

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

Safeyya Al Shehi¹, Lincoln Pettaway¹, Lee Waller² & Sharon Waller²

¹ School of Business, American University of Ras Al Khaimah, Ras Al Khaimah, United Arab Emirates

² School of Arts & Sciences, American University of Ras Al Khaimah, Ras Al Khaimah, United Arab Emirates

Correspondence: Lee Waller, School of Arts & Sciences, American University of Ras Al Khaimah, PO Box 10021, Ras Al Khaimah, United Arab Emirates. Tel: 97-156-156-5977. E-mail: lee.waller@aurak.ac.ae

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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

Mark Wild



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 **Review of Religious Research** , 1986

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 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 **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

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