

THE EFFECTIVENESS OF EDUCATIONAL PROGRAMS IN HUMAN RESOURCES DEVELOPMENT IN SAUDI UNIVERSITIES: ADMINISTRATORS' PERSPECTIVES

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ABSTRACT_ The study aimed at identifying the effectiveness of educational programs in human resources development and investigating the level of harmonization of these educational programs outputs with Saudi labor market needs. The study adopted the descriptive approach, and used a designed electronic questionnaire. The sample was selected from college of education administrators at six universities, 117 officials. The study yielded some results: the educational programs were effective in giving the students skills that enable them to compete in the labor markets, the compatibility between the outcomes of the educational programs and the labor market's needs. Furthermore, the study reached that, there are some obstacles that faced the educational programs in fulfilling the effectiveness level in human resource development, such as: assigning some courses to non- specialist teachers in the educational programs, lack of the scientific research funds for teaching members, and work overload for teaching staff. The study suggested some solutions that may increase the effectiveness of the educational programs in human resources development, recruiting highly qualified experienced teachers, and involving the most experienced experts in preparing and designing the educational programs.

KEY WORDS: Educational programs, Human Resources Development, Saudi universities, Education college.