant positions, after completing the nomination procedures, tests and interviews and ensuring that the conditions for the occupant of the position are met, a decision is then issued by the competent authority to appoint the individual to the position for which he is legally nominated, which is what was stipulated in Article 16 of Decree 06-03, the meaning of which is stated in: Appointment to the highest positions of the state is due to the discretionary authority of the qualified authority Article 16 of Order 06-03, provided that the methods of appointment strategy are followed, which is to give the administration complete and

absolute freedom to appoint the best people, and it is the only one capable of making appointments, because it is Technically responsible for administrative work and therefore it is in its interest to choose the best candidates to fill vacant positions. The second method is election, as the Algerian legislator abolished this method as a method for filling public positions and replaced it with the method of appointment strategy, except in exceptional cases such as appointing the mayor, as the legal framework regulating the recruitment process is The method of elections is represented by (Organic Law No. 12-01, 2012). The third method is the method of preparing and preparing employees, which was stipulated in (Article 18 of Law No. 90-11 , 1990), and this is by subjecting him - the new worker - to a trial period not exceeding six months, and this period can also be increased to 12 months. , for highly qualified job positions. The trial period for each category of workers or group of workers is determined through collective negotiation. The fourth method is the competition or test method to facilitate the recruitment strategy, which was specified by Decree 06-03 in Article 80, which stipulates that admission to public positions shall be through competition based on tests, competition based on certificates for some employee lines, professional examination, or recruitment. This is directed to employees who have followed specialized training stipulated in the fundamental laws of qualified training institutions. It is currently the most widely used and widespread method in Algerian institutions, especially in the education sector. Based on the above, the third hypothesis of the research can be accepted, which states that the Algerian legislator used precise methods when carrying out the appointment strategy

8.4. Presentation and Analysis of The Fourth Hypothesis:

Table No. (08): Shows the sample members' response to the statements' content indicating the interest of libraries of scientific research centres in activating the selection and appointment strategy

Sample members' responses to the content of	Frequencies	Percentages
no	287	6,43%
yes	370	3,56%
the total	657	100%

Source: Prepared by the researchers based on SPSS outputs

They are looking at Table No. (08), the response rate of the sample members was positive and high to the content of the statements that indicate that libraries of scientific research centres activate the selection and appointment strategy, as its rate reached 56.3%. In comparison, 43.6% is due to the response rate of individuals. The negative sample contains phrases that indicate that the libraries of scientific research centres do not activate the selection and appointment strategy. Therefore, the libraries of scientific research centres are interested in activating the selection and appointment strategy. The researchers attribute the reason for the emergence of these results to the existence of coordination between the various departments in the libraries of scientific research centres so that they work separately. The reason is also due to an open system with mutual influence between the scientific research centres, specialized libraries, and the General Directorate of Public Employment, making it easier for officials to become familiar with everything. Possible alternatives: It is a system that tends toward realism because it considers the individual to have values, beliefs, and ambitions. The reason is also due to effective strategic planning that allows studying the surplus, shortage, or stability in human resources. The reason is that the libraries of scientific research centres have an image of their future activity; that is, Strategic management is implicit in this type of position. Based on the above, the fourth research hypothesis can be accepted, which states that libraries of scientific research centres are interested in activating the selection and appointment strategy.

9. Results :

• General Results:

- About the legislative steps or stages taken by the Algerian legislator regarding the issue of the selection and appointment strategy, we found that they are many and varied.
- The Algerian legislator addressed the issue of the recruitment strategy in the various laws regulating the public service, starting with Decree No. 66-133 of June 2, 1966, which includes the general fundamental law for the public job, amended to Order 06-03 of July 15, 2006, which consists of the available basic law for the public employment. He included many legal texts that regulate how to conduct an appointment strategy for public positions and how to make it successful.

New employees are guided during the trial period, and a trial contract is signed with them before the final appointment process. The last employment decision is based on their level of performance during the trial period. Thus, the specialized libraries have given the employees the right and opportunity to prove themselves.

- Applicants for positions pass a set of tests, including professional ability, knowledge, and intelligence tests, in varying proportions, depending on the degree to determine their actual skills and competence.
- There is an apparent fluctuation in the texts, whether in terms of how they were issued or their treatment of the subject of selection and appointment. The best evidence is the late issuance of the regulation, which the law always refers us to. If it is issued, then amendments, complementary, and amending texts abound.

• Results in Light of Hypotheses:

- Most of the legislative and regulatory texts regulating the selection and appointment strategy did not come in a binding form.
- For his part, the Algerian legislator adopted objective conditions and controls related to organizing for joining public jobs, including the requirement of gender, nationality, enjoyment of civil rights, and physical and health fitness.
- Among the criteria for selecting applicants for positions are academic qualifications, experience and knowledge that can be developed.
- Among the methods enacted by the Algerian legislator regarding the recruitment strategy, we find absolute freedom, the process of election, the method of competition or testing, and the method of preparing employees.
- Libraries of scientific research centres are interested in activating the selection and appointment strategy at a rate of 56.3%.

10. Suggestions:

- Adherence to the provisions of the General Basic Law for Public Service in the selection and appointment strategy and staying within the standards and conditions. And reconsider appointments that violate the law.
- In applying the principle of equal opportunities, the higher administrative

authorities of scientific research centres must announce job vacancies by making the announcement accessible to the citizens concerned.

- The necessity of monitoring all strategic selection and appointment processes to fill positions in all public institutions.
- The committee or body that carries out the selection and appointment process should not be satisfied with oral and written tests. Still, it is also preferable to include practical tests within its tests, which will positively impact knowledge of capabilities, skills and competencies on a broader scale.
- There is a need for libraries of scientific research centres to pay attention to activating the website to attract and obtain workforce, as the website has become considered one of the most essential and well-known means of recruitment.
- Restoring consideration to the pattern of recruitment competitions based on testing so that public administrations have employees with competencies that can be developed.
- Reconsidering the legislative system related to the selection and appointment strategy and issuing new application texts or updating old ones to enhance the value of this strategy.

11. Conclusion:

The availability of competent and well-capable human resources within specialized libraries comes through adopting a sound and effective strategy for selecting and appointing them. This enables achieving the goals of specialized libraries on the one hand and achieving the professional and personal goals of this element on the other hand. As it is considered the most crucial element in these libraries, no matter how ideal the specialized libraries are and how they follow scientific methods, the desired goals can only be achieved with the presence of the competent human element capable of giving and performing to the fullest.

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