

An Examination of Social Networks on the Recruitment Process in the United Arab Emirates

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Abstract

This study evaluates the effects of social networks on the recruitment of professional staff to Ras Al Khaimah's government and private sector within the United Arab Emirates (UAE). Questionnaires were administered to human resources employees who work at various levels of Ras Al Khaimah's government and private sector. A quantitative methodology was utilized for this study. The paper conducted a factor analysis for dimension reduction on the findings of a questionnaire submitted to selected businesses with Ras Al Khaimah in the United Arab Emirates. Findings indicated 5 underlying factors driving answers to the 24 questions included on the questionnaire. These 5 factors were labeled as (1) general perception, (2) convenience, (3) reliability, (4) international recruitment and (5) branding and marketing. These 5 underlying factors indicated that relationships exist between the variables.

Keywords: Social networks, Recruitment, Highly-Qualified Employees, Ras Al Khaimah

1. Introduction

The Emirate of Ras Al Khaimah (RAK) is the fastest growing and most northern emirate in the U.A.E. (Alhebsi, Pettaway, & Waller, 2015). Over the past decade RAK has become a destination for many tourist and investors. Numerous light and medium manufacturing firms, as well as, service industries are located throughout RAK. To maintain professional standards these firms seek highly trained professionals. The human resource departments in these organizations have often relied on traditional methods such as classified ads and recruitment agencies to recruit new employees. However, the use of these mediums has decreased over time. Subsequently, younger college graduates have begun to depend heavily on the use of social networks while actively pursuing employment opportunities. The use of the internet social networks sites over the past ten years has grown exponentially. For this reason companies and recruiters, throughout the region have had to utilize social networks to identify potential highly qualified candidates.

RAK government and semi-private sectors are routinely involved in the process of recruiting highly qualified employees. Social networks can positively influence the recruitment processes and can aid in the employment process for both of these sectors (De Run, Manickam, & Jee, 2010). The increased use of social networks in other Emirates' may contribute to increased growth within both governmental and semi-private sectors in RAK. In recent years, many highly qualified individuals have begun to utilize social networks. For governmental and semi-private entities in RAK to remain competitive in attracting the interest of qualified applicants, consideration of ever emerging technology is a must.

2. Review of the Literature

This study examines the current practices within the RAK governmental and the semi-private sectors in utilizing social networks to recruit qualified human capital. Additionally, this study analyzed the underlying factors that support the use of social networks in the recruitment practices in RAK government and semi-private sectors. Many companies seek to find highly qualified employees. Noe (2012) explained that companies spent large amounts of money, resources and time in their recruitment efforts. Much of their efforts utilized various strategies to recruit new employees. Many companies, both public and private worldwide have found success in using social networks and have integrated these technologies into their daily operation (Headworth, 2011).

The Ministry In Transition A Case Study Of A Theological Education

Semeon Mulatu



The Ministry In Transition A Case Study Of A Theological Education:

The Ministry in Transition Yoshio Fukuyama, 1972 The ministry like many other professions is in crisis Uncertainty about its functions in this age of rapid social and technological change is due largely to conflicts between its traditionally dominant institutional form and its newer role as an agent for social reform This uncertainty afflicts not only practicing and potential ministers many of whom wish to combine their religious vocation with other careers but also the laity who hold differing views on the purposes and functions of the church This study is an empirical investigation of a major Protestant denomination s recruitment and training of its ministers and of the ministers perception of their professional role In analyzing some of the roots of the uncertainty that many ministers feel about their vocation Dr Fukuyama suggests a theoretical model of the ministry based on its institutional individualistic and social forms and examines the corresponding styles of theological education On the basis of his findings Dr Fukuyama argues that if the church is to preserve its leadership it must develop alternative institutional forms in which those committed to social reform can pursue their ministry

Education for the Professions John Derfel Turner, James Rushton, 1976 **Protestant Theological Education in America** Heath F. Day, 1985-11-29 No descriptive material is available for this title *Theological Reflection and Education for Ministry* Professor John E Paver, 2013-05-28 A major and continuing problem for theological education and the practice of Christian ministry is how to best achieve a genuine integration between theory and practice theology and experience The key claim of this book is that theological reflection beginning with experience is a method of integration and that pastoral supervision is a vehicle for theological reflection In establishing this claim John Paver demonstrates that the model and method have potential to be a catalyst for reform within theological colleges and seminaries Three different theological reflection models are developed and critiqued in this book and their capacity to be developed in particular contexts is explored This book does not stop at ministry cultural and personal integration but is bold enough to make recommendations for structural integration within the theological institution *A critical engagement with theological education in Africa* Johannes J. Knoetze, Alfred R. Brunsdon, 2022-02-07 The higher education landscape has arguably become one of the most arduous to traverse More so in the African context where a host of variables continuously challenge educators to reflect critically on their philosophies and practices as they engage an ever changing audience In this book a critical engagement with theological education in Africa is offered As the book originates from South Africa it is presented as a South African perspective although contributors are situated accross the African continent and abroad The common denominator is that all contributors are in some way or another invested in theological education in Africa The main contribution of this collaborative work is to be sought in the insights it offers on four main areas of theological education A historical and current orientation on theological edcuation in Africa some paradigm shifts in theological education in Africa ministerial formation needs versus theological education challenges and a critical reflection on elective models and methods The book presents the

original and innovative research of scholars for fellow scholars involved in theological higher education as it is grounded in the respective fields of interest of each contributor. It contributes to a better understanding of the complex African theological higher education landscape that is also mindful of post COVID 19 realities. Methodologically the work draws on a combination of methods including literature studies, empirical work and in some cases sectional offerings from doctoral studies as indicated in the various chapters.

Review of Religious Research, 1986

Renewal Mark Wild, 2019-03-21

In the decades following World War II a movement of clergy and laity sought to restore liberal Protestantism to the center of American urban life. Chastened by their failure to avert war and the Holocaust and troubled by missionaries' complicity with colonial regimes, they redirected their energies back home. *Renewal* explores the rise and fall of this movement which began as an effort to restore the church's standing but wound up as nothing less than an openhearted crusade to remake our nation's cities. These campaigns reached beyond church walls to build or lend a hand to scores of organizations fighting for welfare, social justice and community empowerment among the increasingly nonwhite urban working class. Church leaders extended their efforts far beyond traditional evangelicalism, often dovetailing with many of the contemporaneous social currents coursing through the nation including black freedom movements and the War on Poverty. *Renewal* illuminates the overlooked story of how religious institutions both shaped and were shaped by postwar urban America.

Moral Development as a Component of the Education of Protestant Ministers Klaus Dieter Issler, 1984

Transitioning from a Theological College to a Christian University Semeon Mulatu, 2017-10-14

The decision for ministerial training institutions to become broader educational institutions that offer courses outside the traditional areas of theology is certainly not unique to a specific geographical context. While there are many examples of notable institutions making this transition in North America and Europe, very little reflection has been carried out in the global south. In this book Dr Semeon Mulatu looks to institutions in Kenya, Ethiopia, Uganda and the Democratic Republic of Congo that have completed or embarked upon the journey to university status. The study explores the motivations of educational leaders in pursuing such a transition as well as the impact it has had or will have on the continued theological education and Christian mission of the institution. Here you will find answers to key questions such as: What is lost and gained by a seminary becoming a university? What are the challenges along the road? Is it all worth it in the end?

The Wiley Blackwell Companion to Practical Theology Bonnie J. Miller-McLemore, 2014-01-07

Through a series of essays contributed by leading experts in the field, *The Wiley Blackwell Companion to Practical Theology* presents an introduction to practical theology as a major area of Christian study and practice, including an overview of its key developments, themes, methods and future directions. The first comprehensive reference work to provide a survey, description and analysis of practical theology as an area of study, a range of leading scholars in the field provide original contributions on the major areas, issues and figures in practical theology. Reviews an extensive range of methods for studying theology in practice along with sub-disciplines in theological education such as

pastoral care and preaching Covers developments in the discipline in a range of global contexts and distinct Christian traditions Shows how practical theology is relevant to everyday life **The Journal of General Education** ,1974 **The Chicago Theological Seminary Register** Chicago Theological Seminary,1985 Alumni directory issue 1859 1951 v 44 no 4 v 45 no 1 **Catalog of Copyright Entries. Third Series** Library of Congress. Copyright Office,1975 Hurrying Toward Zion Conrad Cherry,1995 I find this a splendid piece of work which anyone wanting to understand the current scene or think about the future in theological education will need to study The Journal of Religion Cherry s is a masterful account weaving together themes of specialization professionalization and pluralism to create a fascinating narrative This is an important book and one that ought to be read by anyone interested in theological education Anglican and Episcopal History Conrad Cherry has done it again that is written another book on a facet of American culture that is based on extensive research along with unique interpretative skills and a graceful style a seminal original and genuinely historical study whose fresh waters flow into many fields Church History Required reading for anyone concerned with American graduate education in religion its liberal Protestant origins and its pluralistic future Religious Studies Review those who do read Cherry can begin to understand divinity schools as seldom before His pages will offer revelations to those who inhabit and run such schools today few of whom know much of their own history Academe Cherry has opened an entirely new perspective on religion s role in American higher education and culture in the twentieth century This work will be of great value not only to educational historians but also to American religious historians History of Education Quarterly But this book is much more than mere institutional history it is really an essay in intellectual history the story of American academic faith and should be read by many people otherwise unconcerned with divinity school education Choice excellent Books Culture Conrad Cherry has provided a much needed piece of historical work deserves thoughtful reading by anyone interested in educational or religious history Journal of American History No better study of theological education has been written It is an engaging story filled with colorful characters punctuated by conflict and deepened by Cherry s wonderful sense for the complexity of human motives and institutions Brooks Holifield Emory University A truly magisterial book marvelously informative as well as a joy to read Winton U Solberg University of Illinois Anyone interested in the future of theological education indeed anyone interested in the place of religion in American culture cannot afford to ignore this pathbreaking study Theology Today The archival research is exhaustive and the prose always lucid and engaging Written by one who has spent decades in the fields of divinity education and American religious history this book is certain to stand as the standard for this most important subject Harry S Stout Yale University his approach provides a helpful model for future studies in the relation of religion and higher education Religious Studies Review This historical analysis of American Protestant university related divinity schools tells their story in terms of powerful social and cultural forces that decisively influenced American education in general and Protestant theological education in particular Theology Digest ,1973 *Library of Congress Catalog* Library of

Congress,1970 A cumulative list of works represented by Library of Congress printed cards *Library of Congress Catalogs*
 Library of Congress,1976 **The Logic of the Spirit in Human Thought and Experience** Dana R. Wright,Keith J.
 White,2014-09-18 In March 2012 a small consultation convened on the campus of Princeton Theological Seminary where
 James E Loder Jr had served for forty years as the Mary D Synnott Professor of the Philosophy of Christian Education
 Members from the Child Theology Movement had begun to read Loder s work and they wanted to go further So they invited
 former students of Loder s to meet with them for conversations about things that really mattered to them and to Loder
 human beings and especially children the church s witness to the gospel of Jesus Christ and discerning the work of Spiritus
 Creator in the postmodern world The conversations proved rich and rewarding and some would even say they took on a life
 of their own serious scholarship set to the music of the Spirit s communion creating artistry forming new relationships
 inspiring new ideas and sustaining all of it amid much laughter joy and hope These essays taken from the papers delivered at
 the consultation are offered as a means of extending that conversation inspired by Loder s interdisciplinary practical
 theological science and his discernment of the logic of the Spirit They are offered with confidence that the same Spirit
 continues to work in all persons who hope for the Spirit s redemptive transformation of all creation beginning with children
Towards a Contextual Transformational Practical Theology for Leadership Education in South Africa Gorden E.
 Dames,2016 Towards a contextual transformational practical theology for leadership education in South Africa is a
 courageous effort by a prominent South African practical theologian to develop a framework for the theory and practice of
 leadership education in an African context Taking the harsh realities of South Africa as point of departure the author
 demonstrates how an indigenous South African practical theology can be developed through a critical interaction between
 Western and African ideas Prof Jaco S Dreyer Professor of Practical Theology University of South Africa **The Value of
 Humanistic, Particularly Classical, Studies as a Preparation for the Study of Theology** ,1908

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