"A proposed strategy for employing technology to develop administrative work among workers in sports institutions for the care of the disabled in the State of Kuwait"

[1]Dr/ Ibrahim Ali Al-Ansari

Introduction and research problem: -

The world has witnessed development in the past several years. Tremendous. In all areas of our scientific and practical life, In many areas of information and communications at several levels, it has had a great impact on the human being and on his style and approach and on working in a better and more accurate way that is consistent with the style and requirements of contemporary life, and it has become necessary to change the management approach and use Ate latest devices and equipment that save time, effort and expenses, so do not Management must use advanced technology that deals with the reality we live in and absorbs new developments aimed at accelerating administrative performance.

The concept of government has begun to be adopted all over the world This concept has emerged from the fruits of modern technology through developments in the field of communications and the spread of information technology., Serious thinking began on using computers and networks. Internet in completing routine work and health services in a way Electronic, this contributed to the spread of this technology, which is a means of improving organizational performance and obtaining services and information for a large number of clients, avoiding.... Routine, mediation and factors affecting the development of the administrative system (64:11)

and management One of the fruits of technical development in the field of communications and information that helped in the development of computers and their technologies, and the idea of electronic administration came as a realistic reaction to the use of computer applications in the field of public services to develop traditional work methods to more flexible and effective methods and use An the one hand, and on the other hand, benefiting from the achievements of the technical revolution in saving time, effort and cost, and using information and communications technology in supporting health and related fields to improve the overall health level, and provide health care.

the level of linking the process of providing health services with the potential capabilities of information technology, which makes the work better and Increased effectiveness, which helps to support government trends and administrative organizations. (61:2)

[1]Associate Professor- College of Basic Education - Department of Physical Education - Public Authority for Applied Education and Training - State of Kuwait.

Administration is created through several stages, starting with providing information on a website, then facilitating mutual communications between parties, then direct contact with customers, then implementing integrated systems for service and exchange. (64:3)

E-management contributes to supporting strategic thinking of managers and developing habits of thinking about the future, as well as providing opportunities for participation for all administrative levels in planning, implementing and evaluating goals. (14:1)

Thus, information and communication technology has come to play an important role not only in facilitating people's daily lives, but as an effective tool in promoting development in society, as well as being used as an effective element in the field of exchanging international interests. After the world entered the era digitate standard of progress for any region in the world is governed by the ability of that region to catch up with the information revolution and understand the reality of its inevitability. (7:18)

Within the framework of providing modern technology, life activities have shifted from normal activities to electronic activities to benefit from these new activities in the field of providing services in what has become known as electronic administration with the aim of reducing the cost of procedures and related administrative operations by

providing these operations and procedures electronically. (3:3)

In light of this new climate, e-management was born as a new trend in contemporary management, as the world is now witnessing an active movement to invest all modern technologies of the information and communications system in developing the work of organizations, whether they are business organizations or governmental organizations, and transforming them into electronic organizations that use all scientific and modern technologies in their communication process in completing all their administrative work and transactions, from planning, organizing, directing and controlling, as well as completing all their functions, from marketing, investment, office work and other work, with a global mentality and at a very high speed (1:7).

E-administration represents a fundamental shift in the concept of public service, as it works to consolidate the values of public service so that the affairs of service beneficiaries become the focus of educational institutions, especially those entrusted with providing various sports activities for all youth. (15:4)

It is essential for any sports institution.Whether it is related to sports achievement or sports for the disabledTo ensure its continued progress through continuous development of all aspects of its work, as evaluation and its programs have

become, in the modern era, a companion to all the operations that institutions aspire to, and without it, it is not possible to know what success has been achieved or what obstacles can be encountered, and consequently, it is not possible to develop all the programs of the various activities. (112:10)

and Practicing various sports activities plays a fundamental and important role in the comprehensive and balanced development of the individual's personality from all physical aspects. Mental, social and psychological, and with what we see of increasing interest in sports and appreciation of its role, it was necessary to develop electronic culture to keep pace with the times. And facing its challenges. (24: 123)

And I have Most educational philosophies agree that sports activities play an important and fundamental role in shaping the individual's personality, developing his talents, satisfying his needs and desires, and increasing his self-confidence. The more participation in recreational and sports activities increases, the less the pressures of life on the practitioner and the more his satisfaction and psychological comfort increase. (25: 233)

Despite this importance, sports activities are among the most prominent activities practiced. Various community tours for its pioneering role in refining and preparing Individuality was able to spread, shine, and gain trust and respect. Individual sand professors and officials inside The State And outside of it, through the distinguished achievements it has made at the local, Arab and international levels. (203:23)

This distinction did not come out of nowhere, but was a natural result of the sincere and tireless efforts of those in charge. On it Also, for management Institutions for people with special needs major role in this is through providing the elements of success, such as material capabilities represented in facilities and establishments, and human cadres such as trainers, supervisors and specialists.

Sports activities also vary and diversify. Special needs institutions Some of them are individual and some are group, in addition to the presence of specialized trainers in these fields for all games. In addition, there are special activities for products. In the institution At all levels.

Kuwait is considered one of the countries that adopt scientific and technological progress. It is one of the first Arab countries to keep pace with modern developments. Kuwait has planned, under the guidance and visions of His Highness the Amir of the country, may God protect him and preserve him, to see the State of Kuwait by the year2035With the support of the government, in great steps in the field of modern technology in electronic administration to reach the level of advanced countries in the world in

a number of economic, health, social and military institutions, work is currently underway to mobilize all efforts to achieve the goals of the national development plan by transforming Kuwait into a center Regionally Pioneer Financial, commercial, cultural and institutional by the year2035And for Kuwait to remain a country of security, safety and stability., It attracts all the modern technology available to it to work on development in various fields to build this country.

And it is considered Sports institutions for people with special needs in the State of Kuwait Important as it aims to advance With that category of disabled people To confront the scientific changes that the world is experiencing, and to work on preparing human resources for society equipped with all advanced scientific expertise, as it constitutes Social institutions An important youth sector that the state directs care and attention Toit is also It is the body responsible for spreading and encouraging the practice of all activities among Disabled people with various disabilities It is a work that requires organization and management based on advanced scientific and technical foundations in order to contribute to implementing the plans and programs set efficiently and effectively and within the time specified for them. Then the accuracy of implementing these programs and their ability to

achieve their goals depends on reaching the quality of performance in Administrations and bodies concerned with sports activities for people with special needs.

And through work Researcher from members Faculty of Basic Education, Department of Physical Education and Sports And through some field visits to some Sports institutions for people with special need opinions searcher There are some obstacles in implementing the activities. Sports for people with special needs Due to its reliance on traditional management systems such as the use of paper correspondence and records in preserving and recording activities, as well as reliance on telephone calls and faxes in communication and contact processes between the administration and other administrative bodies such as the central administration. Sports Authority With the beneficiaries of the services provided, and other traditional methods are used that do not suit the changes and developments of the current era, in addition to their ineffectiveness in the processes of implementing sports activity management activities and programs. For the disabled This is in addition to the misuse of time management due to the length of administrative processes and procedures.

In view of this reality, it is necessary to call seriously for the application of the foundations and concepts of electronic

administration. In institutions providing care for the disabled in the State of Kuwait To ensure quality performance, considering that the quality system works to translate needs and expectations Disabled From sports activities to specific features of service design Sports, and submit it disabled line with their expectations Which was called researcher Developing a proposed strategy for employing technology to develop administrative work among employees of sports institutions for the care of the disabled in the State of Kuwait In an attempt to reorganize and restructure this department to keep pace with the development of the quality of work in the various activities it provides to different categories of Disabled which deals with this Institutions.

Research objective:
The research aims to identify

1- Obstacles to the implementation of government Sports institutions for the care of the disabled in the State of Kuwait.

2- Application areas of management Sports institutions for the care of the disabled in the State of Kuwait**.**

3- plan Proposed for the implementation of electronic management Sports institutions for the care of the disabled in the State of Kuwait

Research questions:
1- What are the obstacles to implementing e-government? Sports

institutions for the care of the disabled in the State of Kuwait?

2- What are the areas of application of e-management? Sports institutions for the care of the disabled in the State of Kuwait?

3- What is the plan? Proposed for the implementation of electronic management Sports institutions for the care of the disabled in the State of Kuwait?

Concepts and terms to study:
- E-management: the business system and the activities that are implemented. electronically. And across Networks and this is the function of completing work using electronic systems and means (64:11)

-And you know "A means to improve government performance and efficiency, not an alternative. About it, and does not aim to end its role, it is a paperless administration, but it uses electronic archives, manuals, electronic diaries, and voice messages., It is a management without a place., It is a timeless administration, and it is an administration without rigid organizations. (91:15)

Previous studies:
- Study by Mamdouh Mahmoud Mohamed (2007 AD)**25),** Titled "Evaluation of Sports Activity Management at South Valley University in Light of Total Quality Components", this study aimed to identify the reality of sports activity management at South Valley University, with the development of a proposed vision that increases the effectiveness of sports activity management in light of total quality

components. The researcher used the descriptive (survey) method, and the study was conducted on a sample of (357) male and female students, (4) faculty members, and (50) specialists. The researcher used questionnaire forms as a tool for collecting data. The most important results of this study were that the plans set within the administration were short-term, with the existing organizational structures not being compatible with the requirements of administrative work.

2- Study by Nermin Ahmed Kamal (2009 AD)(**28)** Titled "Total Quality Standards for Developing Management in Care Institutions for the Disabled in the State of Kuwait at Tanta University", the study aimed to identify the organizational structures for sports activity management and the main obstacles and components for the success of total quality management within the activity in care institutions for the disabled in the State of Kuwait. The researcher used the descriptive (survey) method, and the study was conducted on a sample of (80) specialists. The researcher used questionnaire forms as a tool for collecting data. The most important results of this study were the creation of an environment that supports and maintains continuous development within sports activity departments, working to apply the concepts of electronic management within the administration, and working to determine the needs and responsibilities of each individual.

3- The study of Abdul Aziz Abdullah Al-Raqabi (2002 AD) (**16)** Titled "E-

government and its role in providing public services in the Kingdom of Saudi Arabia", the study aimed to evaluate the experience of e-government in the Kingdom of Saudi Arabia, to reach a proposal for implementing the concept of e-government. The researcher used the descriptive approach "survey studies", and the study was conducted on two samples, the first of which included (150) employees of the Ministry's Agency for Labor Affairs, and the second included (200) citizens. The researcher used questionnaire forms as a tool for collecting data. The most important results of this study were preparing the general climate and encouraging investment in the field of information technology, preparing comprehensive databases, developing human resources, supporting the basic and information infrastructure, and preparing and educating society.

4- Study by Abdullah Khaled Mohammed (2003 AD)(**17)** Titled "E-government Applications on Human Resources", the study aimed to identify the evaluation of the relationship between electronic human resources management applications and job performance in the Emirate of Dubai. The researcher used the descriptive analytical approach, and the research sample consisted of (29) employees of the Human Resources and Information Systems Department from government departments in the Emirate of Dubai. The researcher used questionnaire forms to collect data. The most important results of this study were that most areas of electronic human

resources were applied in an average manner in all departments, and that most employees of government departments in Dubai have full knowledge of the importance of the program, and that the application of the electronic system in human resources management has a positive impact on job performance and the overall performance of the organization, and that most government departments in Dubai have sufficient capabilities to implement the program fully and well.

5- Study of Atrazine **Arazyan (2003 AD)31),** "E-government for all: virtual conference on E-government and digital divide" entitled "The role of modern information technology in highlighting the role of e-government", the study aimed to improve the communication process between the government and citizens, through the e-government system. The researcher used the descriptive approach using survey studies, on a sample of (100) employees working in various government sectors and (200) citizens who have daily dealings with the government sector. The researcher used questionnaire forms as a tool for collecting data, and the most important results of that study were the need to pay attention to the Internet and its benefits to improve communications between the government and citizens.

6- Study of Davis et al. **Davisson & others (2005)33),** "From government to E-government a transition model, information technology people"

entitled "An applied model for e-government in information technology", the study aimed to design a model that explains the process of transition from traditional government to e-government. The researcher used the descriptive approach "survey studies" on a sample of (200) employees working in various government sectors. The researcher used questionnaire forms as a tool for collecting data. The most important results of this study were reaching a proposed model for the transition from traditional government to e-government.

Search procedures:

First: Research methodology:

The researcher used the descriptive approach (survey studies) because it is appropriate to the nature and procedures of the research.

Second: Research community:

The research community consists of workers in institutions for the care of the disabled in the State of Kuwait, in addition to the administration. Supreme Sports AuthorityTheir number is (70) in addition to (20) for the exploratory study. Table (1) shows the description of the research community.

Third: Research sample:

The research sample was selected randomly from workers in care institutions for the disabled. Table (1) shows a description of the research community and sample.

Table (1)
Description of the research sample

M	Institutions and clubs	Care institutions for the disabled		
		the society	Sample	Total
1	Kuwait Club for the Disabled	12	3	15
2	Nadim Mubarak Al-Kabeer Sports Club for the Disabled	8	3	11
3	Al-Irada Sports Club for the Disabled	13	2	15
4	Wahba Sports Club for the Disabled	11	3	14
5	Challenge Club for the Disabled	9	3	12
6	Al-Basira Club for the Disabled	10	3	13
7	Deaf Sports Club for the Disabled	7	3	10
	Total	70	20	90

Fourth: Data collection tools:
To collect the research data, the researcher followed the following steps:
A-Reviewing references, scientific journals, previous and related studies.
This is in order to learn about the latest developments in the field of management, especially electronic management.
B- Questionnaire forms:
The researcher designed (2) questionnaires, which are:
1- A questionnaire form for the obstacles to implementing electronic management for private care institutions for the disabled in the State of Kuwait, through the following:

A- Determining the main axes of the questionnaire:
The researcher identified the questionnaire's axes in its initial form, attached (2), and it was presented to the (10) experts, attached (1), with the aim of determining the suitability and sufficiency of the axes, with the aim of identifying:
- The suitability and adequacy of the main axes.
- Modify, delete or add what the expert sees as main axes.
After presenting the questionnaire to the experts, the researcher calculated the percentage of the experts' opinions on the appropriate main axes according to the following table:

Table (2)
Frequencies and percentages of expert opinions on the axes of the application obstacles questionnaire For electronic management (n=10)

M	The axis	Repetition	Percentage %
1	mankind	10	100
2	Materialism	9	90
3	Administrative and legal	8	80
4	Artistic	9	90
5	Cultural	6	60

It is clear from Table (2) that the percentage of the experts' opinions on the main axes of the questionnaire of obstacles to the application of electronic administration ranged between (60%: 100%), and the researcher accepted a percentage of 80% or more of the experts' opinions to design the questionnaire, and thus the fifth axis was excluded, and thus the number of axes became (4) axes instead of (5) axes.

B- Preparing questionnaire phrases:

In light of the results of the experts' opinions on the proposed axes, the researcher studied each axis separately in detail in order to determine the phrases specific to each axis, guided by some scientific references and previous studies on electronic administration (2), (4), (5), (6), (8), (9). The questionnaire form was prepared in its initial form, attached (3), and then it was presented to the experts in order to verify the validity of the questionnaire form as a tool for collecting data and to identify the extent of the suitability of the proposed phrases for the axes and to delete or modify the inappropriate phrases and also to add any other proposed phrases that are not included in the form.

Table (3) shows the percentage of experts' opinions on the suitability of the proposed statements.

Table (3)

Frequencies and percentages of expert opinions in questionnaire statements
Disabled-management application (n=10)

First: Human obstacles			Second: Financial obstacles			Third: Administrative and legal obstacles			Fourth: Technical obstacles		
phrase	your	%	phrase	your	%	phrase	your	%	phrase	your	%
1	10	100	1	10	100	1	10	100	1	10	100
2	10	100	2	9	90	2	10	100	2	10	100
3	10	100	3	7	70	3	9	90	3	4	40
4	8	80	4	8	80	4	8	80	4	10	100
5	8	80	5	8	80	5	7	70	5	10	100
6	9	90	6	5	50	6	7	70	6	9	90
7	7	70	7	10	100	7	8	80	7	9	90
8	7	70	8	10	100	8	9	90	8	8	80
9	8	80	9	9	90	9	7	70	9	7	70
10	9	90	10	7	70	10	8	80			
11	7	70				11	10	100			
12	7	70									
13	8	80									
14	10	100									
15	8	80									

It is clear from Table (3) that the percentage of the experts' opinions regarding the suitability of the proposed phrases for the questionnaire ranged between (40% to 100%), and in light of that, the researcher accepted a percentage of 70% or more, in addition to modifying the wording of some phrases based on the experts' opinions.

C- Scientific transactions of the form:

Verify the form The researcher used internal consistency validity to calculate the validity coefficient of the questionnaire in order to verify the validity of the questionnaire form, as the questionnaire was applied to a group of (20) individuals from the research community and from outside the basic research sample during the period from 3/12/2022 to 3/19/2022. Table (4) shows this.

Table (4)

Correlation coefficients between the sum of each axis and the total sum of the questionnaire Disabled-management application(n=20)

M	The axis	Arithmetic mean	Standard deviation	Calculated value of R
1	mankind	50.80	17.22	0.99
2	Materialism	31.80	11.85	0.97
3	Administrative and legal	36.20	13.48	0.98
4	Artistic	23.90	9.23	0.92

Table value of r at 0.05 level = 0.44

It is clear from Table (4) that the correlation coefficients between the sum of each axis and the total score of the questionnaire ranged between (0.92: 0.99), and these are statistically significant correlation coefficients at the (0.05) level, which indicates the internal consistency of the questionnaire as a whole.

Form stability The researcher used the application and reapplication method. Retest To calculate the stability coefficient of the questionnaire form, it was applied to (20) individuals from the research community and outside the basic research sample, during the period from 4/5/2022 to 4/11/2022, then re-applied during the period26/4/2022 to 2/5/2022This is done with a time interval of (15) days, and Table No. (5) explains this.

D- Applying the questionnaires to the sample under study The researcher applied the research forms after modifying them and producing them in their final form, attached (4).

* During the period from 6/12/2022 to 6/17/2022 on the basic research sample according to a three-point rating scale (agree - somewhat - disagree), and the data was collected, organized, tabulated and processed statistically.

Table (5)
Correlation coefficient between the first application and the second application
of the questionnaire axes Disabled-management application (n=20)

M	Axes	First application		Second application		value of r
		M	A	M	A	
1	mankind	50.80	17.22	51.30	17.20	0.98
2	Materialism	31.80	11.85	29.90	10.17	0.96
3	Administrative and legal	36.20	13.48	37.40	13.82	0.95
4	Artistic	23.90	9.23	24.60	8.99	0.93
	The form as a whole	142.70	50.17	143.20	49.27	0.98

Table value of r at 0.05 level = 0.44

It is clear from Table (5) that the correlation coefficients between the first application and the second application ranged between (0.93: 0.98), and these are statistically significant correlation coefficients at the (0.05) level, which indicates the stability of the questionnaire. Thus, the questionnaire was reached in its final form, attached (4).

2- Questionnaire form for areas of application of electronic management in institutions for the care of the disabled in the State of Kuwait:

In order to identify the areas of application of For electronic management of institutions for the care of the disabled in the State of Kuwait After determining the goal, the researcher took the following steps:

A- Determining the main axes of the questionnaire:

The researcher identified the axes of the application areas form. For electronic management In its initial form, Attachment (5) was presented to the experts and specialists in the field of management and electronic management, numbering (10) experts, Attachment (1), with the aim of reaching the extent of the suitability and sufficiency of the axes for the questionnaire. Nowhere the researcher resorted to the experts to learn about:
- The suitability and adequacy of the main axes.
- Modify, delete or add what the expert sees as main axes.

After presenting the questionnaire to the experts, the researcher calculated the percentage of the experts' opinions on the appropriate main axes according to the following table:

Table (6)
Frequencies and percentages of expert opinions in the questionnaire axes
Application areas For electronic management (n=10)

M	The axis	Repetition	Percentage %
1	Tenders	5	50
2	Setting goals	7	70
3	Advertising And the media	3	30
4	Programs Administrative development	9	90
5	Planning	4	40

Follow Table (6)
Frequencies and percentages of expert opinions in the questionnaire axes
Application areas For electronic management (n=10)

M	The axis	Repetition	Percentage %
6	Organization	6	60
7	Guidance	5	50
8	Implementation mechanisms	8	80
9	Follow-up and evaluation	10	100
10	Application Philosophy	9	90

It is clear from Table (6) that the percentage of the experts' opinions on the main axes of the electronic administration application areas questionnaire ranged between (30%: 100%), and the researcher accepted 70% or more of the experts' opinions. Accordingly, the first, third, fifth, sixth and seventh axes were deleted and the application philosophy axis was added, thus the number of axes became (5) main axes.

2- Preparing questionnaire phrases:

In light of the results of the experts' opinions on the proposed axes, the researcher studied each axis separately in detail in order to determine the phrases specific to each axis, guided by some scientific references and previous studies on electronic administration.

The questionnaire form was prepared in its initial form, attached (6), and then presented to the experts in order to verify the validity of the questionnaire form as a tool for collecting data and identifying the extent of the suitability of the proposed phrases for the axes and deleting or modifying inappropriate phrases and also adding any other proposed phrases that are not included in the form. Table (7) shows the percentage of experts' opinions regarding the suitability of the proposed phrases:

Table (7)
Frequencies and percentages of expert opinions on the statements of the questionnaire on areas of application of e-government (n=10)

The axis	First: Determine the goals			Second: Application Philosophy			Third: Implementation mechanisms			Fourth: Administrative development programs			Fifth: Follow-up and evaluation		
	phrase	T	%	phrase	T	%	phrase	T	%	phrase	T	%	phrase	T	%
	1	8	80	1	10	100	1	10	100	1	10	100	1	9	90
	2	8	80	2	10	100	2	10	100	2	9	90	2	9	90
	3	8	80	3	9	90	3	8	80	3	9	90	3	10	100
	4	6	60	4	8	80	4	7	70	4	9	90	4	10	100
	5	7	70	5	8	80	5	9	90	5	9	90	5	7	70
	6	7	70	6	7	70	6	9	90	6	10	100	6	8	80

Follow Table (7)
Frequencies and percentages of expert opinions on the statements of the questionnaire on areas of application of e-government (n=10)

The axis	First: Determine the goals			Second: Application Philosophy			Third: Implementation mechanisms			Fourth: Administrative development programs			Fifth: Follow-up and evaluation		
phrase	T	%	phrase	T	%	Phrase	T	%	phrase	T	%	phrase	T	%
7	9	90	7	9	90	7	5	50	7	7	70	7	8	80
8	10	100	8	10	100	8	10	100	8	7	70	8	6	60
9	10	100	9	10	100	9	8	80	9	8	80	9	8	80
10	9	90	10	10	100	10	7	70				10	7	70
11	10	100				11	7	70				11	7	70
12	8	80				12	10	100				12	10	100

It is clear from Table (7) that the percentage of the experts' opinions regarding the suitability of the proposed phrases for the questionnaire ranged between (50% to 100%), and in light of that, the researcher accepted an approval rate of 70% or more, and the phrases that did not obtain this percentage were excluded, in addition to modifying the wording of some phrases based on the experts' opinions.

3- Scientific transactions of the form:

Verify the form The researcher used internal consistency validity to calculate the validity coefficient of the questionnaire.

This is to verify the validity of the questionnaire form, as the questionnaire was applied to a group of (20) individuals from the research community and from outside the basic research sample during the period from 3/12/2022 to 3/19/2022.

Table (8)
Correlation coefficients between the sum of each axis and the total sum of the questionnaire Application areas of e-management (n=20)

M	The axis	Arithmetic mean	Standard deviation	Calculated value of R
1	Setting goals	35.90	12.04	0.96
2	Application Philosophy	33.70	11.17	0.95
3	Implementation mechanisms	38.90	12.42	0.98
4	Administrative development programs	29.00	11.31	0.96
5	Follow-up and evaluation	35.60	11.66	0.95

Table value of r at 0.05 level = 0.44

It is clear from Table (8) that the correlation coefficients between the total of each axis and the total score of the questionnaire ranged between (0.95: 0.98), and these are statistically significant correlation coefficients at the (0.05) level, which indicates the internal consistency of the questionnaire as a whole.

Form stability The researcher used the application and reapplication method to calculate the stability coefficient of the questionnaire form. The application was carried out on (20) individuals from the research community and outside the basic research sample during the period from 4/5/2022 to 4/11/2022, and the application was re-applied during the period From 4/26/2022 to 5/2/2022With a time interval of (15) days, and Table (9) shows that.

Table (9)

Correlation coefficient between the first application and the second application of the axes   Government Application Areas Form (N=20)

M	Axes	First application		Second application		value
		M	A	M	A	of r
1	Setting goals	35.90	12.04	31.90	11.80	0.94
2	Application Philosophy	33.70	11.17	30.10	10.51	0.86
3	Implementation mechanisms	38.90	12.42	33.70	11.68	0.96
4	Administrative development programs	29.00	11.31	26.90	9.37	0.95
5	Follow-up and evaluation	35.60	11.66	29.30	10.61	0.96
	The form as a whole	173.10	56.37	151.90	52.38	0.97

Table value of r at 0.05 level = 0.44

It is clear from Table (9) that the correlation coefficients between the first application and the second application ranged between (0.86: 0.97), which are statistically significant correlation coefficients at the (0.05) level, indicating the stability of the questionnaire. Thus, the questionnaire was reached in its final form.

4- Applying the questionnaires to the sample under study. The researcher applied the research questionnaires after modifying them and producing them in their final form, Attachment (7), during the period from 6/12/2022 to 6/17/2022 on the basic research sample according to a three-point rating scale (agree - somewhat - disagree), and the data was collected, organized, tabulated and processed statistically.

Fifth: Therapist Statistics:

After collecting and tabulating the data, it was processed statistically. The researcher used the following statistical methods:

- Percentage.
- Standard deviation.
- Internal consistency validity
- Arithmetic mean.
Pearson's correlation coefficient.
- Estimated grade.

Presentation and discussion of results:

Through statistical processing of the research data, the researcher was able to present and discuss the results to verify the research objectives by answering the following questions:

(A) To answer the first question, which states: On: What are the obstacles to implementing e-management in institutions for the care of the disabled in the State of Kuwait? The researcher followed the following: -

Table (10)

Estimated score and percentage of sample responses to the human barriers axis

phrase	A For the axis of human obstacles	
	Estimated grade	**percentage**
1	157	74.76
2	145	69.05
3	153	72.86
4	170	80.95
5	179	85.24
6	149	70.95
7	155	73.81
8	180	85.71
9	163	77.62
10	159	75.71
11	154	73.33
12	181	86.19
13	172	81.90
14	189	90.00
15	177	84.29
the total	2483	78.83

It is clear from Table (10) that the percentage of the research sample's responses to the human obstacle's axis ranged between (69.05: 90.00), while the percentage of the total for the axis was (78.83%).

Thus, it is clear that human obstacles ranked first, reaching 78.83%. This indicates that employees in departments of care institutions for the disabled in the State of Kuwait and beneficiaries of the services they provide do not have knowledge and understanding of electronic work

systems. In addition, there is a shortage of qualified human elements for application, with employees not knowing the concept and term of electronic management and how to apply it, despite the interest in training employees in the fields of computers and the Internet. This is what the results of the study of both Neal Abdul Hafeez Al-Awamleh (2002) and Yahya Muhammad Abu Magadha (2004) indicate in identifying some obstacles, such as weak social awareness, human competencies, and information that

hinder the transition towards electronic management, the lack of technical and artistic capabilities for employees, and weak compatibility between the administrative status of institutions and the requirements imposed by the government.

Table (11)

Estimated score and percentage of sample responses to the material barriers axis

phrase	material obstacles(n=70)	
	Estimated grade	percentage
1	177	84.29
2	156	74.29
3	198	94.29
4	187	89.05
5	181	86.19
6	179	85.24
7	190	90.48
8	195	92.86
9	189	90.00
the total	1652	87.41

It is clear from Table (11) that the percentage of the research sample's responses to the material obstacles axis ranged between (74.29:94.29), while the percentage of the total for the axis was (87.41%).

Thus, it is clear that material obstacles ranked first, reaching 87.41%, which indicates that the senior management of social care institutions does not have a sufficient budget to implement electronic management within the departments of care institutions for the disabled in the State of Kuwait, given that they are newly established. It is worth noting that the incentives provided to workers within the departments of care institutions for the disabled in the State of Kuwait are weak and do not motivate workers to implement electronic management and strive towards modern management innovations in the field of electronic work. In addition, the limited incentives for certain categories within those departments make workers slack off at work and seek easy methods that do not require effort to accomplish their work without considering these methods and their negatives in management systems. This is consistent with the results of the study by Neal Abdul Hafeez Al-Awamleh (2002), as the results of the study showed the existence of some obstacles such as the lack of financial funding, which hinders the transition towards electronic management. We find that training and qualification processes represent a major obstacle in electronic management applications due to their high financial cost, along with the high costs of hiring experts in the field of training.

Table (12)
Estimated score and percentage of sample responses to the administrative and legal obstacles axis

phrase	Administrative and legal obstacles(n=70)	
	Estimated grade	percentage
1	180	85.71
2	172	81.90
3	185	88.10
4	176	83.81
5	185	88.10
6	182	86.67
7	189	90.00
8	183	87.14
9	180	85.71
10	182	86.67
11	172	81.90
the total	1986	85.97

It is clear from Table (12) that the percentage of the research sample's responses to the axis of administrative and legal obstacles And It ranged between (81.90:90.00), while the percentage of the total axis was (85.97%).

Thus, it is clear that the administrative and legal obstacles And It ranked first with a percentage of 85.97%, which indicates the lack of legislation and laws that protect work systems, although the continuous development in organizational structures, work procedures, and laws regulating work is necessary to keep pace with developments in work in electronic administration.

The presence of a party responsible for documenting and following up on the information security policy is necessary for implementing e-work policies. One of the characteristics of e-management is speed. Adin accomplishing tasks and the ability to organize work in a way that ensures considering the chain of command. This is what the results of the study by Muhammad Abdullah Al-Ayyubid (2004) (13) indicate regarding the necessity of having legal legislation that limits electronic transactions and the presence of regulatory bodies, and the study by Muhammad Nour Burhan (1999) (14), which indicated the necessity of securing electronic information within departments through the availability of electronic management in government agencies and institutions.

Table (13)
Estimated score and percentage of sample responses to the technical obstacles axis

phrase	Technical obstacles(n=70)	
	Estimated grade	percentage
1	141	67.14
2	177	84.29
3	178	84.76
4	161	76.67
5	150	71.43
6	163	77.62
7	184	87.62
8	148	70.48
the total	1302	77.50

It is clear from Table (13) that the percentage of the research sample's responses to the technical obstacle's axis ranged between (67.14:87.62), while the percentage of the total for the axis was (77.50%).

Thus, it is clear that technical obstacles ranked first, reaching 77.50%, and this is evident from the failure to activate the role of Electronic management Due to the lack of electronic devices in the departments of the institutions for the care of the disabled in the State of Kuwait and the lack of provision of electronic display boards through which all the activities and programs specific to each department are displayed, this does not help in the possibility of following and watching those programs at any time by using the international information network (the Internet).

This is consistent with what was indicated by the results of the study by Yahya Muhammad Abu Magadha (2004), as the study showed the availability of technical and artistic capabilities, which constitute a basic element in the transition to electronic work, and the weak compatibility between the administrative status of institutions and the requirements imposed by the government.

Through the previous presentation, the researcher was able to answer the first question of the study, which is concerned with identifying the obstacles to implementing electronic management in institutions for the care of the disabled in the State of Kuwait.

(b) To answer the second question, which states: On:
What are the areas of application of electronic management in institutions for the care of the disabled in the State of Kuwait?

Table (14)
Estimated score and percentage of sample responses for the goal setting axis

phrase	Setting goals(n=70)	
	Estimated grade	**percentage**
1	158	75.24
2	141	67.14
3	141	67.14
4	136	64.76
5	125	59.52
6	140	66.67
7	155	73.81
8	140	66.67
9	150	71.43
10	155	73.81
the total	1441	68.62

Table (14) shows that the percentage of the research sample's responses to the goal-setting axis ranged between (59.52: 75.24), while the percentage of the total was (68.62%). This indicates that the goal of e-management applications is to work on translating strategic plans into detailed plans that are implemented in successive stages, such as working on training employees on modern work systems and programs and working on attracting distinguished human elements in e-management work through the use of material and moral incentive systems. E-management and its applications are also interested in conducting surveys of beneficiaries on an ongoing basis to identify shortcomings and weaknesses and address them and identify the quality of services provided. E-management systems and programs are also interested in evaluating and following up on employee performance through a comprehensive and unified system, and working on finding an accurate and objective definition, both quantitatively and qualitatively, of organizational structures within each department, while working on convincing employees that individual goals can only be achieved through achieving the general goals of the institution.

This is consistent with the study of both Abdelaziz Abdullah Al-Raqabi (2002) (7) and the study of Narmin Ahmed Kamal (2009) (19) in activating the role of e-government in providing public services to the public and with the presence of goals that are consistent with the general goals of institutions.

Table (15)
Estimated score and percentage of sample responses for the application philosophy axis

phrase	Application Philosophy(n=70)	
	Estimated grade	percentage
1	176	83.81
2	146	69.52
3	173	82.38
4	144	68.57
5	180	85.71
6	170	80.95
7	160	76.19
8	170	80.95
9	141	67.14
the total	1460	77.25

It is clear from Table (15) that the percentage of the research sample's responses to the application philosophy axis ranged between (67.14: 85.71), while the percentage of the total for the axis was (77.25%).

This indicates the conviction of the senior management. With the philosophy of application through division of labor and distribution of powers and responsibilities Tin a manner consistent with the reality of work and all activities provided, considering specialization as one of the most important foundations in light of which work is divided, taking into account the administrative sequence within departments so that the current system is in line with the goals to be achieved, and working to encourage workers to make appropriate decisions and bear responsibility through the philosophy of application and working to create integration and interconnection between the various administrative units internally and externally in addition to protecting the organization by providing a degree of consistency between the values that govern the organization and the values prevailing in society. This is consistent with the study of Narmin Ahmed Kamal (2009) (19) in working to apply the concepts of electronic management within departments while identifying the needs and responsibilities of each individual in the institution.

Table (16)
Estimated score and percentage of sample responses for the implementation mechanisms axis

phrase	For the implementation mechanisms axis(n=70)	
	Estimated grade	**percentage**
1	187	89.05
2	159	75.71
3	146	69.52
4	130	61.90
5	135	64.29
6	142	67.62
7	125	59.52
8	142	67.62
9	129	61.43
10	136	64.76
11	119	56.67
the total	1550	67.10

It is clear from Table (16) that the percentage of the research sample's responses to the implementation mechanisms axis ranged between (56.67: 89.05), while the percentage of the total for the axis was (67.10%).

This indicates the importance of the areas of application of electronic management in the departments of institutions for the care of the disabled in the State of Kuwait in planning the workforce within each department and determining the required jobs and specializations and reducing the excess labor in the departments, while providing the means and methods of implementation through the support of senior management for the activities of applying electronic management.

This indicates that senior management does not activate the implementation mechanisms for the application of electronic management in determining the types of activities required in the future to keep pace with technological development using modern means of communication. This is consistent with Abazin's study.

Arazyan (2003) (26) On the necessity of paying attention to modern means of communication to improve the performance of organizations and bodies and the extent of the effectiveness of the relationship between the departments of institutions with each other in order to develop and advance the organization.

Table (17)
Estimated score and percentage of sample responses to the administrative development programs axis

phrase	Administrative development programs(n=70)	
	Estimated grade	percentage
1	158	75.24
2	143	68.10
3	148	70.48
4	142	67.62
5	172	81.90
6	175	83.33
7	156	74.29
8	167	79.52
9	171	81.43
the total	1432	75.77

It is clear from Table (17) that the percentage of the research sample's responses to the administrative development programs axis ranged between (67.62: 83.33), while the percentage of the total for the axis was (75.77%).

This indicates that the applications of electronic management in the departments of the institutions for the care of the disabled in the State of Kuwait enable workers to train on modern administrative systems and programs required for work, such as training on administrative development programs for workers and programs related to electronic advertising and publicity methods and techniques related to the work of departments in the institutions for the care of the disabled in the State of Kuwait, and working on developing administrative communication programs with its skills through developing and updating follow-up and control systems with the aim of identifying needs. Training, which is consistent with the study of both Abdullah Khalid Muhammad (2003) (8) and Muhammad Abdullah Al-Ayyub (2004) (13) in activating the role of e-government in administrative development through the application of the electronic system in human resources management.

Table (18)
Estimated score and percentage of sample responses for the follower axis And the calendar

phrase	For the follow-up and evaluation axis(n=70)	
	Estimated grade	percentage
1	179	85.24
2	141	67.14
3	148	70.48

Follow Table (18)
Estimated score and percentage of sample responses for the follower axis And the calendar

phrase	For the follow-up and evaluation axis(n=70)	
	Estimated grade	**percentage**
4	124	59.05
5	145	69.05
6	165	78.57
7	154	73.33
8	130	61.90
9	162	77.14
10	133	63.33
the total	1481	70.52

It is clear from Table (18) that the percentage of the research sample's responses to the follow-up and evaluation axis ranged between (59.05: 85.24), while the percentage of the total for the axis was (70.52%).

This indicates that working with the electronic management system provides specific standards that clarify the extent of achievement made within each department, and also electronic management applications ensure the comprehensiveness and continuity of follow-up and evaluation processes for electronic administrative work within each department with the availability of the principle of self-control through the presence of committees responsible for follow-up and evaluation processes. We find that the processes of evaluating electronic administrative work within departments in institutions for the care of the disabled in the State of Kuwait are linked to the extent of achieving the general objectives within each of those departments.

Through the results reached by the researcher, we find that the current study is consistent with the results of the study of both Deloitte (Deloitte2000 AD) which referred to identifying the vision of senior management and its plans to confront the radical changes in the concepts of contemporary and future governments, referring to the countries that introduced electronic management into their business methods and which succeeded in achieving many benefits, the most important of which is "providing information-Providing easier services-Reducing employee complaints-Improving the overall image of the organization, and the results of the study of Hart/teeter(Hart–Teeter 2000 AD) The study indicated the identification of e-management and its effectiveness by developing a strategic plan for the transition to e-management according to the principles in which the beneficiary is the focus of attention, focusing on results, supporting participation and teamwork, encouraging creativity, achieving effectiveness and controlling costs, and

the results of the study by Abdul Aziz Abdullah Al-Raqabi (2002), which reached several assumptions represented in preparing the general climate and encouraging investment in the field of information technology, preparing comprehensive databases with the development of human resources, supporting the basic and information infrastructure, and the results of the study by Abdullah Khalid Muhammad (2003), where the study clarified the identification of the evaluation of the relationship between human resources management applications for e-management and job performance, and that the application of the electronic system in human resources management positively affects job performance and the overall performance of the organization in a complete and good manner. As well as the study by Muhammad Abdullah Al-Ayubi (2004), which concluded the necessity of opening network communication channels with all relevant parties in the state, and the resulting facilitation and simplification of procedures and their reduction in line with the contemporary technology of the current century.

Through the previous presentation, the researcher was able to answer the second question of the study, which is concerned with identifying the areas of application of electronic management in institutions for the care of the disabled in the State of Kuwait.

Third: The proposed project to implement electronic management in care institutions for the disabled in the State of Kuwait:

A- Project vision:

The proposed project seeks to develop administrative work systems within departments in institutions for the care of the disabled in the State of Kuwait, and to define duties and responsibilities. Titivating the role of monitoring job performance within each department, which in turn reflects on improving the level of employees and methods of providing services with the required speed and efficiency.

B- Project message:

Preparing and qualifying employees in departments of care institutions for the disabled in the State of Kuwait with all the knowledge and expertise necessary to implement work in electronic administration while ensuring the continuous development of the performance of individuals and departments, whether from the technical or administrative aspects.

C- Concept of the proposed project:

The researcher developed this project in light of the basic concepts and principles of electronic management as a modern administrative policy that can be applied in departments of care institutions for the disabled in the State of Kuwait. This project is based on providing sound and integrated management in care institutions for the disabled in the State of Kuwait through the application of electronic management within each department. The researcher hopes that this project, when implemented, will eliminate all old administrative practices and work to reduce violations and transgressions and preserve the interests of both beneficiaries and providers of services provided by departments of care

institutions for the disabled in the State of Kuwait. The researcher also hopes that this project will be an immunity, protection and activation system for methods and techniques of modern administrative performance, and that it will govern movement, control direction, protect and ensure the safety of all actions with integrity and transparency within each department of the departments of care institutions for the disabled in the State of Kuwait.

D- Project philosophy:

E-management is a modern administrative process that results in eliminating the factors of time and distance and saving effort to accomplish work on a large and wide scale, starting with policies and methods and ending with the implementation stage to take the structural form and formula of e-management, in which the efforts of all parties within the institution overlap and integrate without exception. The philosophy of the proposed project is based on several basic points and pillars, which are:

1- The conviction and adoption of the concept and philosophy of e-management by senior management as a modern administrative trend in management, where senior management and sub-managements express their desire to implement e-management as a modern administrative policy, after which specialized training programs are organized and prepared to learn about e-management, its concept, objectives, importance, and the principles on which it is based. Therefore, the success of implementing e-

management is linked to the success in mobilizing the efforts and trends of all employees in the departments together to achieve this goal.

2- E-administration has basic principles on which it is based, and is based on philosophical foundations that are understandable and easy to apply, and it is necessary to commit to applying them within each department of the care institutions for the disabled in the State of Kuwait.

3- That senior management work to achieve a balance in the interests of senior management and sub-departments on the one hand, while ensuring commitment to ethical behavior in work applications in electronic administration.

4- Achieving transparency when providing information and data to service beneficiaries.

5- Activating the roles of stakeholders or parties involved in performance or in the success of administrative work in departments.

6- The presidents and members of senior management carry out their roles and responsibilities. Towards the employees in the best possible way, the employees feel confident and reassured, which in turn is reflected in the level of the employees and their pursuit of progress and the optimal application of electronic management.

7- The importance of setting specific, written policies for departments that affect the success of electronic administrative operations and the achievement of the desired goals, and they are like the general framework within which departments operate.

E- Objective of the proposed project:

1- Developing management in general by using modern digital technologies (electronic management) of solutions and systems that will develop administrative work and thus raise the efficiency and productivity of workers and create a new generation of cadres capable of dealing with modern technologies.

2- Fighting bureaucracy and eliminating the complexities of daily work.

3- Providing information and data to decision-makers quickly and in a timely manner and raising the level of the oversight process.

4- Improving administrative relations with all institutions, internally and externally, through advanced mechanisms available in the relevant institutions.

5- Discovering problems instead of following up.

6- Successful preparation of administrative work with electronic administration.

7- Reducing the severity of problems that arise when dealing with an employee with limited experience.

8- Reducing paper transactions and using electronic archiving and automated follow-up systems.

9- Eliminating the time and place factors by providing work and data within twenty-four hours, and the possibility of obtaining them from anywhere.

- Requirements for implementing the proposed project:

In order for the proposed project to be implemented, a set of foundations must be available within each department of the care institutions for the disabled in the State of Kuwait, namely:

1- The interest of the leadership and senior management in spreading the electronic culture among employees and at the level of the Authority by developing integrated plans for implementation and focusing on technical capabilities and work procedures and caring for the beneficiary as an important element of the success of the implementation processes of electronic management.

2- The formation of the infrastructure is the first pillar upon which the foundations of the e-administration system are built, so it must be developed on a sound basis by providing the appropriate infrastructure capable of accommodating any future increase and expansion.

3- Appropriate training for workers on electronic management systems and programs so that they have the skills, awareness, understanding and capabilities to deal with the system successfully.

4- Periodic meetings on The level of departments and branches, where all problems faced are reviewed and discussed and solutions are found for them.

6- Seeking the assistance of experts and specialists from other parties and involving them in the implementation processes and developing the necessary plans to make the system a success.

7- Organizational development of individuals, groups and departments, in order to develop goals and policies by establishing appropriate structures and methods.

8- Overcoming all obstacles, whether human, material, administrative or technical, by removing all obstacles and facilitating the procedures necessary to implement work with electronic administration.

9- Achieving optimal benefit from the application processes by identifying the training needs of reliable information in each department, while providing accuracy, clarity and objectivity according to the beneficiary's needs, and the ability to review, while identifying the means by which information is collected and the appropriate time for it, and organizing the processes of saving, updating and retrieving information in a way that achieves the desired goals.

Z- Project implementation:

The proposed project mechanisms include the steps or procedures followed to achieve the targeted development of the performance of departments in institutions for the care of the disabled in the State of Kuwait. These mechanisms include the following steps or procedures:

1- Pre-preparation stage:

This stage includes the precise determination of the extent of the need to apply electronic management within the departments of the care institutions for the disabled in the State of Kuwait, through the study and evaluation of the current conditions to identify the negatives and positives and to identify the difficulties and problems in preparation for developing a future vision for electronic management within the departments of the care institutions for the disabled in the State

of Kuwait in light of the general principles of management. With this vision, it is possible to determine the obstacles that may stand in the way of implementation, and thus the initial structure of the proposed project for implementation has been established.

2- Preparation and configuration stage:

This stage includes preparing for the dissemination and presentation of new ideas by creating a suitable climate for accepting ideas of renewal. This step necessarily requires senior management to be aware of these ideas and principles and to believe and be convinced of the necessity of adopting them in order to ensure the full application of these modern principles in every department of the care institutions for the disabled in the State of Kuwait, while ensuring support and endorsement from senior management.

3- Planning stage:

This stage aims to draw future lines for the performance of departments in light of the application of the principles of electronic management. This requires the following:

- Setting administrative policy objectives for departments in institutions for the care of the disabled in the State of Kuwait in light of the principles of electronic management.

- Arranging the objectives according to their importance, which are more focused and have an impact on improving the quality of departments' performance.

- measurement Needs and wants and needs recognition The tendencies are such that the needs measurement process is conducted at the beginning

of the implementation of this project at the beginning and end of each year.

- Develop a written plan for implementation in light of the previously established objectives, provided that this plan is discussed during a meeting of department heads and sub-departments, and all its dimensions are presented, and the stages of implementation, start dates for implementation, and those responsible for implementation and follow-up are determined.

4- Training stage:

At this stage, all employees, including heads and employees in departments, are trained on how to implement the plan set for electronic management and make the necessary suggestions to solve the problems that may face the implementation of the proposed project and work to avoid their occurrence in the future in line with the principle of preventing errors before they occur.

5- Implementation phase:

This stage includes implementing the necessary plans to implement the proposed project to work with electronic administration in light of the general principles of electronic administration, where the senior management forms a work team within each department of the departments of the institutions for the care of the disabled in the State of Kuwait to implement the targeted plans.

6- Follow-up and evaluation stage:

At this stage, the strengths and weaknesses of the administrative policies followed within each department of the departments of the institutions for the care of the disabled in the State of Kuwait are identified, and the gap between the current policies and what the new policies should be in light of the principles of electronic management according to the proposed project is determined, and work is done to support the positives when implementing the new project for electronic management, i.e. at this stage, emphasis is placed on ensuring continued improvement to achieve quality and excellence in performance by establishing the rules and principles of electronic management within each department. Administrations in institutions for the care of the disabled in the State of Kuwait.

Through the previous presentation, the researcher was able to answer the third question of the study, which is related to developing a proposed project for the possibility of applying electronic management in departments in care institutions for the disabled in the State of Kuwait.

Conclusions:

(A) Conclusions regarding the obstacles to implementing e-management in institutions for the care of the disabled in the State of Kuwait:

1- There are still few previous studies on the subject of electronic management, especially on issues related to information security and safety.

2- Lack of qualified human elements to implement electronic management within departments of institutions for the care of the disabled in the State of Kuwait.

3- The inability of most workers to deal with computer devices and programs due to weak language skills and the lack of training programs

qualified to deal with the requirements of electronic work.

4- Officials' adherence to old regulations and systems at work and the lack of flexibility in the processes of implementing electronic management within departments in institutions for the care of the disabled in the State of Kuwait.

5- Lack of skilled and trained technical personnel on methods of maintaining electronic management systems and programs.

6- Lack of financial funding needed to purchase devices and equipment needed for work applications in electronic administration.

7- Lack of financial support allocated for training and qualification processes for workers on electronic work systems and programs.

8- The lack of laws and legislation that protect the confidentiality of information security and methods of working with the electronic management system.

9- Sometimes the electronic networks are down and their poor quality hinders the smooth running of work.

10- The devices used within the departments of the institutions for the care of the disabled in the State of Kuwait do not allow keeping pace with the processes of transformation towards working with the electronic management system.

11- The infrastructure of the departments of the institutions for the care of the disabled in the State of Kuwait does not allow for the absorption of any change or development to shift towards electronic work.

(for)- Conclusions on the areas of application of electronic management in institutions for the care of the disabled in the State of Kuwait:

1- Disseminating and providing electronic culture leads to accelerating the implementation of electronic management in departments of institutions for the care of the disabled in the State of Kuwait.

2- Developing plans and programs for departments in institutions for the care of the disabled in the State of Kuwait electronically, which helps in integration and interconnection between departments with each other.

3- Using electronic management in follow-up and evaluation processes on a regular and periodic basis helps achieve the general objectives of the institution.

4- Working with the electronic management system helps achieve the principle of division of labor, recognition of specialization and internal consistency, while considering...And Administrative hierarchy within departments of care institutions for the disabled in the State of Kuwait.

Second: Recommendations:

In light of what the results of this study showed regarding the negatives and positives of the components of applying electronic management in institutions for the care of the disabled in the State of Kuwait, the researcher presents the following recommendations:

1- Focus on training employees in departments of care institutions for the disabled in the State of Kuwait on electronic management programs and

systems with the aim of raising the levels of employees to improve their performance in a better way.

2- Intensifying the interest of senior management in working to provide the beneficiaries with the advantages of applying electronic management and raising the level of positive results that would facilitate the process of dealing with departments in care institutions for the disabled in the State of Kuwait.

3- Developing long-term plans in which many parties concerned with implementing electronic management within institutions for the care of the disabled participate, to work on raising the level of workers in departments in institutions for the care of the disabled in the State of Kuwait.

4- Reviewing the current organizational structures within each department of the care institutions for the disabled in the State of Kuwait to be compatible with the applications and aspirations of the work environment in electronic administration, which is constantly and significantly developing.

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