

The Effect of Activating Administrative Science Programs in Enhancing the Professional and Ethical Practice of the Management Profession for Graduates of the Administration Department from the Point of View of Female Students of the Administration Department at Imam Muhammad Ibn Saud Islamic University

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Abstract : The study aimed to identify the current situation of activating administrative sciences programs and their impact on enhancing the professional and ethical practice of management. The problem of the study lies in the failure to activate programs of the administrative sciences so as to keep pace with developments in the labor market. It works to enhance the professional and ethical practice of graduates of the Department of Management, which causes weak competition and the emergence of some problems that face graduates in their working lives in light of the changing and complex environment. The study relied on the analytical quantitative method as well as the historical method.

The hypothesis of the study was: There is a positive statistical relationship between the activation of administrative science programs and the promotion of the professional and ethical practice of the management profession. The study confirms that the academic courses in the administrative sciences programs include topics that are compatible with the requirements of the labor market and work on developing the management skills of graduates according to the global developments of the management profession and its practice. This helps graduates to make rational decisions in their workplace. It also confirmed that the academic courses in the administrative sciences programs are based on strengthening methods of modern teaching, such as the inclusion of a teaching strategy for problem-solving and training in the preparation of administrative research, as well as the keenness to enrich the students' knowledge by urging them to attend seminars, conferences and scientific discussions during the study period. The study suggests that researchers should be directed to study topics related to strengthening the latest teaching strategies for administrative science programs and their effect in facing the problems of the labor market, by eliminating the gap between curricula and the needs of the labor market. It also recommends the establishment of strategic partnerships with institutions for students to join institutions in the cooperative training program in accordance with deliberate strategies that include developing a training process according to scientific standards and the requirements of each job, so that the training program ends with employment.

Keywords: Management science programs, strengthening the professional and ethical practice, the management profession.

Part One: Theoretical Background

1. Introduction

Professional development for learners is an important process to enhance their excellence and to keep them in line with the changes that occur in the environment around them. An important mechanism in this field is the development of curricula to enable interaction with changes and keep pace with the requirements of the labor market in terms of professional and ethical skills. It is known that the world countries focus on higher education institutions, as their outputs are the essence of the economic and social sectors. Moreover, a competitive advantage is created by building an educated person who is able to participate effectively in achieving development programs and knowledge economies. Administrative sciences are important fields of knowledge that create sustainable development and enhance the methods of managing development institutions. Therefore, it is necessary to work on activating administrative science programs in line with the requirements of the labor market, hence creating a competitive advantage for Saudi institutions, and promoting professional and ethical practice of the management profession.

1.1. Problem of the Study

There is an increasing interest in issues of improving the quality of education, especially with the increasing pressures on governments from the labor market, students and parents, concerning the need to improve educational programs and strengthen the skills acquired to provide the requirements of comprehensive professional development from qualified human resources, to suit the era of the educational revolution and the trend towards developing theories, curricula and methods of teaching and learning. Accordingly, the problem of the study is represented by the failure to activate the programs of administrative sciences to keep pace with developments in the labor market, in order to enhance the professional and ethical practice of the graduates of the management department, which causes weak competition and the emergence of some problems facing graduates in their working lives.

The study seeks to answer the following questions:

- 1- Do the methods of learning and training in the administrative sciences programs give the graduates skills to enhance professional practice in their future career?
- 2- Is the academic qualification, in the Department of Business Administration at Imam Muhammad University, sufficient for applied qualification, and does it enhance the professional and ethical practice of the management profession?
- 3- Do the administrative sciences programs direct graduates towards strategic thinking to prepare and manage productive projects that have economic value?
- 4- Do the administrative sciences programs help the graduates to understand phenomena and problems in a more profound way, to seek creative solutions and answers, and to make strategic decisions in project management?
- 5- Do administrative sciences programs qualify graduates and guarantee them competition in the labor market?
- 6- Do administrative sciences programs focus on enhancing skills, applying learning by doing, learning with mastery, and learning about problems in a way that is compatible with the requirements of our time, or does the focus remain on certificates?
- 7- Are there future strategies for the department of business administration to face the limited market and remove the gap between the curricula and the needs of the labor market?
- 8- Is there a link between research, teaching and application in order to enhance the practice of the management profession?

1.2. Research Hypothesis

The present research is based on the hypothesis that there is a statistical relationship between the activation of administrative science programs and the promotion of professional and ethical practice of the management profession.

1.3. Importance of the Study

This study is one of the few studies, if not the first, as far as the researchers are concerned, which investigate the effect of activating administrative science programs on enhancing professional practice of the management profession from the perspective of graduates. It serves global trends towards achieving civilization advancement and quality of life by strengthening educational programs and upgrading knowledge. Besides, it seeks to identify the obstacles that may limit the activation of the interactive process in the industry of practical academic knowledge. The theoretical importance of the present study lies in enriching Arab and foreign libraries with information concerning the activation of administrative science programs and its role in enhancing the practice of the management profession.

1.4. Objectives of the Study

The main objective of the present study is to identify the existing situation and the extent to which administrative science programs are activated and their impact on enhancing the professional and ethical practice of management, along with a number of sub-objectives:

- 1- To know and clarify the challenges that obstacle and limit the activation of the interactive process in the production of practical academic knowledge.
- 2- To present some recommendations to specialists to enhance and develop research and learning methodology to go beyond research and analysis, thus adopting construction and creativity to achieve a realistic shift in the management of organizations with new ideas.

1.5. Research Methodology

1.5.1. Statistical Methods

The study relies on the statistical program for the social sciences (SPSS) in order to extract the results of the study. Moreover, tables of percentages and frequencies are used.

1.5.2. Data Collection Sources

In this study, the social survey method was used. It is a method of collecting data from a large number of respondents by contacting the research community, whether direct or face-to-face, over the phone or by post, through forms containing questions that measure the effect of activating administrative science programs in enhancing the professional and ethical practice of the management profession for female graduates. The social survey method has been used since it is close to the nature of the descriptive study. It is one of the most appropriate approaches to the subject of this research, because it depends on the description, analysis and interpretation through which it is possible to reach the promotion of professional practice of the management profession for the graduates, and then make suggestions based on scientific foundations to try to overcome challenges.

1.5.3. Tool of the Study

The study uses a questionnaire for collecting its data. It is one of the appropriate tools for the social survey method and for the nature of the present study. And because it is one of the most important means of data collection in descriptive and survey studies, in addition to being the best way to collect data from graduates of the Department of Business Administration. The questionnaire was prepared in its initial form after reviewing previous studies. It included a number of closed questions that aimed to test the hypothesis of the study and the validity of its statements.

1.6. Scope and Limitation of the Study

- People: A number of female graduates of the Department of Business Administration. Moreover, a sample was taken from a number of management specializations from Imam Muhammad bin Saud

Islamic University as a representative sample of the community, in order to express their point of view on the subject of the study.

- Place: The field study was applied in the Kingdom of Saudi Arabia in Riyadh.

- Time: 2019-2021.

1.7. Structure of the Study

The present study was divided into three sections. The first section embodies the theoretical framework of the study and previous studies, the second section deals with how to activate administrative science programs along with methods of enhancing the professional and ethical practice of the management profession for graduates of the Department of Business Administration at Imam Muhammad bin Saud Islamic University, while the third section deals with the methodological procedures of the field study and the results and recommendations of the study.

Part Two: Previous Studies

2.1. (Al-Rahumi et al., 2021):

This study aimed to measure the relationship between the skills required for the labor market and the employment of graduates of community colleges at King Khalid University. A questionnaire was designed to collect data and it was distributed to faculty members in the community colleges at King Khalid University, using a random sample method. The size of the sample was (123) individuals, with a percentage of 100% of the study population, which was about (123) individuals. Moreover, the number of questionnaires recovered was (117) with a response rate estimated at 95% of the sample size. The results of the study indicated that there is no relationship between the acquired skills and employment requirements, that is, the skills acquired by community college graduates do not affect employment requirements. Therefore, the study recommended the strengthening of the partnership between community service colleges and labor market owners to know their real requirements, especially in the next stage, training community college graduates before they join the labor market, and paying attention to the training aspect of graduates before graduation. It also recommended reviewing and developing the contents of existing programs in the community colleges in line with the skills required for the labor market.

2.2. (Faeqa Al-Amin, 2020):

This study aimed to identify the reality of developing vocational and craft skills to meet the requirements of the labor market. It was applied on (Al Rajhi Bank - Community Colleges) Asir region, Saudi Arabia, in order to achieve the goals of Vision 2030 that emphasizes the development of vocational education. A questionnaire was used to collect data from a random sample selected from Al Rajhi Bank branches (RijalAlmaa, Mahayel Aseer, Abha). A random sample was also selected. It included a number of (20) employees, (41) graduates of community colleges in Tihama. The questionnaire was distributed to them, and (50) were retrieved which represented (82%) of the total sample. It was relied upon, and (11) were excluded. The researcher used the descriptive statistics method to measure the reliability and validity of the questionnaire, and the degree of validity was high (81.5%). The validity of the hypotheses was also confirmed.

The development of vocational and craft skills depends on the opinions of the sample as they are the target of training and qualification. Moreover, the results of the study made it clear that there is a positive statistically significant relationship between the development of vocational skills and meeting the requirements of the labor market in KSA, and this study is a distinct contribution since it focuses on education, vocational and craftsmanship. It also encourages national staff to pay attention to the importance of professional work in achieving sustainable development and addressing the problems of technical employment in light of the needs of the labor market in KSA.

2.3. (Nouf Abdul-Aali Al-Ajmi, 2016):

This study aimed to develop a scale to measure the quality of educational service provided to students, relying on the HEDPERF scale and the standards of the National Commission for Academic Accreditation and Evaluation in KSA. It also depended on testing the ability of the modified scale to determine the quality of educational service by applying it to male and female students (Mathematics and Physics Departments) at the College of Science at Imam Muhammad bin Saud Islamic University. The descriptive survey method was used to find out the students' view on the quality of services (academic, administrative, facilities, equipment, and reputation) as well as the degree of general satisfaction. The results of the study revealed that the degree of approval of the points related to the academic services, quality axis, the administrative services, the facilities and equipment quality axis, and the quality of reputation in the (Mathematics and Physics Departments) at the Faculty of Natural Sciences was neutral. The results also revealed that the majority of the study sample (58%) were satisfied with the educational services in the college, while (16.6%) of the study sample had a low degree of approval of the quality of educational services, while the percentage of those who were not satisfied with the educational services was (15%). Moreover, the percentage of those who expressed high approval for the quality of educational services was (5%) only.

3. Theoretical Aspect of the Study:

Administrative sciences refer to the sciences that follow theoretical specializations, which are based on the study of management and all its needs and types, such as: supervision, coordination, and planning. The students of administrative sciences acquire many different theoretical and applied skills and they have the opportunity to work in the public and private sectors, in different jobs.

Business administration, on the other hand, is a science of economics that has its own foundations and rules that coordinate the elements of production, such as manpower, capital, land, and management, through the employment of human efforts and available resources, in addition to using the means of production to the fullest extent to achieve the objectives of an institution. It can also be viewed as a science that uses the available resources, and employs them in a project, a specific institution, or a specific organization. These resources are used in the best possible cases in terms of cost, quantity, quality and time, to reach the desired goals. Business administration is also defined as the process of managing economic activities and projects that aim to achieve profits. Moreover, the emergence of business administration has been associated with the emergence of large and small companies and institutions that provide certain services or goods to individuals and groups, which has led to a significant impact on the lives of individuals and large communities. The business administration branch has an independent presence in various universities that enjoy a prestigious position in the world, and this science has developed with the development of companies and institutions related to it.

3.1. The role of the faculties of administrative and economic sciences:

University colleges in general and colleges of administrative sciences in particular play an important role in refining the graduates' personalities, and providing them with knowledge, skills and abilities that develop their entrepreneurial skills. There are skills required to be provided to students who wish to study the business administration:

- Inclination and willingness to study business administration.
- Ability to manage crises in the right place and time.
- Ability to take responsibility and control emotions and anger.
- Familiarity with statistics and mathematics subjects.
- Ability to build successful relationships with others.
- Ability to be creative with sufficient self-confidence.

- Self-reliance and a high sense of responsibility.
- Ambition, future outlook, and the ability to interact with different societies.

4. Field Study:

4.1. Validity and Reliability Test:

To test the validity of the administrative science programs' effect in promoting professional and ethical practice of the management profession, from the point of view of graduates from Imam Muhammad bin Saud Islamic University, and to test the hypothesis (There is a relationship between the extent to which the knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates of Imam Muhammad bin Saud Islamic University), the researcher calculated the Cronbach's Alpha Stability Scale. Table (1-3) shows the values of those coefficients concerning the effect of administrative science programs in promoting professional and ethical practice of the management profession from the perspective of graduates from Imam Muhammad bin Saud Islamic University:

Validity	Reliability	Correlation	Mean	Fisher's statistics	Significance Level
0.983	0.991	0.636	3.51	18.24	0.000

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

From the table (1-3) above, we find high validity and reliability coefficients, which ranged between (0.983 - 0.991). This indicates that the administrative sciences programs' effect in enhancing the professional and ethical practice of the management profession, from the perspective of graduates from Imam Muhammad bin Saud Islamic University, enjoys a high level of validity and reliability. It is also found that the correlation coefficients indicate the availability of very good relations between the factor and its components, where the value of the correlation between the factors is 0.636, which is a correlation that has statistical significance, as the level of the probabilistic significance of the differences in the expressions is less than 5.0%. Based on this, the researcher infers the validity and reliability of the questionnaire by extrapolating the scale of validity and reliability in the exploratory sample.

4.2. Personal Details:

Table (2-3) shows the personal information related to the demographic aspects

Response		RepetitionN	Percentage
Age	Less than 20 years	8	4.47
	20 years to less than 25 years	11	10.3
	More than 35 years	88	82.2
Marital Status	Married	80	74.77
	Single	27	25.23
Major	Business Administration	50	46.73
	Human Resource Management	40	37.38
	Marketing Management	17	15.89
Do you have a job?	Yes	96	89.7
	No	11	10.3
Have you received a training course?	Yes	80	74.8

	No	27	25.2
Does the college help to join an institution to receive practical training before graduation?	Yes	63	58.8
	No	44	41.2

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Table (2-3) shows that the demographic characteristics of the research sample are distributed according to the variables mentioned below:

1-Age variable: Most of the responses were more than 35 years old, with a response rate of 82.2%, and 88 highest responses, the response rate for less than 20 years was 7.47%, with 8 cases, while the response rate concerning 20 and less than 35 years was 10.3% and 11 cases out of a total of 107 responses.

2- The variable "Do you have a job?", shows that 89.7% of the respondents' responses were confirmed by a 'yes' response in 96 cases, while 10.3% of the respondents responded with 'no'.

3- The variable "Have you received training courses during the study?" shows that the maximum response rate was 'yes', with a response rate of 74.8% (80 cases), while the 'no' response rate was 25.2% (27 cases).

4- The variable "Does the college help to join an institution to receive practical training before graduation?", shows that most of the responses were 'yes', with a response rate of 58.8%, or 63 cases, while the response rate of 'no' was 41.2%, or 41.2 cases.

4.3. Objective data analysis:

Following the factor analysis methodology to divide the hypothesis into a number of factors, it is found that the average correlation between the constituent factors is 0.554, which is a significant correlation in terms of strength and the type of relationship. The matrix of correlations is given in Table (3-3).

Table (3-3) shows the degrees of correlation of the extracted factors using the main compounds

Component	1	2	3
1	0.765	0.565	0.308
2	-0.021	0.501	-0.865
3	-0.643	0.655	0.396

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

It is also found that the correlation of factors with variables received the lowest degree of correlation, not less than 0.70, and thus the intrinsic relationship between factors and variables is confirmed by the hypothesis of the study. It is also noticed that the first factor explains 74.4% of the changes in the effect of the administrative sciences program in enhancing the professional and ethical practice of the management profession from the perspective of graduates from Imam Muhammad bin Saud Islamic University. The explanatory power of the second factor records 12.2% of the total changes, while the explanatory power of the third factor is 11.7%. These results are shown in the following table.

Table (4-3) shows the eigenvalues and the explained variance of the extracted factors

Cumulative Explained Variance	Unexplained Variance	Explained Variance	Eigenvalue	Component
%74.4	%25.6	%74.4	23.8	1
%86.6	%13.4	%12.2	3.89	2

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%98.3	%1.70	%11.7	3.74	3
		%98.3	31.4	Total

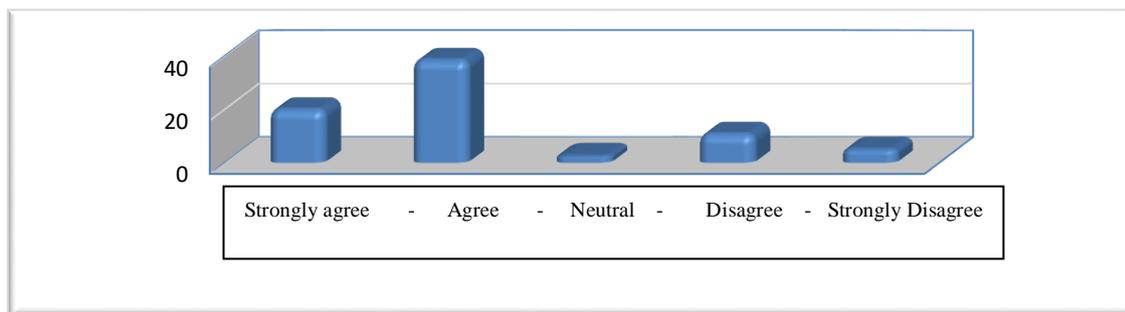
Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

1- Frequency distribution of objective data: Frequent distribution of the hypothesis elements included in the first factor (Appropriateness of courses in the management department to the requirements of the labor market). This is shown in Table (5-3):

Points		Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	Total
The courses in management programs include topics that fit the requirements of the labor market	F	24	45	24	09	05	107
	P	22.4	42.1	22.4	8.45	4.65	%10.0
The courses meet the requirements for developing the cognitive skills of the management profession	F	23	46	25	09	04	107
	P	21.5	43.0	23.4	8.45	3.74	%10.0
Management science courses keep pace with global developments in the management profession and its practices	F	13	31	37	20	06	107
	P	12.2	28.9	34.6	18.7	5.61	%10.0
Courses in management programs help to enhance entrepreneurial skills for setting up private projects	F	19	48	21	12	07	107
	P	17.7	44.9	19.6	11.2	6.54	%10.0
The administrative sciences program courses prepare graduates to make rational decisions in their working lives	F	23	41	26	14	03	107
	P	21.5	38.3	24.3	13.1	2.80	%10.0
The requirements and courses taught in management science programs are consistent with the professional and ethical practices of management	F	28	51	22	03	03	107
	P	26.2	47.7	20.5	2.80	2.80	%10.0
Administrative sciences programs include courses and programs that help students adapt to the work environment	F	16	41	31	14	05	107
	P	14.9	38.3	28.9	13.1	4.65	%10.0
Imam University has human cadres of administrators and faculty members who contribute to improving students' practices for the management profession by qualifying graduates	F	25	44	28	05	05	107
	P	23.4	41.1	26.2	4.65	4.65	%10.0
Administrative sciences courses and programs lead to strengthening administrative work and addressing the problem of unemployment	F	17	39	31	14	06	107
	P	15.8	36.4	28.9	13.1	5.61	%10.0
Graduates of administrative sciences programs have a functional and competitive imposition in the labor market compared to counterpart programs in other universities	F	25	26	29	16	11	107
	P	23.4	24.3	27.1	14.9	10.3	%10.0
Total	F	213	412	274	116	55	1070
	P	20.0	38.5	25.6	10.8	5.10	%100

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Figure (2-3): Frequent distribution of the hypothesis elements included in the first factor (Appropriateness of courses in the management department to the requirements of the labor market)



Source: Prepared by the researchers, the outputs of the questionnaire analysis, Excel 2016, 2020.

Table (5-3) and Figure (2-3) show that the respondents' responses to the hypothesis elements included in the first factor (the appropriateness of the courses in the administration department to the requirements of the labor market), as per Likert five-scale, are mostly limited to the two responses: strongly agree and agree, as the total percentage of the response 'agree' was 38.5%, with 412 cases. The percentage of the total response to 'strongly agree' is 20.0%, with 213 cases, the percentage of the total positive response to the elements of the hypothesis included in the first factor is 58.5%, with 625 response cases out of 1070 cases. Moreover, the total response percentage for 'neutral' is 25.6%, with 274 cases as the second highest response that was monitored out of 1070 cases, while the percentage of the total response to the negative response is 15.9%, and 171 cases.

2- Frequency distribution of objective data: Frequent distribution of the hypothesis elements included in the second factor (Enhancing graduates' capabilities for professional practice in accordance with labor market developments). This is shown in Table (6-3):

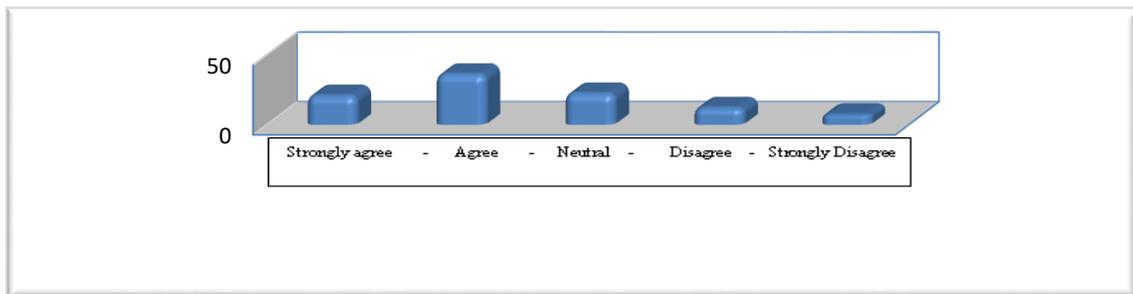
Points	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
The courses of the Administrative Sciences program are based on addressing problems in the field of management and training students on administrative research	F 46	18	25	14	04	107
	P 43.0	16.8	23.4	13.1	3.74	%9.09
Methods of teaching administrative science programs are in line with the scientific and professional requirements of the labor market	F 16	38	25	21	07	107
	P 14.9	35.5	23.4	16.9	6.54	%9.09
Administrative sciences programs include topics that are suitable for the labor market	F 19	48	22	13	05	107
	P 18.2	44.9	20.5	12.5	4.65	%9.09
The administrative science programs at Imam University train students to follow the scientific methodology of scientific research and solve business problems	F 18	41	31	10	07	107
	P 16.8	38.3	28.9	9.35	6.54	%9.09
The administrative sciences programs at Imam University enrich the knowledge of students by urging them to attend seminars, conferences and scientific	F 13	50	21	16	07	107
	P 12.5	46.7	19.6	14.9	6.54	%9.09

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discussions while studying						
The Administrative Sciences program includes field training for students	F	50	34	12	03	08
	P	46.7	31.8	11.2	2.80	7.48
Administrative sciences programs focus on the practical aspect of education rather than the theoretical aspect	F	13	16	23	28	27
	P	12.5	14.9	21.5	26.2	25.2
Administrative sciences programs enhance the leadership skills of learners	F	21	41	28	11	06
	P	19.6	38.3	26.2	10.2	5.61
Administrative sciences programs help to adopt creative and critical thinking to graduate strategic leaders for business institutions	F	16	39	31	16	05
	P	14.9	36.4	28.9	14.6	4.65
The administrative sciences programs at Imam Muhammad University enhance the professional and ethical practice of the management profession for graduates of the Administration Department	F	21	51	24	06	05
	P	19.6	47.7	22.4	5.61	4.65
Management science curricula are being developed to keep pace with labor market developments	F	15	53	25	07	07
	P	14.0	49.5	23.4	6.54	6.54
Total	F	248	429	267	145	88
	P	21.1	36.4	22.6	12.3	7.48

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Figure (3.3): Frequent distribution of the hypothesis elements included in the second factor(Enhancing graduates’ capabilities for professional practice in accordance with labor market developments)



Source: Prepared by the researchers, the outputs of the questionnaire analysis, Excel 2016, 2020.

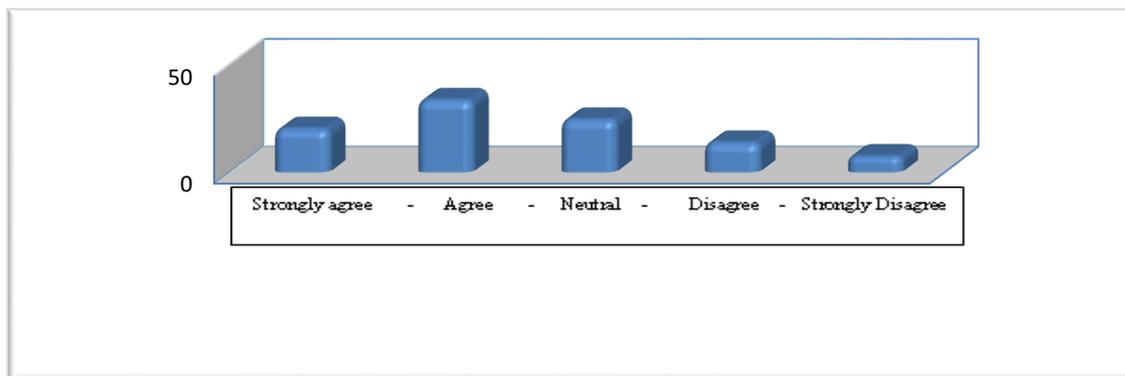
Table (6-3) and Figure (3-3) show that the respondents’ response to the hypothesis elements included in the second factor (enhancing graduates’ abilities for professional practice as per labor market developments), on the Likert five-point scale, for the most part, is confined to the two responses “strongly agree” and “agree”. Moreover, the overall response rate was 36.4%, with 429 cases. The total response rate to “strongly agree” is 21.1%, with 248 cases, and the total response rate to the positive elements of the hypothesis, included in the first factor (appropriateness of the courses in the administration department to the requirements of the labor market) is 57.5%, with 677 response cases out of 1177 cases. Besides, the total response rate for the “neutral” is 22.6%, with 267 cases, as the second highest response monitored out of 1177 cases, while the total response rate to the negative response “disagree” and “strongly disagree” is 19.8%, that is, 233 cases.

3. Frequent distribution of objective data: Frequent distribution of the hypothesis elements included in the third factor (the administrative science programssyllabus' keeping up with the requirements of the employees of modern institutions). **Table (7-3)** shows this:

Points		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
The courses of the administrative sciences programs meet with the requirements of the employees of modern institutions.	F	34	19	29	19	06	107
	P	31.7	18.2	27.1	18.2	5.61	%9.09
Academic qualifications for administrative science programs at Imam University are effective and modern.	F	11	53	29	12	02	107
	P	10.2	49.5	27.1	11.2	1.87	%9.09
The administrative sciences programs at Imam University help to enhance initiative skills and innovate entrepreneurial projects.	F	18	48	22	13	06	107
	P	16.8	44.9	20.5	12.5	5.61	%9.09
The administrative sciences programs at Imam University encourage the promotion of cooperation and teamwork skills.	F	43	46	10	06	02	107
	P	40.2	43.0	9.35	5.61	1.87	%9.09
Administrative sciences programs help students to explore knowledge and follow up on field reality in local and global community institutions.	F	19	33	43	08	04	107
	P	18.2	30.8	40.2	7.48	3.74	%9.09
Imam University has clear policies for establishing strategic partnership with institutions to train students and gain practical experience while studying.	F	17	25	26	22	17	107
	P	15.8	23.4	24.3	20.5	15.8	%9.09
Administrative sciences programs contribute to linking administrative theories with practical and applied reality	F	18	47	24	13	05	107
	P	16.8	44.0	22.4	12.5	4.65	%9.09
The university sets the conditions for students to accept administrative programs according to scientific standards that help in building leaders who have a keen vision and can create a competitive advantage.	F	18	29	33	15	12	107
	P	16.8	26.9	30.8	14.0	11.2	%9.09
The Department of Administrative Programs at Imam University takes into account setting the objectives of the courses in accordance with the Kingdom's vision 2030 to contribute to achieving the vision	F	24	38	22	16	07	107
	P	22.4	35.5	20.5	14.9	6.54	%9.09
The student's training period is sufficient to qualify management graduates concerning practical aspects.	F	16	37	14	24	16	107
	P	14.9	34.6	13.1	22.4	14.9	%9.09
There is no gap between the educational programs and policies of the administrative sciences programs, the requirements of the labor market, and the professional and ethical practices of the management profession.	F	21	22	37	16	11	107
	P	19.6	20.5	34.6	14.9	10.3	%9.09
Total	F	239	397	289	164	88	1177
	P	20.3	33.7	24.6	13.9	7.48	%100

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Figure (4-3) shows the frequent distribution of the hypothesis elements included in the third factor (the administrative science programssyllabus' keeping up with the requirements of the employees of modern institutions).



Source: Prepared by the researchers, the outputs of the questionnaire analysis, Excel 2016, 2020.

Table (7-3) and Figure (4-3) show that the respondents' response to the hypothesis elements included in the third factor, in the five-point Likert scale, is mostly limited to the responses "strongly agree" and "agree", where the total response rate of the response reached 33.7%, with a rate of 397 cases and it is the highest response rate monitored. The total response rate to the "strongly agree" response is 20.3%, with 239 cases, while the total positive response rate to the elements of the hypothesis included in the third factor is 54.0%, with 636 response cases out of 1177 cases. Moreover, the total response rate to the "neutral" response is 24.6%, with 289 cases. The total response rate to the negative response "disagree" and "strongly disagree" is 21.4%, with 252 cases out of the total responses of the respondents. Based on this, it is found that the hypothesis of the study, which states that there is a relationship between the extent to which the knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates from Imam Muhammad IbnSaud Islamic University, is to measure the effect of administrative science programs in promoting professional and ethical practice of the profession management from the perspective of graduates from Al-Imam Muhammad Ibn Saud Islamic University. Table (8-3) shows this.

Factors		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
First Factor	Frequency	213	412	274	116	55	1070
	Rate	20.0	38.5	25.6	10.8	5.10	%32.4
Second Factor	Frequency	248	429	267	145	88	1177
	Rate	21.1	36.4	22.6	12.3	7.48	%33.8
Third Factor	Frequency	239	397	289	164	88	1177
	Rate	20.3	33.7	24.6	13.9	7.48	%33.8
Total	Frequency	700	1238	830	425	231	3424
	Rate	20.4	36.2	24.2	12.4	6.80	%100.0

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

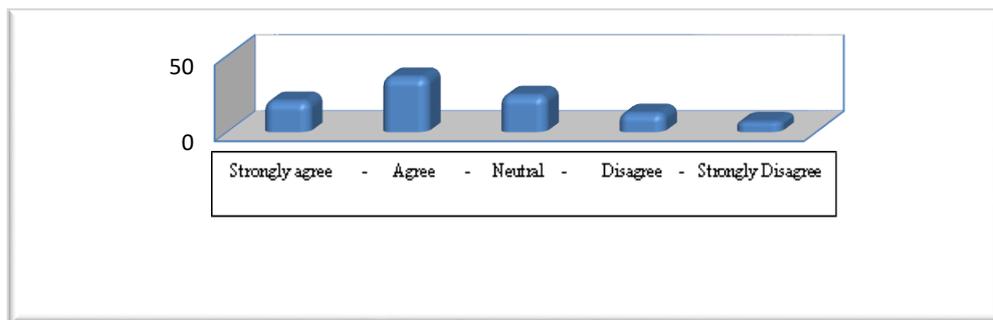


Figure (5-3)

Source: Prepared by the researchers, the outputs of the questionnaire analysis, Excel 2016, 2020.

Table (8-3) and Figure (5-3) show that the respondents' response to the elements of the hypothesis which states that there is a relationship between the extent to which knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of management profession for graduates from Imam Muhammad bin University Saud Islamic University in the five-point Likert scale, mostly confined to the two responses "strongly agree" and "agree," where the total response rate to the "agree" response reached 36.2%, with 1238 cases as the highest response rate monitored.

The descriptive distribution of the Likert scale of opinion:

In this part, descriptive statistics will be calculated, for each axis of the study, in order to know the general direction of each axis' hypotheses, and then determine the general direction of the hypotheses axis. Since the variable that expresses the options (strongly disagree, disagree, neutral, agree, strongly agree) is an ordinal scale in Likert Scale, the boundaries between each of the options of the scale are as in Table (8-3).

Response (Level, Choice)	Likely Average
Strongly disagree	1.00 to 1.79
Disagree	1.80 to 2.59
Neutral	2.60 to 3.39
Agree	3.40 to 4.19
Strongly agree	4.20 to 5.00

Source: Prepared by researchers, 2020.

Here are the results of the analysis:

1. Description of the elements of the first factor of the hypothesis shows that there is a relationship between the extent to which the knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates of Imam Muhammad bin Saud Islamic University. Table (9-3) shows the distribution of descriptive statistics for the hypothesis elements included in the first factor (appropriateness of the courses in the administration department to the requirements of the labor market).

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Phrases	Mean	Response Intensity	Standard Deviation	Opinion Direction	Significance
The courses in management programs include topics that fit the requirements of the labor market	3.69	4	1.06	Agree	Strong
The courses meet the requirements for developing the cognitive skills of the management profession	3.70	4	1.08	Agree	Strong
Management science courses keep pace with global developments in the management profession and its practices	3.23	3	1.01	Neutral	Average
The courses in management programs help to enhance the entrepreneurial skills for setting up private projects	3.56	4	1.07	Agree	Strong
The administrative sciences program courses prepare graduates to make rational decisions in their working lives	3.63	4	1.03	Agree	Strong
The requirements and courses taught in management science programs are consistent with the professional and ethical practices of management	3.92	4	1.17	Agree	Strong
Administrative sciences programs include courses and programs that help students adapt to the work environment	3.46	4	1.04	Agree	Strong
Al-Imam University has human cadres of administrators and faculty members who contribute to improving students' practices for the management profession by qualifying graduates	3.74	4	1.08	Agree	Strong
Administrative sciences courses and programs lead to strengthening administrative work and addressing the problem of unemployment	3.44	4	1.01	Agree	Strong
Graduates of administrative sciences programs have a functional and competitive imposition in the labor market compared to counterpart programs in other universities	3.36	3	0.91	Agree	Strong
Total	3.57	4	1.05	Agree	Strong

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Table (9-3) above shows that most of the respondents' opinions were "agree", as the response averages of the respondents fall between 3.40-5.00, which is within the confirmation of the opinion direction "agree". It is also found that the general trend of all the elements of the hypothesis included in the first factor was "agree". Moreover, the average axis reached 3.57, which is within the confirmation of the trend of opinion, "agree."

2. Description of the elements of the second factor of the hypothesis that there is a relationship between the extent to which the knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates of Al-Imam Muhammad bin Saud Islamic University. Table (10-3) shows the distribution of descriptive statistics for the elements of the hypothesis included in the second factor (enhancing graduates' abilities for professional practice as per labor market

developments).Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Table (10-3) above shows that most of the responses were “agree”, as the response averages of respondents lie between 3.40 - 5.00, which is within the confirmation of the opinion direction “agree”.It is also found that the responses to all the elements of the hypothesis included in the second factor were “agree”. Moreover, the average axis reached 3.51 and it is within the confirmation of the trend of opinion “agree.”The validity of the previous results is confirmed by looking at the intensity of the response MO, which represents the largest frequency of the responses that were monitored for each of the hypothesis phrases. It is also found that the standard deviations of the statements were relatively large. This indicates a difference in the pattern of response of the respondents about the hypothesis phrases, because the standard deviation represents a measure of the difference in the quality and pattern of recording responses.

3. Description the third factor of the hypothesis that there is a relationship between the extent to which the knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates of Imam Muhammad Ibn Saud Islamic University. Table (11-3) shows the distribution of descriptive statistics for the elements of the hypothesis included in the third factor (the administrative science programssyllabus’ keeping up with the requirements of the employees of modern institutions).

Phrases	Mean	Response Intensity	Standard Deviation	Opinion Direction	Significance
The courses of the administrative sciences programs are compatible with the requirements of the employees of modern institutions.	3.52	5	0.95	Agree	Strong
Academic qualifications for administrative science programs at Imam University are effective and modern.	3.55	4	1.19	Agree	Strong
The administrative sciences programs at Imam University help to enhance initiative skills and innovative entrepreneurial projects.	3.55	4	1.08	Agree	Strong
The administrative sciences programs at Imam University encourage the promotion of cooperation and teamwork skills.	4.14	4	1.21	Agree	Strong
Administrative sciences programs help students to explore knowledge and follow up on field reality in local and global community institutions.	3.51	3	1.09	Agree	Strong
Imam University has clear policies for establishing strategic partnerships with institutions to train students and gain practical experience while studying.	3.03	4	0.88	Neutral	Average
Administrative sciences programs contribute to linking administrative theories with practical and applied reality.	3.56	4	1.07	Agree	Strong
The university sets the conditions for students to accept administrative programs as per scientific standards that help in building leaders who have a keen vision and can create a	3.24	3	0.94	Neutral	Average

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competitive advantage.					
The Department of Administrative Programs at Imam University takes into account setting the objectives of the courses in accordance with KSA's vision 2030 to contribute to achieve the vision.	3.52	4	0.97	Agree	Strong
The student's training period is sufficient to qualify management graduates concerning practical aspects.	3.12	4	0.95	Neutral	Average
There is no gap between the educational programs and policies of the administrative sciences programs, the requirements of the labor market, and the professional and ethical practices of the management profession.	3.24	3	0.95	Neutral	Average
Total	3.46	4	1.02	Agree	Strong

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Table (11-3) above shows that most of the responses were “agree”, as the response averages lie between 3.40 - 5.00, which is within the confirmation of the opinion direction “agree”. It is also found that the general trend of all the elements of the hypothesis included in the third factor was “agree”. Moreover, the average axis reached 3.57, which is within the confirmation of the opinion, “agree”. Therefore, it is noticed that the hypothesis of the study which states that there is a relationship between the extent to which the knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates from Imam Muhammad bin Saud Islamic University to measure the impact of administrative science programs in promoting professional and ethical practice of the management profession, from the perspective of graduates from Al-Imam Muhammad Ibn Saud Islamic University, is distributed with descriptive statistics according to response patterns in the five-point Likert scale.

Factors	Mean	Response Intensity	Standard Deviation	Opinion Direction	Significance
The first factor	3.57	4	1.05	Agree	Strong
The second factor	3.51	4	1.06	Agree	Strong
The third factor	3.46	4	1.02	Agree	Strong
Total	3.51	4	1.04	Agree	Strong

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Objective tests:

1. One-sample t-test to test the significance of factors and hypothesis:

The t-test will be performed at a significance level of 5% and based on the sig-value of the computed t-test statistic $t = \frac{\bar{x} - \mu}{\sigma}$. The validity of the hypothesis will be accepted or rejected based on the criterion that if the sig value of the t-test statistic is less than 5%, the validity of the stated hypothesis is

confirmed by measuring the difference between the actual mean of the expression MA and the response unit MO. Table (12-3) shows the test results:

Factors	Statisticst	Levelof freedom	Level of significance (Sig)
The first factor	5.78	9	0.000
The second factor	2.89	10	0.016
The third factor	2.80	10	0.019
Full hypothesis	9.85	2	0.010

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Table (13-3) shows that the value of the t-test statistic reached (5.78, 2.89, 2.80, 9.85) respectively, and these values are indicative at a level of significance less than 5.0%, thus confirming the validity of the factors and hypotheses. Thus, the researcher infers the existence of a relationship between the extent to which the knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates of Imam Muhammad Bin Saud Islamic University.

2. The regression model for the effect of administrative science programs in enhancing the professional and ethical practice of the management profession among graduates:

The regression model depends on the functional relationship between a group of related variables, where the variables included in the regression analysis and the dependent variables are divided, and they are variables affected by another group of variables. The other type of variables is known as the explanatory variables. They are the independent variables which affect the dependent variable. The quality of the regression model is evaluated by a set of criteria that determine its quality, including the coefficient of determination, the analysis of variance table and some other indicators. Table (14-3) shows the regression analysis results of the regression model for the effect of administrative science programs in enhancing the professional and ethical practice of the management profession among graduates

Correlation Coefficient	Determination Coefficient	Durbin Watson statistics	F Statistics	Significance Level (Sig)
0.850	0.723	2.473	44.43	0.038

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Table (14-3) above shows that the value of the coefficient is 0.85, which indicates that there is a correlation between the variables affecting the promotion of professional and ethical practice of the management profession among graduates, and the coefficient of determination indicates the strength of the explanatory model, where its value is 0.723. Therefore, the variables of the study have the ability to explain 72.3% of the changes in the patterns of promoting professional and ethical practice of administrative science programs at Imam Muhammad bin Saud University, while the Durbin Watson statistic shows that the model has economic measurement problems. Moreover, whenever its value is closer to 2, the model is free of such problems. Therefore, it can be confirmed that the model does not have a standard problem that affects the parameters. Table (15-3) shows the parameters of the estimated model:

Factors	Parameter	t Statistics	Significance level (Sig)
The first factor	45.20	4.22	0.000
The second factor	0.939	3.87	0.000
The third factor	0.011	392	0.000

Source: Prepared by the researchers, the outputs of the questionnaire analysis in SPSS V26 package, December 2020.

Table (15-3) shows the estimated model for total costs and it is represented by the following equation:1.
 $CA = 45.20F_1 + 0.939F_2 + 0.011F_3$.

Results Discussion:

- 1- Through the study which has been conducted on a number of female graduates of the Department of Business Administration at Imam Muhammad Ibn Saud Islamic University, and after presenting the results of the analysis and testing the hypothesis of the study, the researchers found a number of results:
- 2- The study revealed that 96% of the study sample is female employees, but only 80% of them received training courses during the study. Moreover, only 63% of them confirmed that the College of Economics and Business Administration helps female students to join the government's institutions and receive practical training before graduation. This is evident from the table (2-3) which shows the personal information of the respondents.
- 3- The study revealed, from the data of Table (5-3), which includes the hypothesis elements of the first factor, that the positive points received 58.5% of the total responses. This confirms that the academic curricula in the administrative sciences programs include topics compatible with the requirements of the labor market and works to develop the administrative skills of graduates as per the global developments of the management profession and its practice, which helps graduates to make rational decisions in their workplace.
- 4- The study confirmed, through the data in Table (6-3), which includes the elements of the hypothesis related to the second factor, that most of the responses were confined to "strongly agree" and "agree" with a percentage of 57.5 from the total responses. This confirms that the academic courses in administrative science programs are based on enhancing modern methods of teaching, such as including the teaching strategy of problem solving and training in preparing administrative research, in addition to ensuring the enrichment of knowledge for female students by urging them to attend seminars, conferences and scientific discussions during the study period.
- 5- The study found that those who supervise administrative science programs at Imam Muhammad Ibn Saud Islamic University are faculty members with a high level of competence and experience.
- 6- The study showed that those in charge of quality management in administrative sciences programs are interested in applying quality standards as per planned methods, and they closely follow up on graduates to discover all the obstacles they face in the search for employment. Moreover, many developmental measures have been taken according to the results of studies on the problem of unemployment, such as the gradual introduction of the English language in teaching and the strengthening of the academic advising program to follow up on all students and overcome academic obstacles.
- 7- The study reflected, through the data of Table (7-3), which included the elements of the third factor of the hypothesis elements that 54% of the total respondents strongly agree and agree that female graduate employees agree that the skills acquired from the courses studied in administrative science programs are compatible with the requirements of the employees of modern institutions. It is effective, up-to-date and enhances cooperation and teamwork with institutional staff.
- 8- The study revealed that there is a relationship between the extent to which knowledge and skills acquired from administrative science programs are compatible with the needs of the labor market and the promotion of professional and ethical practice of the management profession for graduates from Imam Muhammad Ibn Saud Islamic University. This point received 56.6%, as it is depicted through the data of Table (7-3).

Recommendations

Based on the subject, objectives and the results of the study regarding the impact of activating administrative science programs on enhancing the professional and ethical practice of the management profession for graduates of the Department of Management, the following is recommended:

- 1- It is necessary to provide initial and valuable data on how to develop research and learning methodology to go beyond description and analysis towards a stage of construction and creativity by generating creative initiatives capable of achieving realistic shifts in the management of business organizations.
- 2- It is recommended to direct professional development programs in the Kingdom of Saudi Arabia towards providing university professors with knowledge, skills and attitudes related to modern learning strategies and the employment of educational technology.
- 3- Supporting and spreading the culture of professional development for teachers and learners alike as an entry point for sustainable development and supportive of continuous learning and the transition to a knowledge economy.
- 4- It is recommended to activate a public forum that includes all graduates of administrative sciences programs to exchange all that concerns graduates and to present development proposals through their professional experiences in order to be translated into strategies that enhance the educational process of the administrative sciences program.
- 5- It is recommended that the theoretical courses in the administrative sciences programs should be linked with the requirements and nature of the labor market and the practices and ethics of the management profession.
- 6- It is recommended that the role of faculty members should be strengthened in conducting research to determine training needs and holding training courses and workshops in accordance with the developments and requirements of the labor market.
- 7- It is recommended to conduct this study on different segments and counterpart colleges in KSA and compare them with the world's leading colleges in the field of management to identify the strategic void and work to address it and transfer the strategies of the best colleges to all colleges KSA in accordance with the prevailing trends and requirements of the labor market.
- 8- It is recommended that attention should be given to formulating clear strategies to qualify graduates and train them on sustainability, which is based on economic feasibility, social justice, and a healthy environment.
- 9- It is recommended to develop the motivation within female students to attend workshops, scientific discussions and training courses that enhance the skills of the female students.
- 10- Providing training opportunities internally and externally to students and graduates on a continuous basis to develop their skills in a way that helps in building their capabilities and skills in line with the nature and requirements of the job.
- 11- It is recommended to establish strategic partnerships with institutions for students to join institutions in the cooperative training program according to well-studied strategies that include developing the training process according to certain standards and requirements for each job. Consequently, the training program ends with employment so that the training period is a period to acquire skills and job requirements for the trainee student and activate strategic partnerships between educational institutions and productive economy in the country.
- 12- Providing funding by the concerned authorities to support student projects and extracurricular activities to nurture students' talents and transfer them to services and products according to scientific steps and methods, and to benefit from their energies in economic and social development.

- 13- It is recommended that the curricula of administrative sciences programs include teaching strategies to guide the graduate towards project industry with strategic plans to ensure survival in the market.
- 14- It is necessary to direct researchers to study topics related to promoting the latest teaching strategies for administrative science programs and their effect in facing the problems of the limited market by removing the gap between the curricula and the needs of the labor market.

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