

Final Project 1

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Project Template

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To

Faculty of Management
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The effect of Remote work platforms in the recruiting
process of the human resource departments in the
companies found in Saudi Arabia{Based on a research
study in KSA in Riyadh(Mubbsher company)}

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Graduation Project – 1

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Table of Contents

1. Chapter 1: Introduction	3
1.1. Research Background.....	4
1.2. Research Problem.....	6
1.2.1. Theoretical Gaps	6
1.2.2. Practical Gaps	7
1.3. Research Significance	7
1.3.1. At the theoretical level	7
1.3.2. At the practical level	7
1.4. Research Questions	8
1.5. Research Objectives	8
1.6. Research Hypotheses.....	8
1.7. Research Model.....	9
1.8. Research Methodology.....	9
1.9. Scope of The Study	9
1.10. The Suggested Project Structure.....	9
2. Chapter 2: Literature Review	10
2.1. Introduction	11
2.2. The independent variable	11
2.3. The dependent variable	11
2.4. The relationship between the independent and the dependent variables	11
2.5. Conclusion.....	12

References.....	12
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1. Chapter 1: Introduction

1.1. Research Background

In light of achieving the Kingdom of Saudi Arabia's Vision 2030, The ministry of human resource and social development has launched several initiatives to guarantee the rights of the workers and the employer, of which the most important is the employee contract documentation initiative, which obliges all employers to document their employees' contracts on the relevant electronic platforms such as the Muddad platform, the general organization for social insurance platform, the Qiwa platform and the telework platform

And according to the World economic Forum report issued in 2018, traditional jobs constituted 41% of the total issue, such as manual labor, data entry, secretarial reservations, accounting and auditing jobs which is predicted to decline by 26%. Another group of remote work jobs which constituted of 8% in 2018, will begin to rise and increase annually to reach 21% and will be represented in e-commerce, Information technology, medical services, logistics, and distribution services and software engineering which will lead to emergence of trends. New jobs and growth of emerging employments markets and consequently more jobs opportunities (Schlier,2019:78)

(Al Yafi, Al amri research regarding the psychological trends in the practice of teleworking or remote working), this study aimed to determine trends towards the concept of "remote work" students at the college of Business Administration at kind Saud University were targeted.(261) questionnaires were distributed to male and female students at the college, the study concluded that achieving goals through the practice of "remote work" had a high degree of influence in the dimension of empowerment in the work environment. The degree of influence on the attitude of students at the college of the Business administration towards "remote work" lies in the fact that "remote work" helps in the increase of productivity of its practitioners. The most important factors influencing the satisfaction of

“remote work” practitioners are the satisfaction of family, bosses, colleagues in the first place and the individual productivity ability while doing his work remotely in the second place

As a result around the year of 2020, The remote work program was established. The Remote work program is one of the important national initiatives launched by the Ministry of Human resource and social development with the aim of bridging the gap between business owners and job seekers, among whom several obstacles prevent them from obtaining suitable job opportunities. From this standpoint, the ministry of human resource launched “the Remote work program” which aims to meet the desires of two basic categories of the national workforce to join the labor market, namely women and people with disabilities as well as males, by offering job opportunities that transcend the barriers of lack transportation and inconvenience. The work place requires female job requirements and the need to care for children or the elderly during the work period

One method of managing this platform is by delegating this mission to licensed service providers. The program is subject to the supervision of Takamul Business Service Company, affiliated with the Ministry’s system. It provides integrated solutions for remote work and seeks to coordinates with the relevant authorities to ensure their implementation on sound foundations. But as a service provider one should ask, how can I be licensed by Takamul? What will my duties be? And what practices could cause me lose the license once I had it and started working using it?

The purpose of this study is to examine the impact of remote work platforms on the recruiting processes within human resource departments of companies located in Saudi Arabia. By exploring how these platforms influence recruitment strategies. First, once a service provider meets all the conditions stated by takamul, then it has opened a new job opportunity with the authority to document the employees contracts form different companies found in Saudi Arabia in the platform of “remote work”. Second, by doing this, these service providers are maintaining partnership with the government sector and support of vision 2030. Third, by doing this, these service providers are also contributing to increase the rate or emiratisation. Fourth, to determine how service providers along with labor force work to prevent false emiratisation.

1.2. Research Problem

Before the introduction of “the remote work platform”, a lot of companies used the online/remote work an excuse to hire false Saudi employees (national employees who earn minimum wages just to be registered in the companies register), which has been solved by the collaborated work between the service providers and the inspection compaigns from the labor office

1.2.1. Theoretical Gaps

There might be a gap in understanding how HR departments in Saudi Arabia integrate remote work platforms into their existing recruiting strategies. This includes assessing the challenges

they face, such as technological infrastructure limitations, cultural norms around remote work, and legal considerations

1.2.2. Practical Gaps

the lack of robust methods for evaluating the effectiveness of remote work platforms in enhancing recruitment outcomes in Saudi Arabia. This includes measuring metrics such as time-to-hire, cost per hire, candidate satisfaction, and the overall impact on HR department efficiency and effectiveness

The main research question: How does the “remote work platform” hires service providers to help HR departments in Saudi Arabia countries integrate the remote work platform into their recruiting strategies and to evaluate their remote work effectiveness

1.3. Research Significance

Theoretical and empirical significance if this research lies in the potential to bridge existin gaps and contribute to the advancement of Human resource management practices

1.3.1. At the theoretical level

To overcome the theoretical gap mentioned above, a service provider can hire CRM employees who can follow up the HR departments in the companies and technical support employees who can document the remote working employees contract in the platform themselves, This great contractual relationship between the HR departments of different companies and the service providers could start after the marketing department of the service provider explain the service they would provide after signing a contract between the two parties

1.3.2. At the practical level

One of the conditions for the service providers to be licensed is to provide a system to monitor the attendance of the remote working employees and to control the daily tasks, which would be helpful for evaluating and measuring their remote work and printout their weekly or monthly reports, by this a licensed service provider can overcome the practical gap mentioned above

1.4. Research Questions

1.5. Research Objectives

1.6. Research Hypotheses

1.7. Research Model

1.8. Research Methodology

1.9. Scope of The Study

1.10. The Suggested Project Structure

2.Chapter 2: Literature Review

2.1. Introduction

Brief introduction for the chapter

2.2. The independent variable

2.3. The dependent variable

2.4. The relationship between the independent and the dependent variables

2.5. Conclusion

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مع أطيب الأمنيات بالنجاح والتوفيق

It`s Never Too Late to START. Just Begin!

Best of Luck ☺ *Dr. Mona Moustafa Elashry*