

The Availability of Governance Requirements in Non-Governmental Organizations in Palestine

Suliman A. El Talla¹, Mahmoud T. Al Najjar², Mazen J. Al Shobaki³

¹College of Intermediate Studies – Al-Azhar University – Gaza, Palestine.

¹Eltallasuliman@gmail.com, ²malekzain750@gmail.com, ³mazen.alshobaki@gmail.com

Abstract: *The study aimed to identify the availability of governance requirements in NGOs in the southern Palestinian governorates. The study used the descriptive analytical approach. A structured questionnaire was used to collect data that contribute to the requirements of the study objectives. The study population consists of employees in NGOs in the southern Palestinian governorates. The use of a random sample to collect data from the study population, where the sample amounted to (184) individuals, and the results of the study showed that the general assessment of the governance axis was also high with a relative weight of (92.94%). The results also showed that there were statistically significant differences in the level of achieving governance according to the variables (Academic Qualification, Age Group, Job Title, Years of Service, and Governorate). And there are no statistically significant differences in the level of governance achievement according to the variable (Gender). The study presented a set of recommendations, the most important of which are: the need for the organization to use the principles and requirements of governance in its various activities, and for the organizations to disclose their administrative activities to employees in order to enhance the principle of transparency.*

Keywords: Governance, Non-Governmental Organizations, Southern Governorates, Palestine.

Introduction

The tremendous developments brought about by the information revolution imposed on organizations the need for a set of new methods and methods in managing organizational work with all its components, which prompted organizations to collect a huge amount of data, whether from the internal or external environment of the organization, and process and analyze it in order to obtain information. That contribute to achieving the wishes of the beneficiaries, anticipating their future needs, and exploiting the available opportunities (Hamdan et al., 2020). From this standpoint, it has become necessary for organizations to take advantage of business intelligence systems to provide them with the necessary information required for decision-making.

Modern management cannot turn into rigid functions that do not seek towards requirements and modernization (Al Najjar et al., 2022), but rather it must always seek to adopt requirements initiatives to raise its performance levels and achieve continuous improvement in order to renew its roles and increase its levels of internal and external efficiency (Hamdan et al., 2020), it has become necessary for departments to modernize their administrative methods by introducing modern expert systems in order to ensure survival, continuity, and the ability to achieve a competitive advantage that meets the needs and desires of beneficiaries (Muhammad et al., 2021).

Business intelligence is considered one of the contemporary topics that contribute to the sustainability of organizations, and it can also be used in the requirements of administrative systems that simulate some elements of human intelligence, which allow deductive operations to be carried out.

Problem Statement

Modern technical and knowledge progress is a major driver for organizations all over the world to take a rapid pace towards transforming into organizations that adopt technological developments as the latest management style that has spread recently to replace traditional organizations in enterprise management (Owda et al., 2019), as it works to rearrange its positions And to take advantage of this technology in the practical framework of its tasks and roles and enhance it to serve the technical side and achieve the aspirations and hopes of institutions and contribute to the survival and competitiveness of these institutions, and in order to face the challenges and rapid technological changes facing administrative work in Non-Governmental Organizations of various types and specializations, the need has emerged to use modern methods and tools that include Intelligent systems for business with the aim of providing the necessary information to support decision makers (Owda et al., 2019)) and keeping pace with these challenges, which reflects an image that distinguishes the organization from other organizations.

Research Questions

From the foregoing, a number of questions were concluded that the study will answer, as follows:

Q1-: What is the level of availability of governance requirements in NGOs in the southern Palestinian governorates?

Q2-: There are significant differences in the respondents' responses about the level of governance requirements in Non-Governmental Organizations in the southern Palestinian governorates, according to personal and organizational data.

Research Objectives

The study mainly aimed at identifying the availability of governance requirements in the Palestinian NGOs. A number of sub-objectives branch out from this objective, as follows:

1. Measuring the level of governance requirements in NGOs in the southern Palestinian governorates.
2. Showing differences in respondents' responses about the level of governance requirements in NGOs in the southern Palestinian governorates, according to personal and organizational data.
3. Coming up with recommendations that contribute to strengthening governance in NGOs.

Research Importance

The aspects of the importance of the study can be identified from the contribution and the expected addition from it, as follows:

1. It deals with the issue of governance as one of the topics currently raised in the arena of scientific and technical research and has a direct impact on the efficiency of institutions of all kinds, especially Non-Governmental Organizations.
2. This study is one of the first studies that dealt with, as far as the researchers are aware, the requirements of managing institutions and Non-Governmental Organizations in the light of the principles of governance.
3. This study contributes to increasing the interest of the Palestinian Non-Governmental Organizations in the requirements of the principles of governance in all their dealings in order to meet the requirements of their administrations and achieve their goals.

Limitations and Directions for Research

The scope of the study shall be as follows:

1. **Objective Limits:** The study focused on identifying the availability of governance requirements Non-Governmental Organizations.
2. **Human Limits:** The study was conducted on employees in the NGOs under study in Palestine, who responded electronically by filling out the questionnaire.
3. **Spatial Boundaries:** The study was conducted in the southern Palestinian governorates.
4. **Temporal Limits:** The study was conducted in the year (2023).

Literature Reviews

- Study of (Muhammad et al., 2021) titled "The Role of Artificial Intelligence in Governance Requirements in Government Institutions - A Case Study in the Ministry of Communications and Information Technology, which aimed to identify artificial intelligence in governance requirements in government institutions, and to achieve the objectives of the study, the analytical descriptive approach, A special questionnaire was designed to collect data from the study sample, which consisted of 20 employees of the ministry under study. After analyzing the data, the study showed that there is a positive correlation between expert systems and governance

requirements, just as there was no relationship between neural networks, genetic algorithms, smart agent, and requirements of governance. Governance.

- Study of (Al-Awadi and Abu Latifa, 2020) entitled "The Impact of Employing Artificial Intelligence on the Requirements of Administrative Work in Light of the Principles of Governance: A Field Study on Palestinian Ministries in the Governorates of Gaza", which aimed to identify the impact of employing artificial intelligence on the requirements of administrative work in In light of the principles of governance in the Palestinian ministries in the Gaza Strip, the researchers used the descriptive analytical approach to achieve the objectives of the study. To collect data, a special questionnaire was designed and distributed to the study sample of 112 administrative employees in the ministries. The study showed that the estimate of artificial intelligence among the employees of the ministries under study came with a low degree, and the degree of requirements of governance principles came with a high degree.
- Study of (singh and Kapila 2020) entitled "The general attitude to the practice of governance in developing societies, which aimed to identify the attitude of citizens and their willingness to deal with electronic governance through the provision of services to them, and the descriptive and analytical approach was used for the purposes of the study, and the study concluded that the use of governance Electronic is linked to the general situation in India, as well as there is a weakness in the infrastructure required for governance.
- Study of (Nafi, 2018) entitled "The Impact of Big Data on Business Intelligence: A Field Study of Jordanian Telecom Companies", which aimed to identify the impact of big data on business intelligence in Jordanian telecom companies. The researcher used the analytical descriptive approach, and to collect data a special questionnaire was designed. And distributed to the study sample of 213 employees working in the companies under study, and the study showed that there is an impact of big data on business intelligence.

Comment on Previous Studies

By reviewing previous studies, we note that the studies emphasized the importance of applying the requirements of governance, and the following is a review of the similarities and differences between the current study and previous studies to clarify the research gap that the research seeks to cover.

The Benefits of the Current Study from Previous Studies

The current study benefited from previous studies in the following:

- Get acquainted with the latest studies that dealt with the issue of governance.
- Enriching the study with the theoretical aspect due to the large amount of information contained in each study.
- Determine the variables of the study and formulate its hypotheses.

- Choosing the appropriate method for the study, which is the descriptive analytical method.
- Determine the study tool, which is the questionnaire, as an appropriate tool for the subject of the study.
- Building conclusions and final recommendations, and comparing results.

What Distinguishes The Current Study From Previous Studies:

According to the researchers, this study is considered one of the relatively rare studies that dealt with governance in NGOs in Palestine.

Conceptual Frameworks

Nowadays, with the tremendous development, governance has become one of the most important things that work to control and ensure work efficiently and with high quality and improve work in a way that ensures the success of the institution and keeping pace with the development taking place in the constantly changing and evolving environment (Al Shobaki et al., 2022), (Hamdan et al. , 2020), and the importance of governance has increased as a result of the tendency of many countries in the world to shift to capitalist economic systems in which it relies heavily on private companies (Hamdan et al., 2020).

The expansion of the size of these projects led to the separation of ownership from management, which led to a trend towards governance, as the rules and controls of governance aim to achieve transparency and justice (Najm, 2017).

Alamgir (2007) defined it as “a system of protection and immunity that contains principles, mechanisms, laws, and different methods to preserve all internal and external systems, This is done by applying them to employees, identifying strengths and weaknesses, finding ways to meet the requirements of strengths, and addressing weaknesses (Owda et al., 2019).

Governance is defined as a set of principles and laws that guarantee the requirements of participation, accountability, transparency, oversight, equality, and the requirements of regulations and laws in the management of all the affairs of Palestinian Non-Governmental Organizations.

Governance Importance:

(Hammad, 2011), (Al Hila et al., 2018), (Al Hila et al., 2017), (Alshaer et al., 2017) emphasized the importance of governance, especially in the following points:

- Achieving financial, administrative and behavioral discipline in all organizations.
- Reducing the risks of administrative and financial corruption.
- Good government in society leads to optimal distribution and allocation of resources.
- Increasing the competitiveness of organizations.
- Spreading good ethics and behaviors, in addition to enhancing transparency in work.
- Promote the principle of information disclosure.

Governance Principles

Governance is a multidimensional concept, and these dimensions can be expressed according to what was stated by (Al Hila et al., 2018), (Al Hila et al., 2017), (Alshaer et al., 2017), and (Sharaf, 2015).) in the following points:

- **The Supervisory Dimension:** It is related to strengthening the supervisory role of the board of directors over the performance of the executive management and stakeholders.
- **The Oversight Dimension:** It is related to strengthening and activating oversight, whether at the internal or external level of the organization.
- **Ethical Dimension:** It relates to creating and improving the control environment, including ethical rules.
- **Communication and Maintaining Balance:** It is related to the design of relations between the organization and external parties through the requirements of the principles of justice.
- **The Strategic Dimension:** It is related to formulating business strategies and encouraging thinking and looking forward to the future.
- **Accountability:** related to the disclosure of the activities and performance of the organization.
- **Disclosure and Transparency:** It relates to what is announced in the reports issued by the organization.

Methodology and Procedures:

The study methodology and procedures are considered a main axis through which the applied side of the study is accomplished. Accordingly, the researchers touched on the procedures that were followed in preparing the study by clarifying the study method and its community, and then identifying the sample on which the study was applied, as well as preparing the main study tool (questionnaire) and the mechanism of its construction and development and the extent of its validity and stability, and ends with the statistical treatments that were used in analyzing the data and drawing conclusions.

First- Study Methodology: The researchers used the analytical descriptive approach in order to achieve the objectives of the study, through which it attempts to describe the phenomenon under study, analyze its data, and the relationship between its components, the opinions raised about it, and the processes involved.

Second - Study Population: The target study population consists of all accredited NGOs in the southern Palestinian governorates.

Third - The Study Sample: The simple random sample method was used to collect the study data, as an electronic questionnaire was distributed to the study population, and (184) applicable questionnaires were retrieved.

Fourth - Study Tool: The questionnaire is the most widely used and widespread tool among researchers, and in order to conduct the applied study, the study tool (questionnaire) was prepared to measure the "level of availability of governance requirements".

Table 1: Scores of the scale used in the questionnaire

Response	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Degree	1	2	3	4	5

The Standard Used In the Study

To determine the criterion adopted in the study, the length of the cells was determined in the five-point Likert scale by

calculating the range between the degrees of the scale (5-1 = 4) and then dividing it by the largest value in the scale to obtain the length of the cell as shown in the following table:

Table 2: The criterion adopted in the study

Arithmetic Mean	Relative Weight	Degree Of Approval
From 1.8 - 1	From 35.9% - 20%	Very Weak
From 2.59- 1.8	From 51.9% - 36%	Weak
From 3.39–2.6	From 67.9 -% 52 %	Medium
From 4.19–3.4	From 83.9% - 68%	Big
Greater Than 4.2	Greater Than 84%	Very Large

In order to interpret the results of the study and judge the level of response, the researchers relied on arranging the arithmetic averages at the level of the domains of the questionnaire, and the level of the paragraphs in each domain, and the researchers determined the degree of approval according to the test approved for the study.

Validity of the Study Tool

The validity of the questionnaire reflects the measurement of the paragraphs of the questionnaire, what it was prepared to measure. The validity of the questionnaire has been verified through the following:

The Validity of The Internal Consistency: It means "the extent to which each paragraph of the questionnaire is

consistent with the axis to which this paragraph belongs. It was calculated on the sample of the exploratory study of (30) questionnaires, by calculating the correlation coefficients between each paragraph and the total score of the axis to which it belongs.

The Results of the Internal Consistency of the Axis of Governance Requirements

Table No. (3) shows the correlation coefficient between each paragraph of the "Governance Requirements" axis and the total score of the axis, which shows that the correlation coefficients shown are a function at a significant level ($\alpha \leq 0.05$), and thus the field is considered valid for what was set to measure it.

Table 3: The results of the validity of the internal consistency of the pillar of governance requirements

#	Item	Pearson Correlation Coefficient	Probability Value (Sig.)
1.	The organization enjoys a good competitive position in relation to its peers.	.461	*0.010
2.	The organization seeks to improve the control environment, including its ethical rules	.789	*0.000
3.	The organization seeks to achieve organizational justice	.814	*0.000
4.	The organization is keen to protect the rights of stakeholders	.677	*0.000
5.	The organization facilitates the use of electronic administrative systems for users.	.798	*0.000
6.	More than one party is involved in the formulation of business strategies	.854	*0.000
7.	The organization supports the participation of employees in the preparation of administrative plans	.878	*0.000
8.	The organization balances managerial, strategic and operational responsibilities	.807	*0.000
9.	The organization discusses its administrative plans according to recent developments before approving them	.436	*0.016
10.	The organization promotes strategic thinking in administrative work.	.805	*0.000
11.	The organization supports the requirements of its process in line with modern technological developments.	.454	*0.013
12.	The organization discloses its administrative activities to employees in order to enhance the principle of transparency.	.367	*0.046
13.	The administrative work in the organization is characterized as an integrated work.	.757	*0.000

*The correlation is statistically significant at the level of significance ($\alpha \leq 0.05$).

Reliability: The stability of the questionnaire means that the questionnaire gives the same results if it is reapplied several times in succession, and it also means to what degree the scale gives close readings each time it is used, or what is the degree

of its consistency, consistency and continuity when it is used repeatedly at different times.

The researchers verified the stability of the study questionnaire through Cronbach's Alpha Coefficient, and the results were as shown in Table (4).

Table 4: Cronbach's alpha coefficient to measure the stability of the resolution

Domain	Number Of Paragraphs	Cronbach's Alpha Coefficient
The Overall Degree Of Governance Requirements	13	0.866

It is clear from the results shown in Table No. (4) That the value of Cronbach's alpha coefficient is high, as it reached (0.866) for the governance requirements axis, and this means that the stability is high and statistically significant. Thus, the resolution in its final form is applicable. The researchers have confirmed the validity and stability of the questionnaire, which makes them fully confident in the validity of the questionnaire and its validity for analyzing the results and answering the study questions.

Table 5: Statistical description of the study sample according to personal and organizational data (n = 184)

Variable	Category	The Number	%
Gender	Male	144	78.3
	Female	40	21.7
Qualification	Diploma Or Less	12	6.5
	Bachelor's	132	71.7
	Postgraduate	40	21.7
Age group	Less Than 30	16	8.7
	From 30 To Less Than 35	108	58.7
	From 35 To Less Than 40	36	19.6
	40 Years And Over	24	13.0
Job Title	Member of the Board of Directors	48	26.1
	Manager	36	19.6
	Head of the Department	56	30.4
	employee	44	23.9
Years Of Service	Less than 5 years	12	6.5
	5 - less than 10 years	96	52.2
	10- Less than 15 years old	52	28.3
	15 years and over	24	13.0
Governorate	North Governorate	24	13.0
	Gaza Governorate	104	56.5
	Central Governorate	24	13.0
	Khan Yunis Governorate	24	13.0
	Rafah Governorate	8	4.3

Answering Study Questions and Testing Hypotheses

To answer the questions of the study, the arithmetic and relative mean, standard deviation, and the arithmetic mean were used.

Q1-: What is the level of availability of governance requirements in NGOs in the southern Palestinian governorates?

To answer this question, the arithmetic mean, relative weight, standard deviation, and arrangement were used. The results are shown in the following table:

Table 6: The arithmetic and relative mean and standard deviation for each paragraph of the "Governance Requirements" axis

#	Item	Arithmetic Mean	Standard Deviation	Relative Weight	Ranking
1.	The organization enjoys a good competitive position in relation to its peers.	4.67	0.629	93.40%	6
2.	The organization seeks to improve the control environment, including its ethical rules	4.76	0.428	95.20%	1
3.	The organization seeks to achieve organizational justice	4.76	0.476	95.20%	1

4.	The organization is keen to protect the rights of stakeholders	4.72	0.451	94.40%	3
5.	The organization facilitates the use of electronic administrative systems for users.	4.65	0.635	93.00%	9
6.	More than one party is involved in the formulation of business strategies	4.67	0.629	93.40%	6
7.	The organization supports the participation of employees in the preparation of administrative plans	4.72	0.498	94.40%	3
8.	The organization balances managerial, strategic and operational responsibilities	4.70	0.507	94.00%	5
9.	The organization discusses its administrative plans according to recent developments before approving them	4.59	0.711	91.80%	11
10.	The organization promotes strategic thinking in administrative work.	4.67	0.629	93.40%	6
11.	The organization supports the requirements of its process in line with modern technological developments.	4.59	0.711	91.80%	11
12.	The organization discloses its administrative activities to employees in order to enhance the principle of transparency.	4.26	0.898	85.20%	13
13.	The administrative work in the organization is characterized as an integrated work.	4.65	0.700	93.00%	9
All Paragraphs Of The Field Together		4.6472	.425700	92.94%	

* The arithmetic mean is statistically significant at the significance level ($\alpha \leq 0.05$).

From the previous table, it can be concluded that Paragraph No. (2) “The organization seeks to improve the control environment, including the ethical rules it includes” and Paragraph No. (3) “The organization seeks to achieve organizational justice” came in the first place with a relative weight (95.20%), that is, with a very large degree.

Paragraph No. (12) “The organization discloses its administrative activities to employees in order to promote the principle of transparency” came last with a relative weight of (85.20%), i.e. a very high degree of approval.

The total score for the "level of governance" axis came with a relative weight equal to (92.94%), and this means that there is a very high degree of agreement by the respondents on the paragraphs of this axis.

Q2-: There are significant differences in the respondents' responses about the level of governance requirements in Non-Governmental Organizations in the southern Palestinian governorates, according to personal and organizational data. To answer this question, the Independent Sample T_Test was used to test the differences due to the variable (gender), and the One Way ANOVA test was used to test the differences due to the variables (age group, educational qualification, job title, and years of service). Governorate), which consists of more than two groups, and the following are the results of the differences according to the variables of personal data, and the following table shows that.

Table 7: The results of testing the differences in the average response of the respondents about the level of governance requirements attributed to personal and organizational data

Personal And Organizational Data		Level Of Governance Requirements					Result
		Arithmetic Mean	Standard Deviation	Relative Weight	Statistical Test Value	Significance Level	
Gender	Male	4.6624	.42447	93.25%	T = 0.913	0.365	There are no differences
	Female	4.5923	.43101	91.85%			
Qualification	Diploma	4.8718	.10021	97.44%	F = 14.816	0.000	There are differences
	Bachelor's	4.7156	.35282	94.31%			
	Postgraduate	4.3538	.55656	87.08%			
Age Group	Less Than 30	4.9038	.10320	98.08%	F = 5.826	0.001	There are differences
	From 30 To Less Than 40	4.6581	.41288	93.16%			
	From 40 to less than 50	4.6838	.42958	93.68%			

Personal And Organizational Data		Level Of Governance Requirements					
		Arithmetic Mean	Standard Deviation	Relative Weight	Statistical Test Value	Significance Level	Result
	50 years and over	4.3718	.48314	87.44%			
Years Of Service	Less than 5 years	4.8718	.10021	97.44%	F = 13.239	0.000	There are differences
	5 - less than 10 years	4.7724	.37050	95.45%			
	10- Less than 15 years old	4.5325	.39893	90.65%			
	15 years and over	4.2821	.50654	85.64%			
Job Title	Member Of The Board Of Directors	4.6795	.41237	93.59%	F = 3.783	0.012	There are differences
	Manager	4.7350	.29675	94.70%			
	Head Of The Department	4.4945	.45327	89.89%			
	Employee	4.7343	.45295	94.69%			
Governorate	North Governorate	4.4744	.34376	89.49%	F = 5.247	0.001	There are differences
	Gaza Governorate	4.7485	.39095	94.97%			
	Central Governorate	4.3974	.52007	87.95%			
	Khan Yunis Governorate	4.5897	.45743	91.79%			
	Rafah Governorate	4.7692	.16447	95.38%			

The previous table shows the results of testing the differences in the average response of the respondents about the level of governance requirements attributed to personal and organizational data. The level of statistical significance is less than 0.05. We conclude that there are statistically significant differences in the average response of the respondents about the level of governance requirements due to personal variables, and the results of the previous table show the following:

- Regarding the gender variable: the value of the significance level was (0.365 greater than 0.05). We conclude that there are no statistically significant differences in the average response of the respondents about the level of governance requirements due to the gender variable.
- Regarding the educational qualification variable: the value of the significance level was (0.000 less than 0.05). We conclude that there are statistically significant differences in the average response of the respondents about the level of governance requirements due to the educational qualification variable, where the differences were in favor of diploma holders compared to holders of postgraduate qualifications.
- For the age group variable: the value of the significance level was (0.001 less than 0.05). We conclude that there are statistically significant differences in the average response of the respondents about the level of governance requirements due to the age group variable, where the differences were in favor of the younger age group "less than 30 years old compared to the age group The eldest is "50 years and over".
- For the years of service variable: the value of the significance level was (0.000 less than 0.05). We conclude that there are statistically significant differences in the average response of the respondents about the level of governance requirements due to the years of service variable, where the differences were in favor of years of service of less than 5 years compared to years of service of 15 years or more.
- Regarding the job title variable: the value of the significance level was (0.012 less than 0.05). We conclude that there are statistically significant differences in the average response of the respondents about the level of governance requirements due to the job title variable, where the differences were in favor of the job title "employee" compared to the job title "department head".

- Regarding the governorate variable: the value of the significance level was (0.001 less than 0.05). We conclude that there are statistically significant differences in the average response of the respondents about the level of governance requirements due to the governorate variable. Central Governorate.

Conclusions

The following Results and recommendations were reached:

- The overall score for the "Level of Governance Requirements" axis obtained a relative weight equal to (92.94%), and this means that there is a very high degree of agreement on the paragraphs of this axis.
- Paragraph No. (2) "The organization seeks to improve the control environment, including the ethical rules it includes" and Paragraph No. (3) "The organization seeks to achieve organizational justice" came in the first place with a relative weight of (95.20%), that is, with a very large degree.
- Paragraph No. (12) "The organization discloses its administrative activities to employees in order to promote the principle of transparency" came last with a relative weight of (85.20%), a very high degree of approval.
- There are no statistically significant differences in the level of governance achievement according to the variable (gender).
- There are statistically significant differences in the level of governance achievement according to the variables (educational qualification, age group, job title, years of service, and governorate).

Recommendations

In light of the results, there are a set of recommendations, as follows:

- The need for organizations to adopt governance requirements in all their operations and activities.
- The need for the organization to disclose its administrative activities to employees in order to enhance the principle of transparency.

References

- [1]Al Hila, A. A., et al. (2018). "University Governance as an Input to Strengthen Partnership with Local Community Organizations-A Comparative Study between Public and Private Universities." *International Journal of Academic Multidisciplinary Research (IJAMR)* 2(8): 35-61.
- [2]Al Najjar, Mahmoud T., Al Shobaki, Mazen J. and El Talla, Suliman (2022). The Level of Creativity among NGOs Organizations in Palestine, *International Journal of Academic Accounting, Finance & Management Research(IJAAFMR)*, 6 (12): 69-82
- [3]Al Shobaki, Mazen J., Al Najjar, Mahmoud T. and El Talla, Suliman (2022). The Reality of Intellectual Capital among NGOs Organizations in Palestine,

International Journal of Academic Management Science Research (IJAMSR), 6 (12): 87-100

- [4]Alamgir, M. Corporate Governance (2007). A Risk Perspective, paper presented to: Corporate Governance and Reform: Paving the Way to Financial Stability and Development, a conference organized by the Egyptian Banking Institute, Cairo, May 7 – 8
- [5]Al-Hila, A. A., et al. (2017). "The Impact of Applying the Dimensions of IT Governance in Improving e-training-Case Study of the Ministry of Telecommunications and Information Technology in Gaza Governorates." *International Journal of Engineering and Information Systems (IJEAIS)* 1(7): 194-219.
- [6]Al-Hila, A. A., et al. (2017). "The Impact of the Governance of Private Universities in Building Partnership with NGOs Operating in Gaza Strip." *International Journal of Engineering and Information Systems (IJEAIS)* 1(9): 11-30.
- [7]Alshaer, I. M. A., et al. (2017). "Governance of Public Universities and Their Role in Promoting Partnership with Non-Governmental Institutions." *International Journal of Engineering and Information Systems (IJEAIS)* 1(9): 214-238.
- [8]Hamdan, M. K., et al. (2020). "Clarity of Vision and Its Relationship to the Creative Behavior of NGOs." *International Journal of Academic Management Science Research (IJAMSR)* 4(4): 55-82.
- [9]Hamdan, M. K., et al. (2020). "Creative Behavior in Palestinian NGOs between Reality and Expectations." *International Journal of Academic Multidisciplinary Research (IJAMR)* 4(3): 91-107.
- [10]Hamdan, M. K., et al. (2020). "Strategic Sensitivity and Its Impact on Boosting the Creative Behavior of Palestinian NGOs." *International Journal of Academic Accounting, Finance & Management Research (IJAAMR)* 4(5): 80-102.
- [11]Hamdan, M. K., et al. (2020). "The Reality of Applying Strategic Agility in Palestinian NGOs." *International Journal of Academic Multidisciplinary Research (IJAMR)* 4(4): 76-103.
- [12]Nafi, Wesam Ibrahim, (2018) The Impact of Big Data on Business Intelligence, Master Thesis published , Middle East University, Faculty of Business , Amman – Jordan.
- [13]Owda, R. O., et al. (2019). "Design Thinking and Its Impact on Decision Making In NGOs." *International Journal of Academic Information Systems Research (IJASIR)* 3(8): 1-11.
- [14]Owda, R. O., et al. (2019). "Design Thinking and Its Use in NGOs in Gaza Strip." *International Journal of Academic Multidisciplinary Research (IJAMR)* 3(7): 41-52.
- [15]Owda, R. O., et al. (2019). "Managing the Design of Operations in Local NGOs in Gaza Strip." *International Journal of Academic Information Systems Research (IJASIR)* 3(7): 37-47.

[16]Owda, R. O., et al. (2019). "The Reality of Decision Making in NGOs in Gaza Strip." International Journal of Academic Multidisciplinary Research (IJAMR) 3(8): 1-10.

Arabic References in Roman Scripts:

- [1]Al-Awadi, Raafat, Abu Latifa, Dima (2020). The effect of employing artificial intelligence on the requirements of administrative work in the light of the principles of governance: a field study of the Palestinian ministries in the governorates of Gaza. The First International Conference on Information Technology and Business, Gaza, Palestine.
- [2] Hammad, Abdel-Al (2011). The role of universities in spreading the culture of governance in society and establishing mechanisms to combat financial and administrative corruption. Faculty of Commerce, Ain Shams University, Egypt.
- [3] Muhammad, Soraya, Barakat, Muhammad, Al-Yazji, Ahmed (2021). The role of artificial intelligence in government requirements in government institutions - a case study of the Ministry of Communications and Information Technology. Journal of the Islamic University of Gaza, Volume (29), Issue (33). Gaza, Palestine
- [4]Najm, Noura (2017). The degree of practicing the principles of government in the University College of Applied Sciences from the perspective of employees. Master Thesis. Islamic University, Gaza, Palestine.
- [5]Sharaf, Hana (2015). The reality of the requirements of governance systems and the obstacles to that in Palestinian universities from the point of view of deans of faculties and heads of departments in the West Bank, a master's thesis. An-Najah University, Palestine.