

THE REQUIREMENTS FOR ACHIEVING ORGANIZATIONAL EXCELLENCE IN SECONDARY SCHOOLS IN TAIF GOVERNORATE FROM THE VIEWPOINT OF THEIR LEADERS

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ABSTRACT *_This study aimed at identifying the requirements for achieving organizational excellence through its five dimensions (school leadership, strategic planning, organizational structure, human resources management and organizational culture). In order to achieve the objectives of the research, the researcher used the descriptive survey method, and designed a 35-item questionnaire for the requirements of achieving organizational excellence divided into five dimensions. The questionnaire was carried out through a comprehensive investigation of all secondary schools leaders, totaling (108) leaders. The study findings revealed the followings: In general, the requirements for achieving the organizational excellence in secondary schools in Taif governorate were at a very high degree of importance from the viewpoint of their leaders. The dimensions were arranged in a descending order based on the degree of their importance to the secondary school leaders as follows: (organizational culture, school leadership, human resource management, strategic planning and organizational structure) and they were all of a high degree of importance. There were no significant statistical differences in four dimensions: (school leadership, organizational structure, human resource management, organizational culture), attributed to the difference of years of service in school leadership. There were significant statistical differences with regard to the dimension of strategic planning, attributed to the differences of years of service in school leadership in favor of those whose years of service are 10 years or more in contrast with those whose years of service are less than 10 years. There were no significant statistical differences in its five dimensions, attributed to the difference in the variables of obtaining a semesterly training course in school leadership and participation in Education Award for Excellence in the category of management and outstanding school.*

Key Word: *Organizational Excellence, Secondary Schools, Leaders.*