

The role of job Rotation in Achieving Administrative Success in Government Departments in Marib Governorate

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Abstract: This study aimed to identify the role of job rotation in achieving administrative success in government departments in Marib Governorate. It relied on the descriptive approach using a questionnaire consisting of 25 questions, and the analysis tool was the Statistical Package for Social Sciences, which represents the 26th version of SPSS. As for the study sample, it consists of 89 employees and administrators who were randomly selected from various government departments in Marib Governorate. The study concluded that the training process, jobs design and career development strategy are largely implemented in government departments in Marib Governorate, and the results showed that there is a positive, statistically significant effect of training, job design and career development strategy on achieving administrative success. The study suggested many proposals that would improve the administrative work in government institutions in the Marib Governorate.

Keywords: Rotation, Marib Governorate, Administrative Success,

1. Introduction

Given the urgent and existing need for research and survey on job rotation and its positive repercussions on success and development within the corridors of departments and institutions, this study was conducted to find out the effects of job rotation on administrative success in government departments in Marib Governorate. This topic is considered one of the important topics. Since the rotation within the departments in the governorate is tainted by little implementation. There are many managers and employees who have gone through more than two decades and are still in the jobs that were entrusted to them before. Through previous studies, researchers have addressed the importance of job rotation and its multiple successes.

Job rotation is one of the most important pillars of administrative success within government departments and institutions. Job rotation contributes to achieving administrative success and gaining experiences between workers and employees within departments and institutions. A qualitative leap can be achieved in administrative success and exchange experiences. Because of moving between departments and institutions and gaining new experiences.

In light of the qualitative leap that the world is witnessing in administrative development, the feature of job rotation is a great task and has even become an urgent need in administrative work. And that human resources depend on job rotation to develop employees' skills and deal with the difficulties they may encounter in their work. Because they have sufficient experience through

their practices in more than one department and organization, and therefore they have complete knowledge of most of the problems they will face and optimal handling them.

Job rotation is defined as the transfer of an employee from one job or job to another job or job to develop his personal skills and experience and introduce the functions of the organization as a whole (Qarari and Al-Aishi, 2018-2019).

Job rotation is also defined as the process of transferring an employee from his current job to another job; In order to give him the skills and experience that give him the ability to face multiple work problems and solve them with high efficiency without resorting to management. (Shams, 2016-2017)

Administrative success is a requirement for all organizations and department managers. Managerial success is defined as the ability to use the abilities and talents possessed by an individual to reach the goals to be achieved (Institute of Foundation, 2016).

2. Research problem:

Marib Governorate is one of the Yemeni governorates that is under constant attack from the Houthi militia, which made it difficult to implement some administrative procedures, including job rotation. In light of the necessities of influence within these institutions and administrations in Marib governorate and the presence of problems and obstacles that may lead to stagnation of administrative work and the failure to activate the feature of job rotation.

This study came with the aim of providing scientific solutions in the field of job rotation and its repercussions on administrative success, especially that administrative work still exists within government institutions in Marib governorate despite the seven years' war and the continuous targeting of infrastructure in Marib governorate. These institutions are in Marib Governorate.

3. Objectives of the study:

1. To examine the impact of training on administrative success in government departments in Marib Governorate.
2. To investigate the impact of jobs design on administrative success in government departments in Marib Governorate.
3. To identify the impact of the career development strategy on administrative success in government departments in Marib Governorate.

4. Study questions:

Does training affect the achievement of managerial success?

Does jobs design affect the achievement of managerial success?

Does the career development strategy affect the achievement of managerial success?

5. Hypotheses:

1. There is a statistically significant effect of training on achieving administrative success in government departments in Marib Governorate.
2. There is a statistically significant effect of jobs design on achieving administrative success in government departments in Marib Governorate.
3. There is a statistically significant effect of the guarantor rotation strategy to achieve administrative success in government departments in the Marib Governorate.

6. Variables:

1. (Independent variable (functional turnover)

❖ Training

- ❖ Jobs design
- ❖ Development strategy

2. Dependent variable (administrative success)

7. Review of literature:

There are a number of previous research studies have been conducted in form of doctoral thesis, masters dissertations, and research papers. This section of this paper sheds the light on the pivotal research studies related to the core research work of the recent paper.

Badr, N. S. (2016). "Job Rotation and its Role in Productive Efficiency in Palestinian Ministries" aimed to identify the reality of job rotation and its role in production efficiency in the ministries in the Gaza Strip. Second, study data were collected through the use of a questionnaire.

The study reached some of the following results:

- The career development strategy ranked first within the requirements of job rotation in its impact on the level of productive efficiency in ministries.
- There is a direct relationship between job rotation requirements in all its dimensions and production efficiency.
- There are no statistically significant differences between the average estimates of the study sample members about the role of job rotation in productive efficiency and whether it is attributable to age, age qualification, job title, or a number of years of experience.

Ali, N. M. (2017). "Job rotation and its role in human resource development (analytical study of the opinions of a sample of administrative employees at the University of Zakho)" aimed to identify the role of job rotation in the development of human resources among the administrative staff at the University of "Zakho". The descriptive-analytical method was used in this research, and a questionnaire was designed for the research variables to collect data.

And based on testing the research scheme and its hypothesis, the research concluded that (there is a significant correlation between job rotation and human resource development at the macro level). As well as the discovery of (the existence of a significant impact relationship with job rotation in the development of human resources at the general level).

In addition, the job rotation method is a modern administrative method that reveals the advantages, capabilities and creativity of employees and gives them the opportunity to express their abilities and talents in other jobs and activities such as supervisory, administrative and leadership positions. It also reveals to the management and leaders in the organization the individual differences of its employees and human resources. It is also a strong incentive for young competencies to exercise supervision, management and leadership. Based on the results of the research, a set of proposals has been developed, the most important of which is the need to increase attention to job rotation and its contents according to a well-studied and clear plan by the senior management. This is to eliminate bureaucracy, monotony, and red tape, get out of the cycle of stagnation and resist change caused by the belief that the job belongs to the employee, in addition to the need for the university administration to pay special attention to the development of human resources as an important variable that contributes to the development of their capabilities and raising the level of their job performance, loyalty and affiliation to the university—helping employees to overcome weaknesses in their performance and enhance strengths by urging the university to develop their capabilities and improve their performance through their participation in conferences, scientific seminars, and distinguished and effective training programs. This is reflected positively on the success, distinction, and promotion of international universities.

Bassam Al-Tazh. (2018). "The impact of job rotation policy on building the pivotal capacities of human resources - a case study of Al-Qalamoun Governmental Hospital" tests the effect of the job rotation policy on building the pivotal capacities and their diversity among the nursing staff at Al-

Qalamoun Governmental Hospital. To achieve this goal, the researcher relied on the deductive approach through the survey study of all items of the study sample. The researcher used the comprehensive inventory method and relied on the questionnaire in collecting the information.

Among the most important results obtained are the following: -

- ❖ There is a positive evaluation of the job rotation policy adopted in Al-Qalamoun Governmental Hospital.
- ❖ The hospital management has a job rotation policy planned to provide its employees with the required skills.
- ❖ There is a significant impact of the employment rotation policy on building and diversifying specialized technical skills.
- ❖ There is a significant impact of the employment rotation policy in building human skills and diversity in them.
- ❖ The existence of a significant impact of the employment rotation policy on building self-skills and diversity of employees at Al-Qalamoun Governmental Hospital.

Abed Rabbo, & Lina. (2019). "Job rotation and its impact on the performance of employees working in the Palestinian banking sector" aimed to identify the impact of job rotation on the performance of workers in the Palestinian banking sector. The study population consisted of Palestinian banks in the governorates of Bethlehem and Hebron, where the number of banks included in the study was twenty-five. The decision depends on the method used.

The study concluded with a set of results, the most important of which is that there is an effect of job rotation on the performance of workers in banks operating in Palestine and that the level of job rotation among workers in Palestinian banks was high. The study also concluded a number of recommendations, most notably "the need to raise awareness of the importance of applying the job rotation method when designing banking jobs, and to encourage senior management to enhance the application of the job rotation method in Palestinian banks, and the need to focus on the effectiveness of training for job rotation employees and the need to follow-up employees and evaluate their performance in an appropriate manner" Cyclic.

Mahamid, Shefaa. (2020). "Job rotation and its relationship to the level of administrative competency of department heads in the directorates of education in the capital Amman governorate from the workers' point of view" aimed at identifying the degree of job rotation practice and its rotation ship to the level of administrative competence of department heads in education directorates in the capital Amman governorate from employees' point of view. To achieve the goal of the study, the researcher used the descriptive correlational methodology. Two tools were developed for the study. They are the tool for job rotatio

The study recommended indoor imaging, the GDPR, and worldwide. Because of its positive impact on administrative efficiency. Identifies good, visible and visible functions of the work.

Aliwa, Ikram, & Hamida Belfembour. (2020). "Job rotation and its impact on employee performance" in this study the researcher attempted to identify job rotation and its impact on the performance of employees in the departments at the University of Continuing Training - Mila. They adopted a set of tools for data collection, such as the personal interview, and the design of the questionnaire tool in the practical aspect of the study after they presented two chapters in the theoretical aspect related to the basic variables of the study, which is "job rotation". and employee performance.

Fawzi Abdel Hamid, a. (2021). "The role of job rotation in developing administrative performance" The study aimed to identify the role of job rotation in developing administrative performance and arrive at a suggested vision for applying job rotation to develop administrative performance. The study reached a number of results, the most important of which is the necessity of applying job

rotation within institutions because of its importance in developing and raising the efficiency of employees, thus contributing to achieving the institution's desired goals.

Al-Tarisi, Muhammad Awad. (2021). "The impact of job rotation dimensions on employee satisfaction in public organizations, a field study on administrative staff in health affairs in the Riyadh region" The study aimed to recognize the impact of the dimensions of job rotation (training and skills development, job description, career development or growth strategy, organizational systems and procedures) on job satisfaction among administrative staff in health affairs in the Riyadh region. The researcher used the descriptive-analytical method to answer the study questions, and the researcher used the questionnaire as a tool for data collection. The study concluded that there is a statistically significant effect of job rotation dimensions on employee job satisfaction based on multiple linear regression analysis. The results showed that all criteria of job rotation have an impact on job satisfaction and that the criterion of career development or growth strategy has the most impact on job satisfaction, and the study concluded that job rotation plays an important role in increasing job satisfaction among citizens. The health affairs staff in the Riyadh region, if its dimensions are successfully applied, and in light of the study results, the researcher presented a set of recommendations.

Barakat, H., & Essa, J. (2021). " The role of job rotation in improving organizational performance, a field study at Tishreen University" This study aimed to understand the relationship between job rotation and organizational performance in administrative offices at Tishreen University, where job rotation was dealt with as one dimension, while organizational performance was measured through the two dimensions of efficiency and effectiveness, and the questionnaire was relied on. as a data collection tool:

Through testing the hypotheses, a number of results were reached, including:

- ❖ Low level of job rotation.
- ❖ The low level of organizational efficiency and effectiveness in the administrative offices operating at Tishreen University.
- ❖ There is a direct, medium-strength, statistically significant relationship between job rotation and organizational effectiveness.
- ❖ There is a strong direct positive relationship between job rotation and organizational efficiency.

8. Study Methodology:

8.1. Initial data

In implementing this study, the researcher relied on collecting data using a questionnaire that was extracted from (Majid, 2019) and it consists of 25 questions distributed on two axes.

The first axis deals with (functional rotation) and consists of three variables:

- ✓ Training.
- ✓ Jobs design.
- ✓ Career Development Strategy.

While the second axis focuses on the study of achieving administrative success within government institutions in Marib Governorate.

The survey was carried out online using a Google link and distributed via WhatsApp, Facebook and email to most of the employees within government departments in Marib Governorate.

8.2. Secondary data:

The secondary data on which this study relied is the group of studies, researches, theses and scientific papers that have been published in this field.

8.3. Sample population:

The sample population is all government departments in the Ma'rib Governorate. They are the Education Office, the Health Office, the Civil Service Bureau, and the Tax Office, in addition to the Immigration and Passports Branch, the Central Bank Branch, Sheba University, and other government offices and departments in Marib. Governorate. The study sample included 89 employees and administrators who were randomly selected from various government departments in the city of Marib.

9. Statistical methods used:

The researcher used the Statistical Package for Social Sciences, which is an abbreviation for SPSS version 26, to obtain more accurate results.

Values:	1	2	3	4	5
Rank:	Very large	Large	Medium	Weak	very weak

The most important statistical methods used in this study were:

- ❖ Cronbach's Alpha and Spearman-Brown Laboratories.
- ❖ Pearson's correlation coefficient.
- ❖ Frequencies and percentages.
- ❖ Arithmetic means and standard deviation.
- ❖ Single samples t-test.
- ❖ Simple linear regression analysis.

The researcher relied on testing the level of statistical significance $\alpha = 0.05$, where the test result is significant if the value of the significance level (Sig.) is less than the significance level adopted in this study is 0.05 and vice versa.

9.1. Validity of the study tool:

Validity was confirmed by the apparent honesty (content) of the questionnaire, as well as by the validity of internal consistency.

9.2. Arbitrators' veracity:

To ensure the validity of the questionnaire in its initial form, the researcher presented it to a number of arbitrators specialized in research fields related to administrative aspects. Where the researcher asked the arbitrators to express an opinion about the clarity of the formulation of each sentence of the study tool, the suitability of the phrase to measure what it was developed for, and its suitability to the dimension to which it belongs. Any new phrases can increase the comprehensiveness of the decision. The researcher made the amendments agreed upon by 100% of the arbitrators, which came by adding and deleting some paragraphs and reformulating some paragraphs.

Internal consistency: After checking the apparent validity of the questionnaire through arbitration, the researcher ensured the internal consistency of the questionnaire paragraphs by calculating the correlation coefficients between each paragraph and the dimension to which it belongs, as follows:

9.3. The validity of the internal consistency of the study variables:

Table 1. The Correlation Coefficients Between the Paragraphs Of Each Axis And The Overall Result Of The Axis To Which It Belongs

Study axes	Paragraph No.	correlation coefficient
Training	1	0.874**
	2	0.898**
	3	0.915**
	4	0.633**

	5	0.896
Jobs Design	1	0.568**
	2	0.773**
	3	0.852**
	4	0.815**
	5	0.807**
Career development strategy	1	0.709**
	2	0.816**
	3	0.884**
	4	0.869**
	5	0.863**
management success	1	0.760**
	2	0.835**
	3	0.831**
	4	0.866**
	5	0.825**
	6	0.719**
	7	0.786**
	8	0.858**
	9	0.746**
	10	0.781**

The correlation coefficient is significant at 0.01. significance level

Table No. (1) showed that all the paragraphs of the training axis of the study had positive significance and statistical significance at a significant level of 1% with the dimension to which they belong.

9.4. Stability of the study instrument:

The stability of the study tool was verified using Cronbach's alpha coefficient as well as Spearman-Brown's use of half-segmentation, and the most important findings of the researcher are shown in Table No. (2):

Table 2. Cronbach's alpha test and the half-hinged coefficient of the stability of the study instrument

The dimension	number of paragraphs	Cronbach Alpha	split half
Training	5	0,902	0,892
Jobs Design	5	0,826	0,824
career development strategy	5	0,876	0,886
management success	10	0,936	0,934
Resolution in general	25	0,939	0,899

Cronbach's alpha coefficient of the resolution, in general, was 0.939, and the value of Spearman's half-split coefficient of the resolution, in general, was 0.899, which indicates that the tool has acceptable stability and can be applied.

9.5. The characteristics of the study sample:

The following table shows the personal and functional characteristics of the respondents:

Table 3. : Frequencies and percentages of the characteristics of the sample members

variables	Repetitions	percentage%
Sex		
Male	88	98.9

Feminine	1	1.1
Total	89	100.0
Qualification		
High School	10	11.2
Diploma	5	5.6
Bachelor	39	43.8
Master's	24	27.0
PhD	11	12.4
Total	89	100.0
Years of Experience		
less than 5 years	26	29.2
5 years to 10 years	27	30.3
10 years 20 years	19	21.3
More than 20 years	17	19.2
Total	89	100.0

9.6. Descriptive analysis of the study variables:

This section/axis includes a presentation of the most important results of the descriptive analysis that the researcher reached from the field study, which aims to give an initial perception of the availability of the dimensions of job rotation and achieve administrative success in the government. In the Yemeni governorate of Marib, the following is a presentation of the results that have been reached:

Descriptive analysis of the job rotation variable:

- training:

The most important results of the single-sample T-test to test the significance of the differences between the averages of the respondents' answers towards the training dimension and the hypothetical mean of the study (3) will display in the following table:

Table 4. single-sample T-test

Paragraph	Mean	standard deviation	Test Value = 3 df=89		degree of approval
			Sig.	T-Test	
Training empowers employees to know the requirements of other jobs.	4.19	1.032	0.001	10.886	High
The local authority is keen to identify training needs.	3.73	1.194	0.001	5.769	High
The local authority uses different means of training.	3.64	1.160	0.001	5.207	High
The local authority is concerned with determining the capabilities of each employee to ensure his capabilities in the job.	3.29	1.316	0.020	2.094	High
Employees undergo adequate training before being rotated	3.25	1.408	0.051	1,656	Medium
The general arithmetic means of the training dimension	3,62	5.618	0.001	5.618	High

Table No. (4) showed that all items of training dimension - as one of the dimensions of the job rotation variable - obtained a high degree of approval by the respondents except for one paragraph (the employees undergo sufficient training before they are trained). Alternately, which had a mean

agreement score according to the sample t-test, which indicated that the difference between the 3.25 item mean and the hypothetical mean of study (3) is not a statistically significant difference, as the significance level t value (0.051) was greater From the value of the significance level adopted by the researcher in his study because the local authority did not train the employees adequately before rotating them, while the differences were between the averages of the rest of the employees. Clauses that ranged between 3.29-4.19 and the default mean were statistically significant at a significance level of 5%, indicating a high availability of those items.

As for the general arithmetic mean of the training dimension as one of the dimensions of the job rotation variable (combined items), it reached 3.62, which is higher than the hypothetical average of study 3. When testing the significance of the differences between them averaged by the single-sample t-test, it turned out that the differences between them are statistically significant at a significance level of 5% or less, where the t-test value was 5.618, with a significance level (0.001).

It is less than 0.05 of the significance score adopted in this study. This result indicates that the training process is carried out to a high degree in government departments in Marib Governorate.

- jobs design:

The results of the one-sample T-test to test the significance of the differences between the averages of the respondents' answers towards the job design dimension and the hypothetical mean of the study (3) will display in the following table:

Table 5. one-sample T-test

Paragraph	Mean	standard deviation	Test Value = 3 df=89		degree of approval
			Sig.	T-Test	
The variety of job skills designed help implement job rotation	4.15	0.806	0.001	13.422	High
Performance criteria shall be clear for each job to facilitate the evaluation process after completion of the job rotation.	3.90	1.077	0.001	7.873	High
Difficulties are described in each job to overcome.	3.76	1.138	0.001	6.332	High
The job rotation policy is taken into consideration when designing any job.	3.44	1.261	0.001	3.279	High
Jobs in government departments are well-designed, which helps in job rotation	3.35	1.235	0.005	2.661	Medium
The general arithmetic means of the jobs design axis	3.72	0.856	0.001	7.922	High

Table No. (5) showed that all the paragraphs of designing the job obtained a high degree of approval by the respondents, as the arithmetic mean values ranged between (3.35 - 4.15), which is greater than the default average of adults. The one-sample T-test indicated that the difference between all these averages and the hypothetical mean of the study was statistically significant at a significance level of 5% or less, confirming this result.

As for the general arithmetic mean of the job design dimension as one of the dimensions of job rotation (collected items), it was 3.72, which is higher than the hypothetical average of study 3.) which is less than the significance level adopted in this. Study 0.05, which indicates that job design is widespread in government departments in Marib Governorate, according to the respondents' opinion.

- The career development strategy:

The results of the one-sample T-test to test the significance of the differences between the averages of the respondents' answers towards the dimension of the career development strategy and the hypothetical mean of the study (3) will display in the following table:

Table 6. one-sample T-test

Paragraph	Mean	standard deviation	Test Value = 3 df=89		degree of approval
			Sig.	T-Test	
Job rotation gives an employee the opportunity for career growth and development.	4.47	0.724	0.001	10.886	High
Continuously developing the organizational structure helps the success of the rotation process.	4.47	0.709	0.001	5.769	High
Job rotation is one of the methods and techniques of career development.	4.31	0.820	0.001	5.207	High
The career development strategy helps fill vacancies using job rotation.	4.29	0.710	0.020	2.094	High
The career development strategy provides an environment that encourages job rotation.	4.17	0.920	0.051	1,656	Medium
The overall average of the career development strategy dimension	4.34	0.638	0.001	5.618	High

Table No. (6) showed that all the paragraphs of the career development strategy dimension obtained a very high degree of approval by the respondents, as the arithmetic mean values ranged between (4.17 - 4.47), which is greater than the hypothetical average of the study (3). One Samples T -Test that the difference between all these averages and the hypothetical mean of the study was statistically significant at a significance level of 5% and less, which confirms this result.

As for the general arithmetic mean of the career development strategy dimension as one of the dimensions of job rotation (the combined items), it was 4.34. The single-sample t-test indicated that the differences between this mean and the hypothetical average of the study were statistically significant at a significance level of 5% and less, where the value of the t-test reached 19.865 at a significance level. It reached (0.001) less than the significance level adopted in this study, 0.05. This indicates that there is a very high strategy for career development in government departments in Marib Governorate.

The following table and graph show a summary of the general dimensions of the independent variable represented in job rotation:

Table 7. The general arithmetic averages of job rotation dimensions

Paragraph	Mean	standard deviation	Test Value = 3 df=89		degree of approval
			Sig.	T-Test	
career development strategy	4.34	.6380	0.001	10.886	very high
Jobs Design	3.72	.8560	0.001	5.769	High
Training	3.62	1.041	0.001	5.207	High
The overall average of rotation and occupational exclusion	3.89	8.270	0.001	5.618	High

It is clear that the career development strategy ranked first among the dimensions of job rotation with an arithmetic mean of 4.34, followed by the dimension of job design with an arithmetic mean of 3.72, and in the last rank came the training dimension with an arithmetic mean of 3.62.

The general arithmetic mean of the job rotation variable (the combined dimensions) was 3.89, which indicates that the job rotation process is highly available in government departments in Marib Governorate. A one-sample t-test confirmed this result.

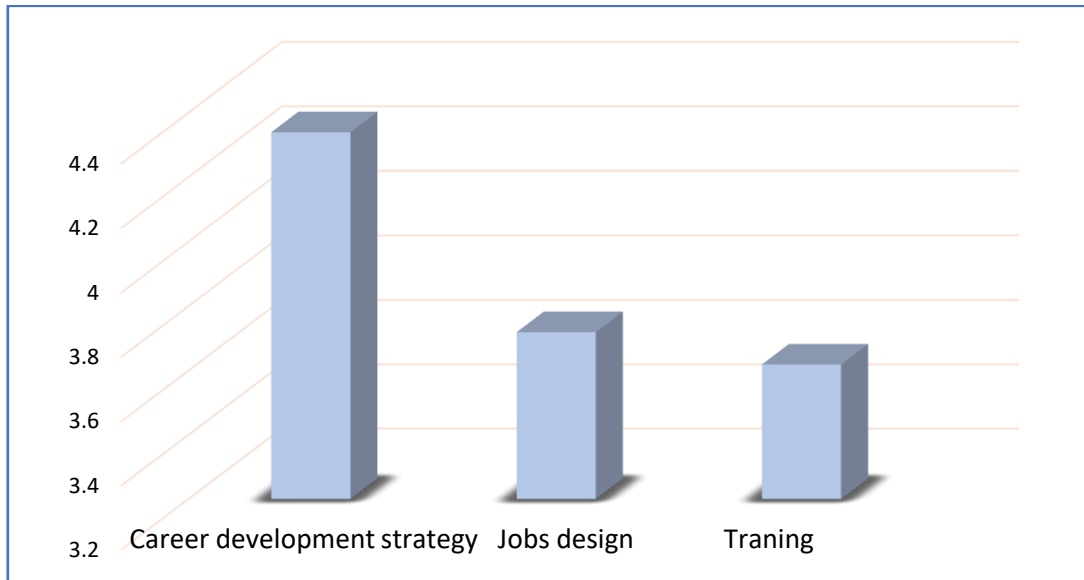


Figure 1. General averages of job rotation dimensions.

Descriptive analysis of the variable of administrative success:

The most important results of the One Samples T-Test to test the significance of the differences between the averages of the respondents' answers towards administrative success and the hypothetical mean of the study (3) gives the following results:

Table 8. One Samples T-Test

Paragraph	Mean	standard deviation	Test Value = 3 df=89		degree of approval
			Sig.	T-Test	
Job rotation contributes to exchanging experiences and skills between different departments and sections in government departments in the governorate.	4.55	0.674	0.001	21.691	very high
Job rotation leads to the acquisition of new and diverse experiences in more than one field.	4.52	0.755	0.001	18.942	very high
Rotation provides a comfortable environment, which positively affects the success of employees.	4.44	0.768	0.001	17.666	very high
Job rotation reduces the downsides of job routine.	4.43	0.737	0.001	18.270	very high
Rotation provides a new opportunity for self-assertion, which positively affects the success of employees.	4.40	0.794	0.001	16.694	very high
Job rotation contributes to discovering employee talents.	4.40	0.808	0.001	16.400	very high
Job rotation helps to understand the work requirements between the different departments in the government departments in the governorate, thus achieving administrative success.	4.39	0.778	0.001	16.899	very high
Job rotation contributes to combating administrative	4.38	0.948	0.001	13.760	very high

corruption.

Job rotation helps in knowing the exact powers and tasks of each job.	4.31	0.861	0.001	14.409	very high
Job rotation helps to innovate and develop new methods for solving problems in different government departments.	4.28	0.892	0.001	13.551	very high
The overall average of the administrative success dimension	4.41	0.641	0.001	20.784	very high

Table No. (8) showed that all the paragraphs after the administrative success achieved a very high degree of approval by the respondents, as the arithmetic mean values ranged between (4.28 - 4.55), which is greater than the hypothetical average of the study (3). One Samples T- Test that the difference between all these averages and the hypothetical mean of the study was statistically significant at a significance level of 5% and less, which confirms the degree of approval.

As for the general arithmetic mean of the dimension of administrative success (the paragraphs together), it reached 4.41, which is higher than the hypothetical average of study 3. When testing the significance of the differences between these two averages by One Samples T-Test, it became clear that the differences between them are statistically significant at the significance level of 5% and less, reaching T-test value 20,784 with a significance level of (0.001) less than the significance level approved in this study, 0.05. This indicates that there are factors for administrative success that are available to a very high degree in government departments in Marib Governorate, such as training, job design, and career development strategy.

The results of testing the hypotheses of the study:

To test the results of the study hypotheses, the researcher used simple linear regression to find out the effect of each dimension of job rotation on administrative success, as follows:

The results of the first hypothesis test state that:

There is a statistically significant effect of training on achieving administrative success in government departments in Marib Governorate.

The most important results of simple linear regression analysis related to testing this hypothesis are shown in the following table:

Table 9. Simple linear regression to find out the effect of training on administrative success

Model Summary				ANOVA		the decision
R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig.	F calculated	Hypothesis accepted
.3380	.1140	.1040	.6060	.0010	11.243	
Coefficient						
Dependent variable	Independent Variable & the constant	Beta	Std. Error	Sig	T calculated	
management success	(Constant)	3.658	.2340	.0010	15.655	
	Training	.2080	.0620	.0010	3.353	

It is clear from the results shown in Table No. (9) that there is a positive and significant effect relationship for the independent variable represented in the training dimension in the dependent

variable represented in administrative success, where the value of the regression coefficient was 0.208, which is significant as indicated by the t-test, which was Its significance level 0.001 is smaller than the level of significance adopted in this study, 0.05.

The value of the coefficient of determination is 0.114. The coefficient of determination is characterized by the fact that if an independent variable is added to the model, its value will rise even if there is no importance for the independent variable in the model. For this, the Adjusted R Square coefficient of determination is calculated, which takes into account the decrease in degrees of freedom, and its value is always less From the value of the uncorrected coefficient of determination, its value here is 0.104, which indicates that 10.4% of the changes in administrative success are explained by training, while the rest of the changes are due to other variables not included in this model. While the rest of the changes are due to other variables that were not included in this model, and although it is not a high percentage, the f-test whose value was 11.243 with a level of significance of 0.000 is smaller than the significance level adopted in this study 0.05, which referred to the above regression model was significant.

With these results, the first hypothesis of the study is accepted, which states that there is a statistically significant effect of training on achieving administrative success in government departments in Marib Governorate.

The results of the second hypothesis test, which states:

There is a statistically significant effect of job design on achieving administrative success in government departments in Marib Governorate. The most important results of simple linear regression analysis related to testing this hypothesis are shown in the following table:

Table 10. Simple linear regression to find out the effect of jobs design on administrative success

Model Summary				ANOVA		the decision
R	R Square	Adjusted R Square	Std. Error of the Estimate	<i>Sig.</i>	<i>F calculated</i>	Hypothesis accepted
.4290	.1140	.1040	.6060	.0010	19.603	
Coefficient						
Dependent variable	Independent Variable & the constant	Beta	Std. Error	<i>Sig</i>	<i>T calculated</i>	
management success	(Constant)	3.218	.2760	.0010	11.643	
	Jobs Design	.3210	.0720	.0010	4.428	

The simple linear regression analysis, the results of which are shown in Table No. (10), showed that there is a positive and significant effect relationship for the independent variable represented in the jobs design dimension in implementing administrative success. The value of the regression coefficient was 0.321, which is significant as indicated by the t-test, which was the value of its significance level 0.001 is less than the level of significance adopted in this study is 0.05. The value of the corrected determination coefficient is 0.175, which indicates that 17.5% of the changes in managerial success are explained by jobs design. The second hypothesis of the study, which states that there is a statistically significant effect of jobs design on achieving administrative success in government departments in the Marib Governorate

The results of the third hypothesis test, which states:

There is a statistically significant effect of the development strategy on achieving administrative success in government departments in Marib Governorate.

The most important results of simple linear regression analysis related to testing this hypothesis are shown in the following table:

Table 11. Simple linear regression to know the effect of the development strategy on administrative success

Model Summary				ANOVA		decision
R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig.	F calculated	Hypothesis accepted
.7320	.5360	.5310	9.430	.0010	100.486	
Coefficient						
Dependent variable	Independent Variable & the constant	Beta	Std. Error	Sig	T calculated	
management success	(Constant)	1.219	.3220	.0010	3.789	
	Jobs Design	.7350	.0730	.0010	10.024	

The simple linear regression analysis results in Table No. (11) showed a positive and significant influence relationship for the development strategy in achieving administrative success, where the value of the regression coefficient was 0.735, which is significant, as indicated by the t-test. The value of the corrected coefficient of determination was 0.531, which means that the development strategy explains 53.1% of the changes in achieving administrative success. In comparison, 46.9% of the variance in the management decision-making strategy is due to other variables not included in this model. The above regression model was significant according to The results of the f-test. With these results, the third hypothesis of the study is accepted that there is a statistically significant effect of the development strategy on achieving administrative success in government departments in Marib Governorate.

10. Conclusion:

Based on the results obtained by this study, it became clear that there is an advantage of job rotation in government institutions, despite the difficult conditions that the governorate is experiencing due to the war. This study focused on measuring the impact of training, jobs design, and career development strategy on achieving administrative success in government institutions in Marib Governorate. The results of this study indicated a statistically significant effect of the three dimensions (training, job design and career development strategy) on achieving administrative success.

This study reached the following recommendations and suggestions:

1. The local authority in the Marib governorate should pay attention to the process of job rotation in government institutions, because of its positive impact on achieving administrative success.
2. The local authority in the Marib governorate should focus on implementing training programs that will improve the performance of employees to achieve administrative success in job rotation.
3. Determining accurate systems and procedures for the job rotation process and applying them on the ground with chronic plans.

4. That the local authority within the Marib governorate focus on the sustainability of the job rotation process and its non-stop due to the war and the difficult conditions experienced by the governorate because of the positives involved in achieving administrative success.
5. The career development strategy is an important element in achieving administrative success, and this is what the results of this study and previous studies have concluded. Therefore, the local authority in the Marib Governorate should focus on the career development strategy.
6. The local authority in Marib governorate should design new jobs in proportion to the current situation to achieve administrative success and define the competencies and qualifications necessary for each specialization.
7. Hiring modern technology in the areas of job rotation and benefiting from it in achieving administrative success.
8. Accommodating the qualified, qualified and experienced in their specializations and fields.

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