

Proposed method for career promotion in the General Organization for Internal Trading of Minerals and Building Materials (Imran) A field study

Dr. Bassam Al Taza *

Abstract

The main objective of the research is to test a proposed method of career promotion by measuring the attitudes of workers towards their components at the Damascus branch of the General Establishment for Internal Trading of Minerals and Building Materials (Omran).

In order to achieve this goal, the analytical descriptive approach was adopted,

Through the survey of the sample of all study sample,

Where the research community and sample of all workers in the Damascus branch of the institution of the 107 workers,

The questionnaire was based on the collection of information, and the appropriate statistical tools were used in the analysis.

The study found the following results:

- There is no clear way to show the steps of career promotion at Damascus branch.**
- The current promotion is based on considerations of relevance to seniority or competence.**
- Most employees agree with the proposed upgrade method**

For the Paper in Arabic Language See the Pages (157-186).

*** Assistant Professor - Department of Business Administration - Faculty of Economics- Damascus University**

-There are differences of statistical significance in the awareness of employees of the current method of promotion applied and its steps.

-There were statistically significant differences in respondents' responses to the proposed upgrade method.

-There are no significant differences between the research samples on the proposed career upgrade method due to their functional categories.

The study concluded with several recommendations, the most important of which were:

-The need to develop a plan for career paths, showing employees the clarity of their career path.

-It is necessary to develop a plan for vacant posts or which may subsequently be vacated and describe them accurately so that the worker can prepare himself professionally and conductively.

- The promotion should be done according to the functional category to which he belongs.

The promotion plan shall be linked to the training and qualification plan to obtain the points of eligibility for applying for the vacant position.

The requirements of the proposed method should be met by the management of the institution, as long as there are no differences in the employees' awareness of their elements according to their functional categories.

The researcher also suggested that the proposed method be tested at the level of the other branches of the institution in the rest of the provinces in order to generalize the results if adopted.

Keywords: Career Promotion - Proposed Method – Employees.