



UNIVERSITY OF NIZWA

COLLEGE OF ECONOMICS, MANAGEMENT AND INFORMATION SYSTEM

**INITIATION PROBLEMS OF OMANI YOUTH IN CONTRIBUTING TO
VOLUNTARY NATIONAL ASSOCIATIONS: WITH SPECIAL
REFERENCE TO UNIVERSITY OF NIZWA**

Master Project

(MNGT700)

By

Hasna Ibrahim Abdullah Al Hinai

(ID:21241283)

Supervisor

Dr. Lohani Ashraf Ali Khan

Head of Management Department

College of Economics, Management and Information Systems

**SUBMITTED IN PARTIAL FULLFILMENT OF THE REQUIREMENTS OF MASTER
OF BUSINESS ADMINISTRATION IN THE COLLEGE OF ECONOMICS,
MANAGEMENT, AND INFORMATION SYSTEMS, UNIVERSITY OF NIZWA**

Fall Semester (2016-2017)

Table of Contents

Subject	Page number
List of figures	1-2
List of tables	3
Certificate of Original Research	4
Declaration of Original Work	5
Acknowledgements	6
Abstract	7-8
Chapter One: Introduction	9-14
1.1 Background of the study	9-11
1.2 Problem statement	11
1.3 Objectives of the study	11-12
1.4 Significance of the study	12
1.5 Research questions	12
1.6 Definition of terms	13-14
Chapter Two: Review of the literature	15-19
2.1 Introduction	15
2.2 studies about voluntary services in Omani society	15-16
2.3 studies about challenges that face youth in contributing to voluntary national associations	16-19
Chapter Three: Methodology	20-21
٣,١ Research methodology	20
٣,٢ Research design	20
٣,٣ Population and sample	20
٣,٤ Instrumentation	21
٣,٥ Procedures	21
3.6 data analysis	21
3.7 Reliability	21

Chapter Four: Analysis	22-52
4.1 Introduction	22
4.2 Data analysis	22-52
Chapter Five: Conclusion and Recommendation	53-58
5.1 Conclusion	53-57
5.3 Recommendations	57-58
References	59-61
Appendices	62-85

Abstract

"Initiation problems of Omani youth in contributing to Voluntary National Associations: with special reference to University of Nizwa"

Done by: Hasnah Ibrahim Abdullah Al Hinai

The purpose of this study is to identify the problems that face Omani youth with higher education to participate in the Voluntary National Associations. As most of Voluntary National Associations are suffering from low participation of Omani youth especially those who have high qualification.

This research is exploratory and uses questionnaire instrument to gather the needed primary data that is distributed to the target sample (students of Nizwa University). The responses have been analyzed through SPSS software.

The main findings of the study are the reasons that make Omani youth unwilling to participate in Voluntary National Associations. These reasons divided in this study into four parts. They are reasons related to students, reasons related to surrounding environment, reasons related to Voluntary National Associations and reasons related to education institutions. Under each reason there are sub reasons. For example, according to Reasons related to students there are sub reasons which are: insufficient time during study, fear of taking responsibility, unavailable of vehicles, conflict between study time and working hours in the Voluntary national organizations and Weakness of their income. In addition, the sub reasons under reasons related to the surrounding community are: lack knowledge about volunteerism culture in the community, sources of information about the programs and activities of Voluntary National Associations are few in the community, weak societal appreciation for the contributions of Voluntary National Associations and volunteers, some cultural patterns in the community, the absence of role models in the community, the prevalence of consumption culture in the community and relying on others, society organizations doesn't trust in the students participations in voluntary services, poor reinforcement by leaders and businesspersons for participation in voluntary activities, families prevent their children from being involved in voluntary services as they believe that may influence negatively on their future, low media interaction with Voluntary National Associations, weakness of the offered incentives to the volunteers by community and low family awareness of the importance of voluntary services. Moreover, the sub reasons under reasons related to Voluntary National Associations are: insufficient advertisements for the objectives and activities of voluntary

organizations, lack adoption of clear programs by associations and social institutions, Voluntary National Associations don't encourage participating in voluntary works, unavailable training courses, complexities and routine in government control and procedures, poor acknowledgment for the effort of volunteers and most of the activities of the organizations are routine and devoid of innovation and renewal. What is more, the sub reasons under reasons related to educational institutions are: lack encouragement of the students by the administrators in the educational institution, unclear voluntary programs which adopted by the educational institution, absence of courses that have reference to the importance of voluntary services and its institutions, absence of university models in the field of voluntary work, lack of guidance and counseling services, lack of training programs for volunteers and low partnership and alliance between educational institution and national society institutions.

Keywords: Voluntary National Associations and voluntary services.

CHAPTER 1

INTRODUCTION

1.1 Background of the study

The economy, society and politic has undergone a radical and often over looked transformation in the last centuries. As a consequence of rapid advances in technology science, political fragmentation and growing economic interdependent. There is no doubt that has an influence in the life of people and this lead to the emergence of many problems and various required needs. Because of that, the three sectors (private, public and Voluntary National Associations) forced to corporate in order to solve those problems and help in identifying the required needs of the people. Voluntary National Associations are more flexible and able to detect the problems and needs easily as they are more close to the people of societies.

At the World level, countries considerate on voluntarism and encourage participating in voluntary services. Because of that, the united nation assign International Volunteer Day that falls on December 5 of each year in order to recognizes and celebrates the impact of volunteers on social development. It also specify year 2001 as year of volunteerism. Voluntary National Associations are consider as the nation of volunteers in most countries around the world (Kakumani Lavanya Lathaa and Kotte Prabhakar ,2010).

At the Arab countries level, the number of Voluntary National Associations has be increased in the last decades. In 2002 there were around 190000 Voluntary National Associations in the Arab countries (Khalid Al Kathiri, 2013). This reflect the efforts of Arab countries to encourage Voluntary services and involvement in Voluntary National Associations.

At Sultanate of Oman level, it pays great attention to the Voluntary National Associations. It promulgated the Voluntary National Associations laws by the Royal Decree No. 14/ 2000. The law clarify that Voluntary National Associations are an important element in the equation of a comprehensive societal development that requires cooperation, communication and interaction between all the people. As the Sultanate aims at societal cooperation and solidarity (ministry of social development website, 2015)

On the other hand, Voluntary National Associations face major problems that may influence negatively in its performance and efficiency. The size and severity of challenges in each country is different. "One of the most important issues ahead Voluntary National Associations is the decision-making processes. Tensions often occurred between staff and senior managers because of the staff expectations that they would be equal partners in the decision-making process. Another common problem is the governance of the organizations and the internal relations between board members and staffs were found to be weak at staff career development. Therefore, other problem is about staffing issues and covers recruitment, assignment and layoff as well as human resources development and administration and finally everyday management of staff. Not all people working for Voluntary National Associations are volunteers and paid staff members typically receive lower pay than in the commercial private sector, they have little organizational and professional skills, and the poor quality of training or lack of importance attached to training Voluntary National Associations workers are on the most concerns of Voluntary National Associations. Finally, the most commonly identified challenging issues for Voluntary National Associations include; Fundraising, limited financial and management expertise, limited institutional capacity, low levels of self-sustainability, isolation/lack of inter-organizational communication and/or coordination, lack of understanding of the broader social or economic context difficulties of managing understanding of the Voluntary National Associations with operations in several countries also raised concerns" (Ali Akbar Bromideh, 2011).

The lack of efficiency of these associations is the greatest problem that result from the low levels of education and knowledge of the working staff. As volunteerism is the basic characteristic of Voluntary National Associations. In early days, youth are making their career in volunteerism but that enthusiasm seems to have faded these days. The extent of volunteerism is declining day by day and turning it into professionalization. Even the young graduates from social work are interested in making their career in professionalism. This leads to lack of efficient volunteers in Voluntary National Associations. (Kakumani Lavanya Lathaa and Kotte Prabhakarb ,2010).

Therefore, it is very important to give the young a chance to be well known with voluntary services as long as they play a great role in their societies. In addition, it is significant to provide them with suitable environment to participate in social terms, economic terms, cultural terms and political terms.

The higher education organizations are one the most important educational institutions which help to spread and develop the voluntary services culture in the society because they are considered as a social and an effective power which can have a big role in teaching principles and values to students through its different curriculums and activities.

Adding to that, the culture of the higher education students, their behaviors, their social contributions and the politics nowadays become social changes that need a scientific research to study their directions and their social contributions and how the education effects on the values of higher education. Thus, this study comes to recognize the problems which may encounter Omani students in higher education organizations in developing the voluntary work and joining the Voluntary National Associations.

1.2 Problem statement

Voluntary National Associations face many problems that may make it difficult to accomplish their goals effectively. One of the most challenge is avoid participating in Voluntary National Associations by Omani youth especially those in higher education. Because of that, the need for a study which will identify the initiation problems that face Omani youth in higher education to participate in the Voluntary National Associations has emerged to be cover in this study.

1.3 Objectives of the study

The overall aim of this study was to identify the initiation problems that face Omani youth with higher education to participate in the Voluntary National Associations. Within this broad theme, the research had a number of specific objectives:

- To identify reasons related to the students that make them unable to participate in Voluntary National Associations.
- To identify reasons related to the surrounding community that lower the participation of Omani youth with higher education in Voluntary National Associations.
- To identify reasons related to Voluntary National Associations that make Omani youth unable to participate in them.
- To identify reasons related to educational institutions that may result to low participation of Omani youth in Voluntary National Associations.

This research aims also to suggest some solutions that may solve the problem of avoid participating in Voluntary National Associations by Omani youth especially those who are in higher education.

1.4 Significance of the study

This study could provide information on the issue of avoid participating in Voluntary National Associations by Omani youth with higher education specifically. It may also be used as a source of information for researchers who are conducting similar topics. Furthermore, this study will be beneficial for the responsible of these associations, politics and decision makers to solve this problem that may attract Omani youth with higher education qualifications to participate in the Voluntary National Associations.

1.5 Research questions

- What are the Factors that related to the students and make them unwilling to be involved in Voluntary National Associations?
- What are the Factors that related to the surrounding community and make the Omani students unwilling to participate in Voluntary National Associations?
- What are the Factors that related to Voluntary National Associations and make the Omani students unwilling to participate in Voluntary National Associations?
- What are the Factors that related to educational institutions and make the Omani students unwilling to participate in Voluntary National Associations?

1.6 Definition of terms

Voluntary National Associations

are non-profit making agencies that are constituted with a vision by a group of like-minded people, committed for the uplift of the poor, marginalized, unprivileged, underprivileged, impoverished, downtrodden and the needy and they are closer and accessible to the target groups (Kakumani Lavanya Lathaa and Kotte rabhakarb,2010).

According to (Ricki E. Kantrowitz) who is Voluntary National Associations Representative the term Voluntary National Associations means is a non-for-profit,

voluntary citizens' group, which is organized on a local, national or international level to address issues in support of the public good. About 1,500 Voluntary National Associations with strong information programmers on issues of concern to the UN are associated with the Department of Public Information (DPI). Many Voluntary National Associations (about 2,700) active in the field of economic and social development have qualified for consultative status with the Economic and Social Council (ECOSOC).

In this paper, the term Voluntary National Associations is used to mean Permanent voluntary organizations composed of several people that aim to be unpaid with financial gains. Those associations are subjected to the law of Voluntary National Associations in the Sultanate of Oman by decree (2000\14) and represented by the associations which are in charge to provide a good living standards for citizens and for social developments. Voluntary National Associations include: Omani Women Associations, Professional Associations and Charitable Organizations. (Ministry of social development, 2016)

Voluntary service

Is unpaid work (except for expenses) done through a group or on behalf of an organization of some kind, but not for trade union or political party (waladimir Andreff & stefan szymanski,2006, p.219).

It also defined by Justin Davis Smith, Colin Rochester & Rodney Hedly as any activity which involves spending time, unpaid, doing something which aims to benefit someone (individuals and groups) other than or in addition to close relatives, or to benefit the environment.

In current research, voluntary service refers to Omani students in different higher education organizations struggle for their communities without charge and they have the willingness and the encouragement from their educational institutions to be responsible for their homeland and contribute to build and develop the Omani society.

References

(1) References in English:

- Andreff, W., & Szymanski, S. (2006). Handbook on the Economics of Sport - Google Books. Retrieved from https://books.google.com.om/books?id=PGRkbIShhU8C&p=PA219&dq=voluntary+work+definition&hl=en&sa=X&redir_esc=y#v=onepage&q=voluntary%20work%20definition&f=true
- Hedley, R., Rochester, C., & Smith, J. D. (2005). Introduction to the Voluntary Sector - Google Books. Retrieved from https://books.google.com.om/books?id=NOGJAgAAQBAJ&p=PA114&dq=voluntary+work+definition&hl=en&sa=X&redir_esc=y#v=onepage&q=voluntary%20work%20definition&f=false
- Kantrowitz, R. E. (n.d.). UNITED NATIONS: DEFINITIONS AND TERMS. Retrieved from <http://www.academicjournals.org/journal/INGOJ/article-full-text-pdf/117960141095>
- McGann, J., & Johnstone, M. (2006, January). The Power Shift and the NGO Credibility Crisis. Retrieved from <https://www.globalpolicy.org/component/content/article/%20%20%20176/31423.html>
- Prabhakar, K., & Lathaa, K. L. (2010, August 10). NON-GOVERNMENT ORGANIZATIONS: PROBLEMS & REMEDIES IN INDIA. Retrieved from http://www.sjm06.com/SJM%20ISSN1452-4864/6_1_2011_May_1-121/6_1_109-121.pdf

- Ministry of social development. (n.d.). Home. Retrieved from <https://www.mosd.gov.om/index.php/en/home>
- University of Nizwa. (2016). Home. Retrieved from <http://www.unizwa.edu.om/?lang=en>
- Citizens Information Board, (2008), Managing volunteer: A good practice guide, January 15 2015 , from http://www.citizensinformationboard.ie/downloads/training/Managing_Volunteer_s_08.pdf

(2) References in Arabic:

- وزارة الشؤون الاجتماعية والعمل والتدريب المهني (وزارة التنمية الاجتماعية حاليا) (٢٠٠٠)، واقع العمل الاجتماعي النسائي التطوعي، مسقط، سلطنة عمان.
- اليوسعيدي، راشد بن حمد بن حميد (٢٠٠٦)، العمل التطوعي ف المجتمع العماني: الواقع وآليات التفعيل، بحث منشور في مجلة شؤون اجتماعية، دولة الإمارات العربية المتحدة، العدد (٨٩) ص ٩-٦٢.
- درويش، عفاف عبد المنعم، وصالح الدين، سماح أحمد (٢٠٠٨)، المدخل في الإدارة المدرسية، الإسكندرية: ماهي للنشر والتوزيع
- سند، زهراء أحمد عيسى (٢٠٠٩)، معوقات مشاركة المرأة البحرينية في جهود العمل التطوعي، (رسالة ماجستير غير منشورة) جامعة البحرين، البحرين.
- القصاص، ياسر عبد الفتاح (٢٠١١)، مهام تخطيطية لمواجهة معوقات مشاركة الشباب الجامعي السعودي في العمل التطوعي: دراسة مطبقة على طلاب جامعة الإمام محمد بن سعود بمدينة الرياض، مدلة دراسات في الخدمة الاجتماعية والعلوم الإنسانية-مصر، ص ٣٣٦٣-٣٤١٣.
- المعجب، فاطمة بنت عبدالله (٢٠١١)، معوقات المشاركة في العمل التطوعي لدى طلاب وطالبات المرحلة الثانوية بمحافظة الأفلاج، رسالة الخليج العربي-السعودية، ص ٣٢، ع ١١٩، ص ٢٥١-٢٥٢.
- حجازي، نادية عبد العزيز؛ ومحمد، إيمان محمد إلياس (٢٠١١)، اتجاهات الفتاة الجامعية نحو العمل التطوعي في المجتمع السعودي ودور الخدمة الاجتماعية في تنميتها: دراسة ميدانية مطبقة على طالبات كلية جامعة الملك عبد العزيز وجامعة أم القرى، مجلة دراسات في الخدمة الاجتماعية والعلوم الإنسانية-مصر، ع ٣٠، ج ٩، ص ٤١٩٢-٤١٠٩.

- عطية، سحر بهجت محمد(٢٠١٢)، واقع العمل التطوعي لدى طلاب الجامعات في ظل التغيرات المجتمعية: مجلة دراسات في الخدمة الاجتماعية والعلوم الإنسانية-مصر، ع ٣٣، ج ٩، ص ٣٦٥٥ - ٣٧٤٨

- أحمد، وفاء حسن مرسي (٢٠١٢)، ثقافة العمل التطوعي لدى طلبة كلية الطب كلية التربية، جامعة دمنهور، الواقع وآليات تفعيل، مستقبل التربية العربية-مصر، ص ٢٨٥-٣٩٦.

- الفايز، ميسون بنت علي (٢٠١٢)، معوقات العمل التطوعي لدى الطلبة الجامعيين مجلة شؤون اجتماعية-الإمارات ص ١٤٣-١٩٣

- الزيود، إسماعيل محمد؛ والكيسي، سناء (٢٠١٣)، اتجاهات طلبة جامعة البتراء نحو العمل التطوعي في الأردن، جامعة البتراء، الأردن.

- الكثيري، خالد مانع، (٢٠١٣)، واقع ممارسة العمليات الإدارية في المنظمات غير الحكومية-دراسة ميدانية مطبقة على جمعيات المرأة العمانية بسلطنة عمان، رسالة ماجستير غير منشورة، جامعة السلطان قابوس، مسقط.

- شهلوب، هيفاء عبد الرحمن؛ والخمشي، سارة صالح (٢٠١٣)، نحو استراتيجية وطنية لتفعيل العمل التطوعي لدى الشباب السعودي: دراسة تطبيقية على الشباب الجامعي في بعض مناطق المملكة العربية السعودية، شؤون اجتماعية-الإمارات، مج ٣٠، ع ١١٨، ص ١٨٤ - ١٣٧.

- الهنائي، مريم إبراهيم، (٢٠١٤)، دور الجمعيات الأهلية في تحسين نوعية حياة المرأة العمانية-دراسة ميدانية مطبقة على جمعيات المرأة العمانية بمحافظة مسقط، جامعة السلطان قابوس، مسقط.

- المعمرى، إيمان بنت محمد بن مرهون بن علي (٢٠١٤)، دور العمل التطوعي في تنمية رأس المال الاجتماعي في سلطنة عمان (رسالة ماجستير غير منشورة)، جامعة السلطان قابوس، سلطنة عمان.

- الرواحي، موزة عبدالله، (٢٠١٥)، آليات مقترحة لتفعيل إدارة العمل التطوعي في مدارس التعليم ما بعد الأساسي بسلطنة عمان، جامعة السلطان قابوس، مسقط.

- الحوسني، أميرة سعيد، (٢٠١٥)، العائد الاجتماعي للعمل التطوعي في سلطنة عمان، جامعة السلطان قابوس، مسقط.