

Summary of doctoral thesis

E-governance and its impact on human resources policies in the " Egyptian banking sector

E-governance is a new style of management left the broad effects on all organizations and their areas of operation and management, strategy and functions, we find that these effects do not go back only to the technological dimension of digital technology, but in the administrative dimension and even the organization raise the efficiency and effectiveness must seek to availability of two influential They are human and information technology resources, and these two elements have a significant impact on the organization's performance through re-engineering and functions of the organization and re-change roles and parts work and redesign sequence work

Reflected the application of e-governance on human resources - management in the bank policies are

Positive in some functions such as training, polarization and has no role or influence in jobs

Others, such as performance and human resources planning, selection and assessment of a nomination as well as the presence of

Obstacles to the effective application of electronic management resources management policies

.Human

:So you can develop a study on the problem as follows

What is the direction of the Egyptian commercial banks to apply the concept of e-governance and its impact on human resources .management policies

The objectives of the study :5/1

Identify the differences between the public sector banks and private .1 sector banks in the application of e-governance on human resources .management policies

Measuring the relationship between the application of e- .2 governance and the effectiveness of human resources management policies in

Commercial banks include [human resources planning policy, the policy of polarization, policy

Selection and appointment, performance assessment policy, training .and development policy, wage policy

determine the differences between the public sector banks and .3 private sector banks in the extent of change in the human resources .policies as a result of the application of e-governance

To identify the differences between the public sector banks and .4 .private sector banks in the application of e-governance constraints

In the light of the objectives of the study and previous studies it can be :formulated hypotheses of the study are as follows

There are significant differences between the public sector banks .1 and private sector banks in the electronic management application .differences

there is a strong positive correlation between the significance of - 2 the application of electronic and effectiveness of human resources policies in the management of commercial banks

There are substantial differences significant differences between - 3 the public sector banks and private sector banks in the extent of change in the human resources policies as a result of the application of e-governance

There are significant differences were statistically significant - 4 differences between the public sector banks and private sector banks in terms of the application of e constraints on human resources management policies Administration

Results and recommendations

must be on the senior leadership in banks to identify the .1 weaknesses in the application of e-governance and to try to remedy such attention to developing material and moral incentives for those who excel in training programs with the provision of financial support for the maintenance of the required computer hardware for the application of e-governance with applications that are compatible with the nature of each policy test requirements in Human Resource Management

must the senior leadership in the banks re-current policies in human .2 resources management and commercial banks developed to assess where the mere availability of e-governance and modern applications does not mean increasing the effectiveness of human resources :policies, through the following

A - career path for human resources planning to anticipate rates leave .work

B - expanding the selection of applicants base to work with a database .of candidates building

C) objectivity into account in the selection of applicants to work to) .ensure better compliance with the individual and his job

D - objectivity in the performance of employees with immediate and .continuous assessment of the evaluation of workers

E - the study of changes in the surrounding environment to find out the latest developments in the field of work

Banking and the creation of workers to deal with it with the response to the needs of the training speed

.Necessary

F) flexibility in changing rates of pay to comply with the speed and) influencing variables in the implementation of this

This is achieved through the integration of the wage policy and .other human resources policies

**must be on senior leadership to participate in laying the foundations .3
for the development of human resources policies and provide all the
necessary resources, both financial credits or cadres of human or ready
.programs suitable for the application of the banks**

**must be uniform standards and specifications for databases to make .4
better use of them with the training staff on how to effectively use the
information provided by the e-governance applications in the human
resources policies and that is reflected on the quality of banking
.service mode**

:General recommendations

**senior management and responsibility for the management of the .1
banking sector in Egypt benefit from the material resources they have
available in the expansion of the application of e-governance and to
.benefit from the advantages of application**

**Development of human resources available because it is considered .2
the foundation stone for the success of the application of e-governance
by continuously striving to develop and upgrade the capabilities of
.working with the development of policies that contribute to it**