A PROPOSED STRATEGY FOR EMPLOYING TECHNOLOGY TO DEVELOP ADMINISTRATIVE SPORTS WORK FOR THE YOUTH WELFARE OF COLLEGES UNDER THE PUBLIC AUTHORITY FOR APPLIED EDUCATION AND TRAINING

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ABSTRACT

The purpose of the study was to propose a strategy for employing technology to develop administrative sports work for the youth welfare of colleges under the public authority for applied education and training. To work on the objective a descriptive method was used. The research population consists of employees in the Youth Welfare Management at the colleges and institutes affiliated with the Public Authority for Applied Education and Training, totaling 120, in addition to 20 individuals as a pilot sample. In light of the findings from this study, which outline both the advantages and disadvantages of the electronic management system implementation in the Youth Welfare Managements at the Public Authority for Applied Education and Training recommendation are made.
Keywords: Strategy, technology, administrative sports work, youth welfare, public authority.

1. INTRODUCTION

Modern societies are currently in a pivotal stage of transition, witnessing substantial and extensive transformations across all sectors. With the increasing utilization of communication networks, there has been a gradual shift from traditional methods to digital administrative approaches. The world is confronting a critical and urgent problem: how to handle the growing volume of information through conventional methods of storage, processing, and application. The situation is further complicated by the fact that information's unique attributes exert a profound impact on many aspects of human life (Al Subaie, 2005; Burhan, 1999). Information and communication technology (ICT) has taken on a pivotal role, extending beyond facilitating everyday life to acting as a dynamic catalyst for societal progress. It is also a key player in the realm of international interest exchange. In the digital age, a region's progress is increasingly defined by its capacity to adapt to the information revolution and acknowledge its unavoidable influence (Al Ruqabi, 2002; Kamal, 2009).

As modern technology has become more accessible, routine activities have started to evolve into electronic ones, capitalizing on this shift to improve service provision under the concept of electronic management. This approach seeks to minimize the costs of administrative tasks by conducting procedures and processes electronically (Al Nimr et al., 2000). In light of this new era, electronic management emerged as a new trend in modern administration. The world is now witnessing an active movement to leverage all advanced information and communication technologies to develop organizational operations, whether

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in business entities or governmental organizations. These entities are being transformed into electronic organizations, utilizing cutting-edge technologies in their communication processes to carry out all administrative tasks, including planning, organizing, directing, and controlling. Additionally, they execute various functions such as marketing, investment, office work, and other activities with a global mindset and remarkable speed (Ahmed, 2003; Al Ruqabi, 2002).

E-management represents a key transformation in the concept of public functions, emphasizing the importance of public service values and making the needs of beneficiaries the focal point of institutional efforts (Mohamed, 2007; Al Amri, 2003). The Student Welfare Departments at the Public Authority for Applied Education and Training are vital institutions in our contemporary world. They work to empower students to face the scientific changes that are taking place globally and prepare the human resources needed for society, equipped with advanced scientific expertise. University students form an important youth sector to which the state directs care and attention. The Student Welfare Departments at universities are responsible for promoting and encouraging the practice of all activities among male and female students. This task requires organization and management based on scientific and advanced technological foundations to ensure the efficient and effective implementation of the planned programs within the specified timeframes. The accuracy of implementing these programs and their ability to achieve their goals largely depends on the successful execution of the related administrative processes (Al Amri, 2003; Maghyeidh, 2004).

Through the researcher's work as a faculty member in the Physical Education Department at the College of Basic Education, Public Authority for Applied Education and Training, and through field visits to several Arab and Kuwaiti universities, the researcher observed that there are certain obstacles in implementing student activities. These challenges arise due to the reliance on traditional administrative systems, such as the use of paper correspondence and records for storing and documenting activities. Additionally, there is reliance on phone calls and faxes for communication between departments and other administrative bodies, such as the central administration at the authority and the beneficiaries of the provided services. These traditional methods are not aligned with the changes and developments of the current era and are ineffective in implementing youth welfare management activities and programs. The mismanagement of time is also a concern due to the lengthy administrative processes involved in these activities.

Consequently, the researcher was driven to design a proposed project for the application of e-management within the Student Welfare Departments at the Public Authority for Applied Education and Training, in an effort to reorganize and restructure these departments to enhance the quality of work in the various student activities offered to the different groups of students who engage with these departments.

The research's objective was to propose a strategy for utilizing technology to develop administrative work in sports management for student welfare at the Public Authority for Applied Education and Training. This was achieved by identifying - the obstacles to implementing e-management in the Youth welfare managements at the Public Authority for Applied Education and Training; and studying the areas of e-management implementation in the Youth welfare managements at the Public Authority for Applied Education and Training.

2. MATERIAL AND METHODS

2.1 Research Method and Population
A descriptive method was used in this research. The research population consists of employees in the Youth Welfare Management at the colleges and institutes affiliated with the Public Authority for Applied Education and Training, totaling 120, in addition to 20 individuals as a pilot sample.

2.3 Research Sample

The research sample was selected randomly from the employees in the Youth Welfare Management at the Public Authority for Applied Education and Training, including the institutes and the central administration for student welfare. Table 1 illustrates the description of the research population and sample.

Table 1: Research sample from the employees in the youth welfare managements at the public authority for applied education and training

No.	College / Department	Public Authority for Applied Education and Training		
		Primary Sample	Exploratory Sample	%
1	College of Basic Education	9	1	16.66
2	College of Commercial Studies	9	2	9.16
3	College of Health Sciences	7	1	6.66
4	College of Technological Studies	9	1	8.33
5	College of Nursing	8	-	6.66
6	Higher Institute of Communications and Navigation	9	-	7.50
7	Higher Institute of Energy	8	2	8.33
8	Industrial Training Institute	8	-	6.66
9	Nursing Institute	8	4	10.00
10	Construction Training Institute	9	1	8.33
11	Vocational Training Institute	8	2	8.33
12	Higher Institute of Administrative Services	9	3	10.00
13	Institute of Tourism, Beauty, and Fashion	9	1	8.33
14	Shuwaikh Craft Incubator	10	2	10.00
	Total	120	20	%100

2.3 Data Collection Tools
To collect data for the study, the researcher followed these steps:
A. **Reviewing references, scientific journals, and previous related studies:** This step aimed to gain insights into recent developments in the field of management, particularly electronic management.
B. **Questionnaire:**
The researcher designed two Questionnaires. The researcher identified the axes of the initial version of the Questionnaire and presented it to a panel of 10 experts to assess the suitability and adequacy of the axes.

2.4 Statistical Treatments

After collecting and tabulating the data, the researcher conducted statistical analysis using the- Percentage, Arithmetic Mean, Standard Deviation, Pearson Correlation Coefficient, Internal Consistency Validity, and Estimated Score following statistical methods.

3. RESULTS AND DISCUSSION

Through the statistical analysis of the research data, the researcher was able to present the results and discuss them to verify the research objectives by answering the following questions:
(A) To answer the first question, which is: What are the obstacles to implementing electronic management in the Youth welfare managements at the Public Authority for Applied Education and Training? The researcher followed the steps outlined below:

Table 2: Estimated score and percentage of sample responses for the human barriers axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	253	70.28
2	249	69.17
3	239	66.39
4	263	73.06
5	258	71.67
6	213	59.17
7	260	72.22
8	245	68.06
9	220	61.11
10	267	74.17
11	282	78.33
12	298	82.78
13	265	73.61
14	256	71.11
15	280	77.78
Total	3848	71.26

It is evident from Table 2 that the percentage of responses from the research sample regarding the Human Barriers Axis ranged between 59.17% and 78.33%. This indicates that human barriers ranked first, suggesting that employees in the Youth Welfare Managements and the beneficiaries of the services provided lack awareness and knowledge of electronic management systems. Additionally, there is a shortage of qualified personnel for implementation, and the employees are unfamiliar with the concept and terminology of electronic management and how to apply it. This is despite the attention given to training employees in areas related to computers and the internet. These findings align with the results of studies by Al Awamleh (2002) and Maghyeidh (2004), which identified barriers such as low social awareness, inadequate human competencies and information that hinder the shift to electronic management, the lack of technical and operational capacities of the staff at the authority, and weak alignment between the administrative situation of institutions and the requirements set by the government.

Table 3: Estimated score and percentage of sample responses for the material barriers axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	255	70.83
2	265	73.61
3	234	65.00
4	272	75.56
5	228	63.33
6	285	79.17
7	246	68.33
8	225	62.50
9	246	68.33
Total	2256	69.63

It is evident from Table 3 that the percentage of responses from the research sample regarding the Material Barriers Axis ranged between 62.50% and 79.17%. This indicates that material barriers ranked first, suggesting that the top management at the authority does not have the

adequate budget to implement electronic management within the Youth Welfare Managements, given that it is a newly established university. Furthermore, the incentives provided to employees within the Youth Welfare Managements are weak and do not motivate them to implement electronic management or to pursue innovations in modern management practices in the field of electronic work. Additionally, the limited incentives for certain groups within these departments lead employees to procrastinate and seek easier methods that require less effort to complete their tasks, without considering the negative consequences of these methods on management systems. This finding aligns with the results of the study by Al Awamleh (2002), which indicated the presence of obstacles such as a lack of financial funding, which hinders the shift to electronic management. The study also highlighted that training and qualification processes present a significant barrier to the implementation of electronic management due to their high financial costs and the expenses associated with hiring experts in the training field.

Table 4: Estimated score and percentage of sample responses for the administrative and legal barriers axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	278	77.22
2	271	75.28
3	265	73.61
4	226	62.78
5	221	61.39
6	222	61.67
7	182	50.56
8	283	78.61
9	181	50.28
10	206	57.22
11	247	68.61
Total	2582	65.20

It is evident from Table 4 that the percentage of responses from the research sample regarding the Administrative and Legal Barriers Axis ranged between 50.28% and 78.61%. This indicates that administrative and legal barriers are a significant issue, suggesting the absence of adequate legislation and regulations to protect work systems. Despite the continuous development of organizational structures, work procedures, and laws governing operations, these are essential to keep up with the advancements in electronic management practices.

Table 5: Estimated score and percentage of sample responses for the technical barriers axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	259	71.94
2	287	79.72
3	184	51.11
4	225	62.50
5	271	75.28
6	223	61.94
7	264	73.33
8	263	73.06
Total	1976	68.61

It is evident from Table 5 that the percentage of responses from the research sample regarding the Technical Barriers Axis ranged between 51.11% and 79.72%. This indicates that technical barriers ranked first, as evidenced by the lack of activation of the electronic management role within the authority. This is due to the insufficient number of electronic devices within the Youth Welfare Managements and the absence of electronic display boards for students to showcase all activities and programs of each department. This lack of resources prevents the monitoring and viewing of these programs at any time through the use of the internet.

Based on the previous Explanation, the researcher has been able to answer the first question of the study related to understanding the obstacles to implementing electronic management in the Youth welfare managements at the Public Authority for Applied Education and Training.

(B) To respond to the second question, which asks: What are the areas for implementing electronic management in the Youth welfare managements at the Public Authority for Applied Education and Training?

Table 6: Estimated score and percentage of sample responses for the goal setting axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	280	77.78
2	250	69.44
3	273	75.83
4	258	71.67
5	261	72.50
6	295	81.94
7	239	66.39
8	301	83.61
9	260	72.22
10	307	85.28
Total	2724	75.67

It is clear from Table 6 that the percentage of responses from the research sample for the Goal Setting axis ranged between (69.44% to 85.28%). Thus, the Goal Setting axis ranked first with a percentage of 84.26%. This indicates that the purpose of implementing electronic management applications is to translate strategic plans into detailed plans executed in successive stages, such as training employees on modern work systems and programs, as well as attracting outstanding human resources in electronic management through the use of material and moral incentive systems.

Furthermore, e-management and its applications focus on conducting continuous surveys for beneficiaries to identify areas of deficiency and weakness and address them, while also assessing the quality of the services provided. The systems and programs of electronic management emphasize the evaluation and monitoring of employee performance through a comprehensive and unified system, working to establish precise and objective definitions of organizational structures within each department. Additionally, electronic management strives to convince employees that personal goals can only be achieved by achieving the institution's overall objectives.

To achieve the general goals of the departments, despite the limited training courses for employees to develop new departments needed by society in response to social, economic, and political changes, this aligns with the studies of both Al Ruqabi (2002) and Kamal (2009), which emphasize activating the role of e-government to provide public services to the public and ensuring that goals are aligned with the general objectives of institutions.

Table 7: Estimated scores and percentage of sample responses for the application philosophy axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	299	83.06
2	266	73.89
3	270	75.00
4	305	84.72
5	255	70.83
6	300	83.33
7	291	80.83
8	258	71.67
9	319	88.61
Total	2563	79.10

It is evident from Table 7 that the percentage of responses from the study sample for the application philosophy axis ranged between (70.83% to 88.61%). The application philosophy axis ranked first with a percentage of 79.10%. This indicates that the senior management at the institution is convinced of the application philosophy, as they have divided tasks, authorities, and responsibilities in a way that aligns with the work environment and all the activities provided. Specialization is considered one of the key foundations for task division. Moreover, attention is paid to the administrative hierarchy within departments, ensuring that the current system aligns with the goals to be achieved. The organization also encourages employees to make appropriate decisions and take responsibility through the application philosophy. Additionally, efforts are made to create integration and coherence between different administrative units both internally and externally, along with protecting the organization by ensuring some degree of consistency between the values governing the organization and the prevailing values in society. This is in line with the study by Kamel (2009, which focuses on applying electronic management concepts within departments, identifying the needs and responsibilities of each individual in the organization.

Table 8: The estimated score and percentage of responses from the sample for the implementation mechanisms axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	263	73.06
2	293	81.39
3	278	77.22
4	289	80.28
5	276	76.67
6	250	69.44
7	225	62.50
8	245	68.06
9	210	58.33
10	227	63.06
11	205	56.94
Total	2761	69.72

It is clear from Table 8 that the percentage of responses from the research sample for the "Implementation Mechanisms" axis ranged between (56.94% to 81.39%). This indicates the importance of the areas of electronic management application within youth welfare management, particularly in workforce planning within each department, identifying the required positions and specializations, and reducing excess staff in the departments.

Additionally, it highlights the need for providing means and methods for implementation through the support of senior management for the effective application of electronic management within the university departments.

Table 9: The estimated score and percentage of responses from the sample for administrative development programs axis

Statement	Primary Sample	
	Estimated Score	Percentage
1	244	67.78
2	257	71.39
3	242	67.22
4	267	74.17
5	253	70.28
6	249	69.17
7	270	75.00
8	253	70.28
9	257	71.39
Total	2292	70.74

It is clear from Table 9 that the percentage of responses from the research sample for the axis of Administrative Development Programs ranged between (67.22 to 75.00). This shows that it ranked first for the axis of Administrative Development Programs, with a percentage of 81.18%. This indicates that the electronic management applications in the Youth Welfare Departments enable employees to be trained on modern administrative systems and programs required for the work, such as training on administrative development programs for staff, and programs related to electronic advertising methods and techniques associated with the work of the Youth Welfare Departments. It also works on developing administrative communication programs and skills by improving and updating monitoring and control systems to identify training needs. This aligns with the studies of Mohammed, (2003) and Al Ayubi (2004), which emphasize activating the role of e-government in administrative development through the application of electronic systems in human resources management.

Table 10: The estimated score and percentage of responses for the monitoring and evaluation axis.

Statement	Primary Sample	
	Estimated Score	Percentage
1	239	66.39
2	254	70.56
3	270	75.00
4	266	73.89
5	249	69.17
6	257	71.39
7	274	76.11
8	239	66.39
9	264	73.33
10	253	70.28
Total	2565	71.25

It is evident from Table 10 that the percentage of responses for the "Monitoring and Evaluation" axis ranged between (66.39 to 76.11). Therefore, it is clear that this axis ranked first with a percentage of 75.17%. This indicates that working with the electronic management system provides specific criteria that clarify the level of achievement within each department. Moreover, the electronic management applications ensure the inclusiveness and continuity of

monitoring and evaluating electronic administrative tasks within each department, with the availability of self-monitoring principles through committees responsible for the monitoring and evaluation processes. We also find that the evaluation of electronic administrative tasks within the Youth Welfare Departments is linked to the extent of achieving the general objectives within each of these departments.

Based on the results obtained by the researcher, it is evident that the current study aligns with the findings of several previous studies. For instance, the study by Deloitte (2000) highlighted the importance of understanding the vision of senior management and its plans to address radical changes in the concepts of contemporary and future governments. This included the countries that have introduced electronic management into their operations, successfully achieving numerous benefits such as "providing information, offering easier services, reducing employee complaints, and improving the overall image of the institution." Similarly, the study by Teeter (2000) emphasized the effectiveness of electronic management, noting the importance of developing a strategic plan for transitioning to electronic management based on principles that focus on the beneficiaries, results, collaboration, innovation, and cost control.

The findings of Al Ruqabi (2002) also align, revealing several assumptions, including the necessity of creating an appropriate environment, encouraging investment in information technology, building comprehensive databases, and enhancing human resources, as well as strengthening the infrastructure and informational capabilities. Additionally, the study by Mohammed (2003) demonstrated that the implementation of electronic systems in human resource management positively impacts job performance and the overall performance of the organization.

Furthermore, the study by Al Ayubi (2004) concluded that opening networked communication channels with all relevant authorities in the state is crucial. This leads to the facilitation and simplification of procedures, in alignment with the modern technology of the current century.

Proposed Project for Implementing Electronic Management in Youth Welfare Departments.

A. **Project Overview:** This project aims to advance the administrative frameworks within the Youth Welfare Departments at the Public Authority for Applied Education and Training by clarifying roles and responsibilities, ensuring effective performance monitoring in each department, which will contribute to improving staff skills and delivering services with the required speed and efficiency.

B. **Project Goal:**
This project seeks to prepare and develop employees in the Youth Welfare Departments at the Public Authority for Applied Education and Training with the required knowledge and skills for the implementation of electronic management, ensuring continuous progress in the technical and administrative performance of individuals and departments.

C. **Concept of the Proposed Project:** The researcher has developed this project based on the concepts and fundamental principles of electronic management as a modern administrative policy that can be applied in the Youth Welfare Departments at the Public Authority for Applied Education and Training. The project focuses on providing sound and integrated management of student care through the implementation of electronic administration within each department. The researcher hopes that, when implemented, this project will eliminate outdated administrative practices, reduce violations and irregularities, and protect the interests of both beneficiaries and service providers within the Youth Welfare Departments. Additionally, the researcher hopes that this project will serve as a protective and immune system, activating modern administrative performance

methods, regulating processes, ensuring transparency, and safeguarding the integrity of actions within each Youth Welfare Department.

D. **Philosophy of the Project:** Electronic management is a modern administrative process that eliminates the factors of time and distance, providing efficiency in completing tasks on a large scale. This process spans from policies and methods to the implementation phase, taking the form and structural format of electronic management. In this model, the efforts of all parties within the organization are integrated and interwoven without exception. The philosophy of the proposed project is based on several key points and fundamental pillars, which include:

1- The Conviction and Adoption of Electronic Management Philosophy: The senior management at the Public Authority for Applied Education and Training is convinced of and adopts the concept and philosophy of electronic management as a modern administrative approach. The senior management and subsidiary departments express their desire to implement electronic management as a contemporary administrative policy. Subsequently, specialized training programs are organized and prepared to familiarize employees with electronic management, its concepts, objectives, importance, and the principles it is based on. Therefore, the success of implementing electronic management is closely linked to the successful mobilization of the efforts and attitudes of all employees within the departments to achieve this goal.

2- **The Principles of Electronic Management:** Electronic management is based on fundamental principles that are grounded in clear and easily applicable philosophical foundations. It is essential to adhere to these principles when implementing them within each of the student services departments.

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4- Ensuring transparency in providing information and data to service beneficiaries.

5- Activating the roles of stakeholders or parties involved in performance or the success of administrative work within the departments.

6- The commitment of leaders and senior management members at the Public Authority for Applied Education and Training to fulfill their roles and responsibilities towards employees optimally instills confidence and reassurance among staff. This, in turn, positively impacts their performance and motivates them to strive for progress and the optimal implementation of electronic managements.

7- The importance of establishing specific, written policies for departments that influence the success of electronic administrative processes and the achievement of desired goals, serving as a general framework within which the departments operate.

A. The Objective of the Proposed Project:

1- To modernize administration comprehensively by utilizing advanced digital technologies (electronic management), including solutions and systems designed to enhance administrative operations. This initiative aims to improve employee efficiency and productivity while fostering a new generation of professionals equipped to handle modern technologies.

2- Combating bureaucracy and eliminating the complexities of daily operations.

3- Providing information and data to decision-makers promptly and at the right time, while enhancing the oversight process.

4- Enhancing administrative relationships with all institutions, both internally and externally, through advanced mechanisms and resources available in related organizations.

5- Identifying problems proactively rather than merely monitoring.

6- **Successful preparation of administrative tasks through electronic managements.**

7- Mitigating the challenges that arise when dealing with employees with limited experience.

8- Reducing paper-based transactions and using electronic archiving and automated tracking systems.

9- Eliminating the factors of time and space by providing tasks and data 24/7, with the ability to access them from any location.

B. **Requirements for Implementing the Proposed Project:**

1- The attention of leadership and senior management to promoting electronic culture among employees and across the authority, through the development of comprehensive implementation plans, focusing on technical capabilities, work procedures, and giving special attention to the beneficiaries as a key factor in the success of electronic management application processes.

2- The development of the infrastructure is the primary foundation upon which the principles of the electronic management system are built. Therefore, it must be developed on a solid basis by providing the appropriate infrastructure capable of accommodating any future increases and expansions.

3- Proper training for employees on electronic management systems and programs is essential to ensure they have the skills, awareness, understanding, and capabilities to effectively use the system.

4- Regular meetings at the level of departments and branches, where all the challenges faced are reviewed and discussed, and solutions are developed for them.

5- Leveraging the expertise and specialists from other organizations and involving them in the implementation processes and in developing the necessary plans to ensure the success of the system.

6- Organizational development of individuals, teams, and departments, aimed at improving goals and policies by establishing appropriate structures and methods.

7- Overcoming all human, material, administrative, and technical barriers by removing barriers and facilitating the necessary procedures to implement electronic management.

8- Achieving optimal benefit from the implementation processes by identifying the training needs and reliable information required in each department, ensuring accuracy, clarity, and objectivity according to the beneficiary's needs. This includes the ability to review, define methods for collecting information, the appropriate timing for it, and organizing processes for storing, updating, and retrieving information in a way that meets the desired objectives.

C. **Project Implementation:** The proposed project mechanisms include the steps or procedures followed to achieve the targeted development in the performance of student care departments at the Public Authority for Applied Education and Training. These mechanisms include the following steps or procedures:

1- **Pre-Preparation Phase:** This phase includes the precise identification of the need to implement electronic management within the youth welfare managements. This is achieved through a study and evaluation of the current situation to assess the positives and negatives, identify difficulties and problems, and prepare a future vision for electronic management within the youth welfare management in light of the general principles of management. With this vision, potential obstacles that may hinder implementation can be identified, thus establishing the foundational structure for the proposed project implementation.

2- **Preparation and Readiness Phase:** This phase involves preparing the environment for introducing and presenting new ideas by creating a suitable atmosphere for accepting innovative concepts. This step requires the senior management to recognize these ideas and principles and to believe in the necessity of adopting them in order to ensure the full implementation of these modern principles in each of the youth welfare management. Additionally, it ensures support and endorsement from the senior management of the institution.

3- **Planning Phase:** This phase aims to outline the future performance of the departments in light of implementing the principles of electronic management. To achieve this, the following steps must be followed:

   - Setting Administrative Policy Objectives for youth welfare managements in Light of Electronic Management Principles.
   - Prioritizing Objectives Based on Their Importance, Focusing on Those That Most Significantly Impact the Improvement of Administrative Performance Quality.
   - Assessing Needs and Identifying Desires, Requirements, and Preferences by conducting a needs assessment at the start of the project, as well as at the beginning and end of each year.
   - Developing a Written Implementation Plan Based on the Predefined Objectives, which will be discussed in meetings with department heads and sub-departments at the colleges. All aspects of the plan will be reviewed, including the stages of implementation, start dates, responsible individuals, and monitoring procedures.

4- **Training Phase:** In this phase, all staff members, including supervisors and employees, will be trained on how to implement the proposed electronic management plan. Suggestions will be provided to address any challenges that may arise during the application of the project, with efforts focused on preventing such issues from occurring in the future, in line with the principle of preventing errors before they happen.

5- **Implementation Phase:** This phase involves executing the necessary plans for implementing the proposed electronic management project, based on the general principles of electronic management. The senior management at the institution will form a team within each of the student affairs departments at the colleges to carry out the targeted plans.

6- **Follow-up and Evaluation Phase:** In this phase, the strengths and weaknesses of the administrative policies followed within each youth welfare managements are identified. The gap between the current policies and the updated policies, as proposed in the electronic management project, is determined. Efforts are made to support the positive aspects during the implementation of the new electronic management system. This phase ensures continuous improvement to achieve quality and excellence in performance by establishing the foundations and principles of electronic management within each Youth Welfare Managements at the Public Authority for Applied Education and Training.

Through the previous presentation, the researcher has successfully answered the third question of the study, which pertains to the proposal for the possibility of implementing electronic management in the Youth Welfare Managements at the Public Authority for Applied Education and Training.

4. CONCLUSIONS

Conclusions regarding the obstacles to implementing electronic management in Youth Welfare Managements at the Public Authority for Applied Education and Training:

1- Previous research on electronic management, especially related to information security and safety, remains limited.
2- The shortage of qualified personnel to implement electronic management within the Youth Welfare Managements at the Public Authority for Applied Education and Training.
3- Most employees' inability to use computers and software due to weak language skills and a lack of training programs to meet the requirements of electronic work.
4- The insistence of officials on old regulations and systems in the workplace, and the lack of flexibility in the implementation of electronic management within the Youth Welfare Managements.
5- The shortage of skilled and trained technical personnel in maintaining electronic management systems and software
6- The lack of necessary financial funding for purchasing the devices and equipment required for electronic management applications.
7- A lack of financial funding dedicated to the training and upskilling of employees on electronic work systems and programs.
8- The absence of laws and regulations to protect the confidentiality and security of information and the operations of the electronic management system.
9- Occasional disruptions and poor quality of electronic networks hinder the smooth progression of work.
10- The devices used within the student services departments are inadequate for keeping up with the transition to electronic management systems.
11- The Youth Welfare Managements' infrastructure cannot support any changes or developments necessary for the shift towards electronic management.

Conclusions regarding the areas of electronic management application in the student services departments at some institutions of the Public Authority for Applied Education and Training:

1- Promoting and making electronic culture accessible accelerates the application of electronic management within the student services departments.
2- Developing electronic plans and programs for Youth Welfare Managements helps in the integration and connectivity between the departments.
3- Using electronic management in monitoring and evaluation processes regularly and periodically helps achieve the institution's overall goals.
4- The implementation of an electronic management system supports the principle of work division, acknowledgment of specialization, and internal consistency, with attention to the administrative hierarchy within the Youth Welfare Managements.

5. RECOMMENDATIONS

In light of the findings from this study, which outline both the advantages and disadvantages of the electronic management system implementation in the Youth Welfare Managements at the Public Authority for Applied Education and Training, the researcher suggests the following recommendations:

- Focus on training staff in the Youth Welfare Managements at the institution on electronic management programs and systems to enhance their skills and improve their performance.
- Increasing the attention of senior management towards ensuring that beneficiaries receive the advantages of electronic management application and improving the positive outcomes that facilitate interactions with the Youth Welfare Managements at the institution.

- Developing long-term plans involving various stakeholders concerned with implementing electronic management within the institution, aimed at improving the skills and performance of the staff in the Youth Welfare Managements.
- Reevaluating the current organizational structures within each of the Youth Welfare Managements at the institution to align with the applications and aspirations of the electronic management work environment, which is constantly evolving and expanding.

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