REQUIREMENTS FOR THE APPLICATION OF ELECTRONIC MANAGEMENT IN THE COLLEGE OF BASIC EDUCATION IN THE STATE OF KUWAIT FROM THE POINT OF VIEW OF FACULTY MEMBERS

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Requirements for the implementing of Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of Faculty members

Summary

The study aimed to determine the most important human, administrative, financial, technological, and legal requirements necessary for the implementation of Electronic -government in the College of Basic Education in the State of Kuwait and to rank them according to the college's needs from the perspective of faculty members. It also aimed to identify the differences between the responses of the study sample in identifying these requirements according to the variables (job title, department, gender, age).

To achieve the objectives of the study, the descriptive analytical method was used, by applying the study tool, which is a questionnaire, to a sample of (81) faculty members at the College of Basic Education in Kuwait.

The study reached a number of results, the most important of which is that the study sample strongly agreed that the requirements necessary for the implementing of Electronic Management at the College of Basic Education are human requirements with an arithmetic average (4.74), legal requirements with an arithmetic average (4.72), technological requirements with an arithmetic average (4.69), administrative requirements with an arithmetic average (4.67), and then financial requirements with an arithmetic average (4.59).

The study resulted in a number of recommendations, the most important of which are: the senior Management of the College of Education should develop a comprehensive strategic plan that includes programs and activities with a specific timeline to build awareness of e-Management and digital transformation culture, and to spread this culture among all members of the college, including students, faculty members, trainers, and staff. These plans should be reviewed annually for development and updating based on the evaluation data of the implementation results. The College of Education should also establish partnerships with specialized global companies in digital devices and software to organize periodic exhibitions within the college for their digital products and sell these products at prices suitable for the college members, including students, faculty members, trainers, and staff.

الملخص

هدفت الدراسة إلى تحديد أهم المتطلبات البشرية والإدارية والمالية والتكنولوجية والقانونية اللازمة لتطبيق الإدارة الالكترونية في كلية التربية الأساسية بدولة الكويت وترتيبها من حيث احتياج الكلية من وجهة نظر أعضاء هيئة التدريس، والكشف عن الفروق بين استجابات عينة الدراسة في تحديد هذه المتطلبات وفقاً لمتغيرات (المسمى الوظيفي، القسم، الجنس، السن).

ولتحقيق أهداف الدراسة تم استخدم المنهج الوصفي التحليلي، بتطبيق أداة الدراسة وهي استبانة على عينة قوامها (81) عضو هيئة التدريس بكلية التربية الأساسية بالكويت.

وقد توصلت الدراسة إلى عدد من النتائج أهمها أن عينة الدراسة وافقوا بشدة على أن المتطلبات اللازمة لتطبيق الإدارة الالكترونية بكلية التربية الأساسية هي كالترتيب التالي حسب الأهمية وواقع الكلية: المتطلبات البشرية بمتوسط حسابي (4.74)، ثم المتطلبات القانونية بمتوسط حسابي (4.72)، ثم المتطلبات التكنولوجية بمتوسط حسابي (4.69)، والمتطلبات الإدارية بمتوسط حسابي (4.67)، وأخيرا المتطلبات المالية بمتوسط حسابي (4.59).

وخرجت الدراسة بعدد من التوصيات أهمها: قيام الإدارة العليا بكلية التربية بوضع خطة استراتيجية شاملة البرامج والفعاليات ومحددة التوقيت لبناء الوعي بثقافة الإدارة الالكترونية والتحول الرقمي ونشر هذه الثقافة بين جميع منتسبي الكلية من طلاب وأعضاء هيئة تدريس ومدربين وموظفين على أن يتم مراجعة هذه الخطط سنوياً لتطويرها وتحديثها وفق معطيات التقييم لنتائج تنفيذ هذه الخطط ، وتبني إدارة كلية التربية عقد شراكات مع الشركات العالمية المتخصصة في الأجهزة والبرامج الرقمية لإقامة معارض دورية داخل الكلية لمنتجاتها الرقمية وبيع هذه المنتجات بأسعار تتناسب مع منتسبي الكلية من طلاب وأعضاء هيئة تدريس ومدربين وموظفين.

Introduction

University Education is one of the most important Educational stages that receives a lot of attention and care in most countries around the world at its various levels, due to its important role in human and social development, as university students are a national asset and an investment for the future, with a great responsibility towards their families, themselves, and society alike (Al-Shurbaji, 2020: 125).

Universities are considered the main focus of various Educational systems due to their important roles in preparing qualified human resources to build a distinguished society. Given their role in supporting teaching and scientific research and their contribution to serving society in a world that is accelerating day by day, they must try to change their system to face the challenges and rapidly changing variables with the tremendous cognitive acceleration in communication tools and sources of information, which contributed to the inevitability of dealing with many challenges and crises that have swept the world as a whole with their severity, effects, and dimensions. Universities have employed their technological capabilities to communicate with students remotely to provide comprehensive Educational services (Abouhashish and Metwally, 2020: 135).

Electronic Management aims to break away from traditional administrative patterns that rely on old methods such as paper correspondence and others, and replace them with computerized means and modern programs and developed methodologies, which in turn facilitate the flow of procedures and operations in all departments and fields of the Educational institution and increase the level of services provided in addition to enhancing and developing rapid and effective communication, which certainly requires some required characteristics, competencies, and material needs to succeed in this type of Management. Al-Balawi mentioned in his research (2020: 76) that the desired development in the functions of academic administrators at Tabuk University is characterized by specific roles based on sound choices related to the administrative staff capable of leading and managing the university Electronically by relying on integrated information systems work through the internet and functions based on intelligent information systems, which helps the university to rely on flexible structures instead of relying on centralized structures that contribute to developing the efficiency of academic administrators and facilitating their tasks and work.

Electronic administration is a qualitative leap in the world of administration, both theoretically and practically, which has had a positive impact on institutional administrations, whether governmental or private. It has dispelled the stereotypical image of bureaucratic administration with its tedious routine, authoritarian style and centralized execution. It has also reduced the perception of favoritism and its manifestations, as well as negative practices that have created a bad mental image among customers and beneficiaries.

The philosophy of administration seeks aims to combine the level of performance with the integrated concept of administrative work according to institutional work systems. This in itself poses a major challenge in many Educational institutions that adhere to semi-unified mechanisms and procedures in the implementation of administrative work.

To achieve the philosophy of e-management successfully, it is necessary to provide a number of requirements, the most important of which are; 1) the legislative one related to laws and regulations, 2) the one related to organizational structures and administrative processes, 3) the one related to the technical and digital structure, 4) the one related to human resources, 5) the one related to information and communications systems and networks, 6) the one related to the development of scientific and technical culture and internal preparation, and; 7) the one related to local, Arab and international partnership and cooperation (Mohammed, 2023).

The world is facing numerous cognitive challenges, including the information revolution, technological acceleration, the diversity of knowledge sources. The human challenges such as the exponential increase in the number of members of higher Education institutions with limited human and financial resources. Not to mention emergency crises such as natural disasters and epidemics that result in the complete closure of these institutions and the availability of the option of remote Management, Education, and learning, as happened in 2019 during the spread of the Coronavirus pandemic.

Al-Khowaiter (2019, 205) explained that many Arab universities, including higher Education institutions in the State of Kuwait, facing various crises that can be classified into six types:

1. **Energy and technology crises:** Represented by crises in vital services such as power outages, water, gas, internet networks, etc.
2. **Security and safety crises:** Represented by environmental crises such as lack of training on security evacuation plans for institutions, rescue and building collapses, etc.
3. **Student crises:** Represented by crises in student needs such as disturbances and problems in university cities, cases of unrest, weak learning outcomes, decreased motivation, and learning orientation.
4. **Human crises:** Include crises of weakness and decline in the level of some academic and teaching staff, some of them refraining from administrative tasks, non-appointment of teaching assistants and lecturers, shortage of medical staff in university hospitals.
5. **Building crises:** Represented by lack of adequate classrooms and laboratories, inability of university hospitals to accommodate large numbers of patients, failure to provide residential and hotel accommodation for faculty members.

6. **Other crises:** Include conflicts and differences in intellectual and doctrinal opinions, possibility of infectious diseases spreading posing a danger to the lives of students and faculty members

Given the Kuwaiti reality in higher education institutions, we find that there are a number of challenges facing the activation of e-management. The Al-Ajmi's study (2023), in results, shows that the reality of implementing e-management at Kuwait University was to a moderate rank. The most important challenges of using e-management at Kuwait University are; 1) organizational challenges, 2) financial challenges, 3) human challenges, and; 4) technical challenges which comes in last.

Al-Shammari et al.'s study (2022), in results, also shows that there are a group of obstacles that faced students of the College of Basic Education in the State of Kuwait during distance education lectures, such as; 1) technical problems related to the Internet, 2) communication interruptions, 3) the lack of some of the electronic devices necessary for distance education for some students, 4) some academic obstacles, such as difficulty in understanding some academic topics, and; 5) the lack of sufficient training to use educational platforms in distance education.

Al-Mubarak and Al-Rashidi study (2018), in results, also shows that the rank of availability of the human and material capabilities necessary to implement e-management at the Public Authority for Applied Education and Training (PAAET) in the State of Kuwait is available to a moderate rank. In addition to there are a number of obstacles facing the application of e-management at PAAET, which are: 1) Administrative obstacles; The most important of which is poor coordination between the various work units in the Authority, 2) human obstacles, the most important of which is weak English language skills to deal with devices, 3) technical obstacles, the most important of which is the lack of integrated databases.

Al-Azmi's study (2018), in results, also shows that the current situation of applying e-management in the field of public relations in PAAET actually exists to a moderate rank and needs to be developed, modernized, and trained until the e-management system is fully and effectively completed. In addition, the basic technological needs for developing and updating the application of e-management include; 1) provide more financial support to purchase modern computer equipment, and; 2) develop the human element to implement the e-management through the assistance of technologically specialized trainers.

The experiences of many countries have succeeded in adopting e-management as a management approach for institutions and government agencies, including higher education institutions, after meeting the necessary requirements for its implementation. Among the pioneering experiences were the experience of the USA, UAE (Dubai), Finland, and India (Ismail and Dardori, 2020).

Based on previous challenges and crises and the successful experiences of many countries in adopting e-management to achieve institutional excellence and quality of university services, the researchers had the idea of this paper to investigate the most important requirements for e-management as a strategic option in dealing with these crises and challenges at the College of Basic Education in PAAET.

Study problem

Based on the reference and executive framework of the program of the Ministry of Education and the Ministry of Higher Education towards development of the Educational system in Kuwait in May 2013, which included the challenges facing the Kuwaiti Educational system, the technological challenge represented in employing technology in the Educational field, as well as building a distinguished Educational system capable of graduating individuals with local and international competitive capabilities in line with modern scientific, Educational and technical developments (Ministry of Education, 2013: 5-8).

Due to the spread of disasters and crises, whether health, climate-related, or others in various parts of the world, t

he Kuwaiti government was keen to benefit from e-management, especially in times of crises and challenges. The Kuwaiti government - the Ministry of Education and the Ministry of Higher Education - took some decisions to activate the e-management in educational institutions, e.g.; during COVID-19 pandemic or climate fluctuations such as heavy rains and thunderstorms.

where zero pointed (2020: 2062) .Referred to these decisions as follows: stopping traditional studies in governmental and private Educational institutions (schools, institutes, universities, and Colleges) and stopping traditional work in Educational and governmental institutions. The decisions also clarified the mechanism for completing the academic year 2019/2020 and starting the academic year 2020/2021 at the General Authority for Applied Education and Training, as all of them use the teaching and learning strategy. Whereas distance communication according to the teaching and Electronic Iearning, and issuing and approving regulations for distance Education and learning when traditional study is not possible.

The researchers through their work as Faculty members at the General Authority for Applied Education and Training. Researchers noticed that the Faculty of Basic Education has suffered from many Educational problems and their impact on the Faculty administrative and Educational processes, including: the weak infrastructure for applying Electronic Management. This includes a weak internet network, outdated computers and software, lack of integrated databases, weak English language skills to deal with Electronic devices and their programs, weak level of organizational culture, and scarcity of training courses specialized in crisis Management.

Whereas the idea of this research came to identify the most important requirements for applying Electronic Management to implementing it effectively.

Study Questions

The current study attempts to answer the main question, which is: "What are the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait from the viewpoint of Faculty members"?

The main question branches out from a number of sub-questions:

Q1: What are the human requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

Q2: What are the administrative requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

Q3: What are the financial requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

Q4: What are the technological requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

Q5: What are the legal and legislative requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

Q6: Are there statistically significant differences between the averages of the study sample's responses in determining the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait that may be attributed to the variable (job title, scientific department, gender, age)?

The importance of studying

The importance of the study is highlighted in the following aspects:

1. The importance of Electronic Management as a modern and necessary administrative trend in light of many contemporary crises and challenges, which achieves many benefits for Educational institutions, especially university Managements, and ensures security and safety for members of these Educational institutions.
2. The urgent need to modernize university Managements, to keep pace with the times and the requirements of the current generation of university youth, for whom computers and advanced technologies and their various implementings have become one of the most important components of their culture.

3.This study is in line with the trends of modern and developed societies that call for Electronic services such as (Electronic university - Electronic - government - Electronic -commerce... etc.).

4.The scarcity of Kuwaiti studies that addressed the topic of the current study, as this study is one of the First studies in the State of Kuwait - within the limits of researchers' knowledge - that addressed the requirements for applying Electronic Management in the College of Basic Education.

5. It is hoped that the results of the study and its recommendations will help those in charge of managing the College of Basic Education in the State of Kuwait to develop their professional performance style in a way that helps the College provide its services at a high level of quality that is in line with modern administrative systems, and to reach the level of advanced and modern Management that uses means of communication and networks. Up-to-date information.

6.This research comes in response to modern Educational trends in Management, and in response to the recommendations of many Educational studies that call for research into the requirements for the use of Electronic Management and its implementings in the field of university Management.

Study Objectives

The study attempts to achieve the following objectives:

1.Determining the human, administrative, financial, technological and legal requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample.

2.Detecting statistically significant differences between the averages of the responses of the study sample in determining the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait, which may be attributed to the variable (job title, department, gender, and years of experience).

3.Identify the philosophy, components and features of Electronic Management as a modern administrative trend that all modern administrative schools call for, as well as its importance in eliminating administrative bureaucracy.

Study limitations

The current study is limited to the following limits:

1.The study subject is only to studying the human, administrative, financial, technological, and legal requirements for applying e-management in the College of Basic Education in the State of Kuwait. These requirements were limited in line with the results and recommendations of most previous studies, such as the study of (Al-Ajmi, 2023; Muhammad, 2023; Mahmoud, 2021; Safi, 2020; Al-Adawani, 2020; Maghraba, 2020; Al-

Mubarak and Al-Rashidi, 2018; Arkoub, 2017; Al-Arimi, 2014), They indicated that these requirements are necessary to implement e-management in university institutions, as well as through the researchers' contact with the field reality at the College of Basic Education in Kuwait.

2. Time limit: The study was implemented during the First semester of the academic year 2023-2024
3. Location limit: College of Basic Education at the Public Authority for Applied Education and Training in the State of Kuwait.
4. Human limit: Faculty members in all departments of the College of Basic Education at the Public Authority for Applied Education and Training in the State of Kuwait.

Study Terms

Electronic Management

Electronic Management is defined as "taking advantage of information and communication technologies to facilitate ways of performing administrative work, by changing the forms and methods of providing services and information from a routine method to a computer-managed method (Hafez and Al-Sayyid, 2009: 147). Whereas Electronic Management means "exercising Management functions." Traditional planning, organizing, directing and controlling through the use of modern technology such as computers, mobile phones and the Internet, which facilitates administrative work away from papers and saves time, effort and cost" (Al-Fleet, 2018: 198).

Electronic Management is defined as "the system of business and activities that are carried out electronically and via networks. It is the function of completing business using Electronic systems and means" (Yassin, 2020: 10).

The researchers mean procedurally by Electronic Management in this study as: the extent to which the College of Basic Education in the State of Kuwait invests in information and communications technology in simplifying administrative procedures, facilitating daily work, providing services, and completing all its activities through official Electronic means. Whereas the aim of improving and developing its services and operations and raising the efficiency and effectiveness of performance.

Theoretical framework

Electronic Management concept

The concept of Electronic Management is broader than the presence of computers, software, the Internet, and other technologies, as it is a comprehensive Management of various aspects of administrative operations in order to improve the services provided (Birken et al, 2018).

Therefore, there are many definitions that deal with Electronic Management, as Dean (2000: 6) defined it as: "The ability to provide services by non-traditional means, that is, Electronic means that enable access to information of interest to

the audience of beneficiaries (customers) for any institution. Completing the exchange between the concerned agencies and the public who benefit from their services at any time and place on the basis of equality and justice among all those concerned with public services."

While Al-Adwani and others (2020, 245) defined Electronic Management as "Management that is based on the use of various Electronic technologies. To facilitate administrative processes and accomplish Management functions of planning, organizing, leading and controlling Electronically in the fastest time and at the lowest cost."

Whereas, Al-Absi et al. (2021, 73) defined Electronic Management as "the mechanization of all works and activities of the traditional administrative institution. Relying on all information technologies necessary to achieve the goals of the new Management, which are the rapid completion of Works."

In conclusion, from the above definitions, the e-management is the transformation of administrative processes from reliance on papers to reliance on digital technology. It is an integrated system that uses computers, networks, and programs to improve the efficiency and effectiveness of administrative work. It automates tasks, simplifies procedures, and provides services electronically.

Upon the above definitions, researchers define e-management procedurally in this study as: "The extent to which the College of Basic Education in the State of Kuwait invests in information and communications technology in simplifying administrative procedures, facilitating daily work, providing services, and completing all its activities through official electronic means, aiming at improving and developing its services and operations, and raising the efficiency and effectiveness of performance.

7.

Importance of Electronic Management

Electronic Management is considered a modern approach to developing and modernizing Management and eliminating its traditional problems. Improving its performance by using new Electronic methods that are efficient, effective and fast. Electronic Management achieves a distinctive interoperability method in dealing between senior Management and workers. Whereas it eliminates the gap and eliminates the traditional divisions that cause many outdated traditional practices and the delay in the organization's renaissance. Najm (2004) explains that e-management works to achieve more administrative flexibility in delegating powers, administrative empowerment at all administrative levels, and achieve a team-based management style.

Electronic Management is not limited to its dimension represented by digital technology only. Whereas, it's administrative dimension, represented by the development of administrative concepts and functions. Electronic Management works to achieve more administrative flexibility in planning, organization, and administrative follow-up, as well as delegation and administrative

empowerment, and improve the effectiveness of performance and decision-making. The importance of Electronic Management is evident in its ability to keep pace with the tremendous qualitative development in the field of applying information technologies and systems and the accompanying emergence of what can be called the ongoing information revolution.

In addition, Electronic Management represents a strong response to the challenges of the twenty-First century world. Electronic Management summarizes globalization, the digital space, the economics of information and knowledge, the Internet revolution, and the global information network, all its variables and the movement of its trends (Yassin, 2005: 27).

Electronic Management is considered an effective element in achieving comprehensive quality by providing an Educational climate and satisfying the beneficiaries of the service quickly in receiving and completing it. The basic philosophy of quality is based on what the beneficiary's satisfaction requires for the continuity of service quality and its continuous improvement. The basic philosophy is what Electronic Management facilitates its achievement. If we look, for example, at the role of the organization's manager, we will find great flexibility, continuous development, accuracy, and quality in achievement Through Electronic Management. Organization's manager will not be restricted to a specific time or place to fulfill his responsibilities. Organization's manager will not be bound by piles of files and papers while performing his work, not to mention accepting and predicting change and quickly dealing with developments and variables.

The interest in integrating technological innovations into the Educational process has become one of the recent trends that Educational institutions at all levels are concerned with. whereas ,It is due to the belief of those in charge of this process in these innovations and their great effects on achieving Educational goals and enabling generations to keep pace with the requirements of the times in terms of information awareness, an approach to thinking. Keeping pace with the explosion of knowledge and technological development. Whereas, this societal shift is mainly centered on the prominent role played by the Educational institution, which shall be included in the winds of change and renewal. Technological innovations, especially computers and the Internet, have witnessed rapid growth and development in the past two decades, which has contributed to their entry into all aspects of life, especially the Education sector. These innovations provided many methods and tools that played a major role in developing teaching and learning methods, which provided the opportunity to improve these methods by providing an effective Educational climate that helps to arouse students' interest, motivate them, and overcoming individual differences among them in an effective way (Ramzi, 2016: 73).

Based on the above, concerning the importance of applying e-management to educational institutions, it is concluded how the College of Basic Education in the State of Kuwait benefits from applying e-management as follows:

1-Improve the efficiency of administrative work: by automating routine tasks such as registration, collection, material schedules, and issuing certificates, saving the time and effort expended on completing transactions, increasing the accuracy of information and data, and improving the ability to control and follow-up.

2-Enhance the quality of education by providing online learning platforms for students, facilitating learning and teaching processes, and improving communication between teaching and training staff, employees and students.

3-Improve student services by facilitating registration, withdrawal, and adding courses, providing access to educational materials and electronic services around the clock, and enhancing participation in university activities.

4-Enhance the scientific research by providing access to electronic scientific databases, facilitating research publishing processes, and supporting cooperation between researchers.

5-Enhancing transparency and accountability, and combating corruption.

6-Enhance the college's reputation by demonstrating the college's commitment to using the latest technologies in its administration, attracting distinguished students and faculty members to join the college, and enhancing the college's image at the local and international levels.

7-Contribute to achieving Kuwait Vision 2035 aiming to transform Kuwait into a global commercial, financial and logistical center.

Characteristics of Electronic Management

Electronic Management is only an extension of traditional Management, and does not reduce basic skills. However, it is considered a development of Management methods and means by relying on information resources via the Internet and the Web. Electronic Management presents another facet that is different from that of traditional Management, due to its smooth performance and rapid pace. It has become an effective tool in the hands of those who initiated the implementing of technology in their administrative departments. In addition, a dream to which administrators who have not had the opportunity to move to Electronic Management are looking forward. On the other hand, they partially applied it in some of their activities, and did not reach the sufficient degree to call the name of Electronic Management on their transactions. Perhaps the most important characteristics of e-Management reviewed by Mohammed (2012, 340-341), and Jahra (2019) are as follows:

1. **Speed and clarity**: the transition to Electronic Management achieves the speed of performance and clarity of operations, marking a significant difference between traditional and Electronic Management approaches.
2. **Non-adherence to time and place**: One of the characteristics of Electronic Management is that it is available throughout the day with the availability of the Internet, and therefore it can be completed and reviewed at any time and in any place.

3. **Information Management not information retention:** E-management aims to manage files without the need to store them with the ability to preserve them with a high rank of confidentiality and security by reducing the need to store paper copies of documents, facilitating the search and retrieval of information, improving information sharing among different users, and ensuring the safety of information from unauthorized access.
4. **Flexibility**: E-Management is a flexible Management that, thanks to technology and its capabilities, can respond quickly to events and respond to them, thereby transcending the boundaries of time, space and communication difficulties. Which helps the Management to provide many services that were never available due to these obstacles under traditional Managements.
5. **Direct and honest control**: the Management has that reliable and honest tool with which it evaluates its activities and follows up its positions with confidence. Away from the method of following up with memos and reports submitted by individuals in traditional departments, she can follow up on her various work sites via screens and digital cameras.
6. **Confidentiality and Privacy**: Electronic Management is superior to traditional in its ability to block information through security systems and information confidentiality. Which ensures the privacy of important information with the programs that the department has that enable it to withhold important information and data, and not make it available only to those with the authority.
7. **The use of Information Technology** in various Educational works, the intensity of operations and the limitations of the work component. The use of advanced systems and moving away from the rigid organizations that prevail in traditional Educational Management.
8. Innovative and global: relying on knowledge as a basis for business implementing. In addition, reduces the high costs that the Educational institution spends on private files and records. It is concerned with discovering and solving problems, and focusing on operational actions and achievements.
9. Reduced costs: Where as Electronic Management many office tools are dispensed with, as well as going through more than one employee and other costs when performing the service traditionally.

Reasons for switching to Electronic Management

Traditional Management systems in Management have become obsolete and have fallen apart in front of modern technical progress. Which forced those in charge of managing traditional systems the need to radically change their habits and change their convictions. In addition, a desire to improve the quality of outputs, save time and money, speed in completing transactions and their transparency. In order for university institutions to keep pace with technical and

technological progress, they shall use Electronic Management in all their work and follow modern administrative methods and methods (chibelushi, 2013).

Many countries were keen to switch to Electronic Management in light of digital transformation, the explosion of knowledge, and in light of many crises that prevent physical presence in the workplace. This transformation requires many changes to be made in the organization and gradually to prevent any resistance to change. Perhaps the most important reasons for the transition from traditional Management to Electronic Management are the following:

1. **The spread of Electronic services** globally in most transactions and services, which is important to keep up with in the fields of general and higher Education.
2. **Development of government performance**: as Electronic Management contributes to achieving Electronic linkage between the Management of the institution and many governmental and non-governmental organizations and bodies, standardizing and simplifying their procedures and eliminating their disruptive centralization for the speed of completion.
3. **Reducing the paper cycle of transactions and transactions** in the College, which effectively contributes to the preservation of the environment and the sustainability of its resources, which is one of the most important internationally agreed goals.
4. **Developing the mechanism of Electronic services such as**: holding remote meetings and e learning, which means learning by computers and their various software, whether on closed or open networks or the internet, which is an open flexible learning.

Requirements for implementing Electronic Management: Electronic Management represents a comprehensive transformation in the concepts, theories, methods, practices, structures, and legislation on which public Management is based. It is not just a slogan raised or an ambition that can be achieved through a ready-made recipe or imported experience, but it is a complex process and an integrated system of human, technical, informational, financial, legislative, environmental and other components. Therefore, it is necessary to have many integrated requirements to bring the concept of Electronic Management into practice in public Management agencies or private sector institutions, especially the Educational field.

For its success, Electronic Management requires a set of elements called requirements that work to achieve its goals. The transition from traditional Management to Electronic Management is a comprehensive change that affects the quality of services provided by employees, the devices used, and the method of providing the service. Al-Ajami (2023), Muhammad (2023), Mahmoud (2021), Safi (2020), Al-Adwani (2020), Maghraba (2020), Al-Mubarak and Al-Rashidi (2018), Arqoub (2017), and Al-Araimi (2014) explain the requirements for e-management to as follows:

1- Administrative and legislative requirements: They are the fundamental changes done in the organizational structures, processes, administrative procedures and departments in order to use e-management successfully. This requires the enactment of legislations and laws for the uses of e-management., in addition to the re-engineering of structures to which Electronic technologies are applied. Before applying Electronic Management, there shall be existing laws and legislation that clarify how to deal with customers, and facilitate the work of Electronic Management and the transition to it. Because most of the laws and legislation are related to traditional Management. These laws work to clarify the standards through which digital administrative transactions are carried out and how to perform the service remotely for those requesting it. In addition, it regulates the dissemination of information and maintains its confidentiality. The success of Electronic Management in providing Electronic business requirements depends on the use of innovative means that work to make Electronic business successful. The transition to Electronic Management requires a fundamental change that includes four integrated elements: the development and implementing of the e-business strategy, the development of Electronic resources, and the innovation of Electronic culture, attracting and nurturing knowledge makers.

2- Human requirements: The human element is the decisive element in the success of any institution. It is the most important element within the institution and then within the administration. If it is invested well, this will lead to achieving institutional excellence. This is why it is considered one of the basic requirements for e-management. Administrative employees must acquire the skills and experience to move to e-management through the optimal use of computers and various information programs in order for the workforce become a qualified human resource enabled to use information technologies. Therefore, the importance of having plans for sustainable professional development of the human element in the institution becomes clear.

3-Infrastructure requirements: infrastructure is one of the most important requirements for the success of Electronic Management; it is limited to the environment of rapid transformation. Which requires the presence of a wide network so that it can receive a large number of communications continuously while providing other devices that are accessible to all members of the Management working in it. It includes software and implementing software systems, in addition to spatial locations, connections, and auxiliary devices. These requirements are called technical requirements. The network is connecting a group of computers together via a wire in a direct manner, whether via wired or wireless telephone lines, or via satellite, in order to obtain data and information. Electronic Management requires a modern and flexible infrastructure that responds to rapid developments in the world of communications , and one of the most important services that have formed an

Electronic environment suitable for Electronic Management implements: Remote communication service, e-mail service, dialogue forum service, file exchange service, chat service, the world of the web on the World Wide Web:
The sites are linked to each other by Electronic links (links) and depend on special languages of the Internet, and the Web provides the user with many services such as buying and selling, learning about commercial services, Education and knowledge services, searching for documents and papers, tracking news, and so on.

1. **Financial requirements**: Electronic Management is a modern technical Management without papers that uses high technology, as it requires the availability of huge funds in order to ensure its continuity and achieve its goals. Various necessary tools for work and information devices should be available, in addition to diverse and sophisticated programs that require the provision of adequate funding for this. That is why financial planning for the implementing of modern Management should be rational and rational, which ensures the proper distribution of expenses.
2. **Security requirements**: despite the modern technologies of the Electronic Management system, it is possible to leak some data, so it is necessary to preserve, store and keep it confidential for its safety and security. Information security means protecting the resources used in the processing of information, so that the institution provides all the requirements for applying Electronic Management to ensure the safety of this information and the success of Electronic work in this Management.
3. **Legal requirements**: legal requirements are one of the most important requirements of Electronic Management, which requires adding legitimacy to transactions by amending some laws and work labor regulations, whether internal or external. The legal requirements are represented by the confidentiality of Electronic information, property rights laws and other regulations and laws.

Previous studies

There are many previous studies that have addressed Electronic management, its requirements, and its importance, and we will present these studies in the following summary:

Al-Ajmi's study (2023) aims to reveal the reality of implementing e-management at Kuwait University and the challenges it faces from the point of view of faculty members during the academic year (2019/2020). The descriptive survey approach was used. The study tools were two questionnaires. The first questionnaire is to measure the reality of implementing e-management. It consists of five areas. The second questionnaire is to measure the challenges in applying e-management. A random social class sample was chosen from the study population. It consists of 250 faculty members. The results of the study shows that the reality of implementing e-management at Kuwait University was at a moderate rank, the field of e-planning was at a high rank, the field of e-

motivation was at a low rank, and the rest of the fields were at a moderate rank. As for the challenges of using e-management, the four areas ranked at a moderate level. In first place was the area of organizational challenges, then the area of financial challenges, then the area of human challenges, and in last place was the area of technical challenges. The results also shows that there are no statistically significant differences according to the variables of gender and experience.

Al-Shammari et al. (2022) also aims, in their studies, to explore the point of view of (male and female students) of the College of Basic Education in the State of Kuwait about distance education in light of Covid_19 pandemic. A mixed research approach was used through the use of questionnaires (quantitative approach) and interviews (qualitative approach). The research was applied to a random sample of (male and female students) from the College of Basic Education in the State of Kuwait through (728) questionnaires, and (19) interviews were conducted. The results of the study shows that there are some obstacles that students faced during distance education lectures, e.g.; technical problems related to the Internet, disconnections, and the unavailability of some electronic devices necessary for distance education for some students, in addition to some academic obstacles, e.g.; difficulty in understanding some topics. academic studies, and the lack of sufficient training to use online learning platforms in distance education.

Mahmoud's study (2021) aimed to identify the requirements for implementing Electronic management in Egyptian universities in light of the COVID-19 pandemic, and to reveal the current reality of Electronic management implementation at Sohag University from the perspective of leaders and faculty members. The descriptive-analytical method was used, and the study sample consisted of department heads and college deputies at Sohag University, totaling 100 individuals. The results showed that the necessary requirements for implementing Electronic management from the perspective of the study sample are intensifying maintenance and periodicity of the infrastructure (networks/devices), encouraging feedback from university staff to improve service levels, continuous monitoring to improve service delivery mechanisms, confirming trust in Electronic transactions by applying protection programs, benefiting from the experiences of universities (global/local) in the field of Electronic leadership, and increasing financial allocations for infrastructure (networks/devices).

The study by Safi and Salem (2020) aimed to identify the requirements for implementing e-learning during the COVID-19 pandemic at Al-Quds Open University and ways to develop it from the perspective of its employees, providing full support for e-learning within universities. The study sample consisted of 41 administrators and academics, and the study used a descriptive-analytical approach with a questionnaire as the research tool. The study found several key results, including the following requirements in order:

comprehensive infrastructure, fast communication tools, modern computer facilities, commitment from service providers to improve internet speed for high quality, to enable optimal use of the e-learning system by teachers and students, well-planned programs for e-learning implementation, leveraging experiences from leading Educational institutions in this field, training both teachers and students on information and communication technology skills, and various necessary requirements for implementation. The results also showed that there were no statistically significant differences in the requirements for e-learning implementation during the COVID-19 pandemic based on gender and Educational qualification, while differences were found based on years of experience in favor of those with over 15 years of experience, and training courses in favor of those with over 10 training courses.

A Moroccan study and others (2020) aimed to identify the requirements of using e-learning in Yemeni universities to face the COVID-19 pandemic from the perspective of faculty members and students at the University of Amran. The researchers used a descriptive approach, and the tool used was a questionnaire distributed Electronically to a sample of 304 individuals. The study results showed that all e-learning requirements were considered highly important. In terms of areas, faculty requirements ranked first with very high importance, followed by social and legal environment requirements, equipment and software requirements, and finally student-related requirements, all rated as highly important. The study results also revealed no statistically significant differences in the sample responses regarding e-learning requirements in Yemeni universities to address the COVID-19 pandemic, based on variables such as gender, college, academic degree, and years of experience.

The study by Al-Mubarak and Al-Rashidi (2018) also aims to identify the requirements for implementing e-management and its obstacles among the sectors of the Public Authority for Applied Education and Training (PAAET) in the State of Kuwait, and to identify the differences between the responses of the sample members. The study relied on the descriptive approach. The study tool was a questionnaire that was applied to a sample of (175) faculty members, employees, and leaders at PAAET. The study reached results, the most important of which is that the availability of e-management application capabilities was at a high rank, the organizational capabilities were at a high rank, while the human and material capabilities were available at a moderate rank. The most important obstacles to implementing e-management are: 1) administrative obstacles, the most important of which is weak coordination between the various work units in PAAET, 2) human obstacles, the most important of which is weak English language skills for dealing with devices, 3) technical obstacles, the most important of which is the lack of integrated databases. The results shows that there are differences between the averages of the study sample’s responses in determining financial capabilities, organizational culture, and technical obstacles due to the gender variable and in

favor of males, while there are no differences in administrative and human obstacles. It was also found that there are no differences in determining the rank of availability of material capabilities and administrative, technical and human obstacles according to job categories, while there are differences in determining the rank of availability of organizational culture for faculty members and department heads compared to other jobs.

Al-Azmi (2018), in his study, aims to identify the application of e-management and its relationship to the quality of performance in the field of public relations at PAAET in the State of Kuwait. The descriptive approach was used. The study tool was a questionnaire that was applied to a deliberate sample of employees (administrative staff - faculty members) at PAAET in the State of Kuwait, consisting of (170) individuals. The most important results are that the current situation of applying e-management in the field of public relations at PAAET actually exists to a moderate rank and needs development, modernization, and training until the e-management system is fully and effectively completed. The basic technological needs for developing and modernizing the e-management application include providing more financial support to purchase modern computer equipment, and developing the human element for the e-management application through using technologically specialized trainers.

The study by Al-Roqi (2016) aimed to identify the reality of implementing Electronic -government, the necessary requirements for the possibility of implementing Electronic -government in the colleges of Shaqra University. The study tool was a questionnaire, and a descriptive analytical approach was used. A random sample of faculty members at Shaqra University, totaling (168) members, was selected. The study found results indicating that the study sample members moderately agreed on the reality of implementing Electronic -government in the colleges of Shaqra University. The results also showed that the study sample members fully agreed on the material requirements, the most important of which is the presence of a comprehensive Electronic portal on the Internet and sufficient support to provide the infrastructure for Electronic -government. Additionally, the human requirements, including the presence of IT experts in university management, and the administrative requirements, such as the need for senior university management to support the necessary Electronic -government policy for implementing Electronic -government at Shaqra University. There were no statistically significant differences in the responses of the study sample members regarding all study axes and dimensions based on gender, years of experience in academic work, and the number of computer training courses. However, the results revealed statistically significant differences in the administrative requirements based on the work variable, favoring the assistant professor.

The aim of Al-Arimi's study (2014) was to identify the main requirements for implementing Electronic management in colleges of applied sciences in the Sultanate of Oman. The study adopted a descriptive approach and the research

tool was a questionnaire, which was applied to 183 individuals. The study results showed that the main requirements for implementing Electronic management in colleges of applied sciences in the Sultanate of Oman, in terms of fields of study, were as follows: in the first place, "technological requirements", represented by providing computer devices and their programs used in all administrative and academic fields within the colleges; in the second place, "material requirements", the most important of which is providing a computer for each academic, administrative, and student connected to Electronic management; in the third place, "human requirements", the most important of which is the adoption of Electronic management by the colleges' administrations; and in the fourth place, "legislative requirements", the most important of which is providing laws, regulations, and legislation related to holding accountable those who misuse Electronic websites in the college. Overall, the degree of implementation was moderate. The study results also showed no statistically significant differences in the sample individuals' estimates of the requirements for implementing Electronic management in colleges of applied sciences in the Sultanate of Oman towards Electronic management requirements attributed to study variables such as job, experience, and workplace location, except for the gender variable in the field of "human requirements", where females were in favor of males.

The study by Felck (2010), conducted in the United States, aimed to uncover the extent of the use of Electronic management and its associated programs in managing administrative departments in universities. The study sample consisted of 36 male department heads working in various administrative departments, and a questionnaire consisting of 60 items was distributed on computer knowledge, use of associated programs, and desire for application. The study results showed that department heads have appropriate computer knowledge and are willing to apply it in their administrative work. The results also indicated a direct relationship between computer knowledge and the level of its use in Electronic management. Furthermore, the study showed that Electronic management reduces the workload on department heads, accelerates work pace, and reduces errors.

Comments on the above studies

The above studies shows that there are some challenges and obstacles facing the application of e-management in higher education institutions in the State of Kuwait. The study of (Al-Ajmi, 2023; Al-Shammari et al., 2022; Al-Mubarak and Al-Rashidi, 2018; Al-Azmi, 2018) show that the most important of these challenges and obstacles are organizational, financial, human, technical, and administrative challenges. These challenges and obstacles are consistent with the requirements of universities in Arab countries to use e-management, including Egypt, Yemen, Jordan, Palestine, and Oman. The study of (Mahmoud, 2021; Safi and Salem, 2020; Al-Ruqi, 2016; and Al-Araimi, 2014) indicates that the most important of these requirements are: 1) requirements related to the

teaching staff, 2) requirements related to the social and legal environment, 3) requirements related to equipment and programs and the technological structure, 4) requirements related to students in terms of training and preparation, with the need to benefit from the experiences of leading educational institutions in this field.

Field study

Study methodology

The researchers used a descriptive-analytical approach that relies on studying the situation as it exists in reality and cares as an accurate description. It is expressed in quantitative or qualitative terms, and this approach is appropriate to the nature of this study.

Study population and sample

The study population consists of all Faculty members at the College of Basic Education for the academic year 2023/2024, and their number is (637) Faculty members. Due to the difficulty of reaching all members of the study sample, a random sample of (81) Faculty members was selected according to different variables in terms of gender, job title, scientific department, age. Where Table (1) shows the demographic characteristics of the study sample.

Table (1) Demographic characteristics of the study sample

		T	**%**
Sex	Male	36	44.4
	Female	45	55.6
Job title	Training staff member	27	33.3
	Assistant Professor	11	13.6
	Associate Professor	18	22.2
	Professor	25	30.9
scientific department	Scientific departments	59	72.8
	Supporting scientific departments	22	27.2
Age	From 35 - 45 years old	12	14.8
	From 45 years and above	69	85.2

Table (1) shows the demographic characteristics of the study sample; we find that the sample was distributed as follows: whereas, the gender variant, males accounted for about 44.4% of the sample number, while females accounted for 55.6% of the sample number. The sample distributed on the job title variable so that the category (training staff member) accounted for about 33.3 % of the

sample, while the category (assistant professor) was about 13.6% of the sample. Regarding the distribution of the sample according to the scientific department variable, we find that 72.8% of the sample members were from scientific departments, while 27.2% were from supporting scientific departments.

Study Tool

To build the study tool, previous studies related to the study topic were reviewed in order to construct and design a questionnaire aimed at identifying the requirements for implementing Electronic management in the College of Basic Education in Kuwait from the perspective of faculty members. The questionnaire consists of two main parts as follows:

A. **Demographic data**: It includes five variables as follows: gender, job title, academic department, and age

B. The axes of the questionnaire: the questionnaire consisted of (31) sub-requirements distributed over five main requirements as follows:

- The First axis: human requirements and includes (5) phrases.
- The Second axis: administrative requirements and included (6) phrases.
- The Third axis: financial requirements and included (5) phrases
- The Fourth axis: technological requirements and included (9) phrases.
- The Fifth axis: legal requirements and included (6) phrases.

Each requirement has levels to answer according to the five-point Likert scale.

The validity of the questionnaire

The validity of the questionnaire verified using:

A- Face validity (Validity of Experts): The questionnaire was presented to a group of experts, and modified according to their suggestions, where deletion, addition, and modification were made. The agreement of the experts is considered a statement of the validity of the questionnaire content.

B- Internal consistency validity: The validity of the questionnaire was verified using internal consistency validity by calculating the correlation coefficients between each dimension and the total score of the questionnaire. The statistical package SPSS was used to calculate the correlation coefficients, as shown in the following tables (2:5).

Table (2)

The correlation coefficients of each Clause with the total degree of the human requirements axis, and its correlation with the total degree of the questionnaire

		The coefficient of correlation of the Clause with the total degree of its axis	The coefficient of correlation of the Clause with the total degree of the questionnaire as a whole
a1	College employees shall have the necessary skills to handle systems and programs in remote work.	.746**	.615**
a2	The College shall provide training and qualification centers for academic administrators to ensure the implementing of Electronic	.865**	.814**

	Management.		
a3	All College employees shall have an e-mail address belonging to the Educational institution.	.863**	.856**
a4	The College shall have programmers to design Electronic programs and technicians capable of maintaining devices.	.904**	.864**
a5	College technicians shall highly proficient in addressing technical glitches to improve performance	.892**	.879**

Table (3)

The correlation coefficients between each Clause with the total degree of the administrative requirements axis, and its correlation with the total degree of the questionnaire

		The coefficient of correlation of the Clause with the total degree of its axis	The coefficient of correlation of the Clause with the total degree of the questionnaire as a whole
b6	The College Management shall aware of the concept of Electronic Management and its importance.	.927**	.904**
b7	The organizational structure of the College shall commensurate with the requirements of applying Electronic Management.	.848**	.784**
b8	There shall a comprehensive plan for the Management of the College in the implementing of Electronic Management.	.915**	.874**
b9	The College Management shall adopt the official e-mail correspondence in the completion of its work.	.858**	.838**
b10	It is important to have appropriate plans for managing remote work during a crisis.	.855**	.816**
b11	There shall a unit responsible for following up the implementing of Electronic Management in all departments of the College.	.640**	.795**

Table (4)

The correlation coefficients between each Clause with the total degree of the financial requirements axis, and its correlation with the total degree of the questionnaire

		The coefficient of correlation of the Clause with the total degree of its axis	The coefficient of correlation of the Clause with the total degree of the questionnaire as a whole
c12	Allocate an annual budget for the development of computer network programs in the College.	.872**	.787**

c13	The College shall provide high quality and fast internet services at affordable prices for all College members.	.849**	.865**
c14	The College shall a comprehensive advertising marketing plan to promote the use of Electronic Management.	.873**	.839**
c15	The College shall allocate a sufficient budget to prepare the necessary cadres in the efficient implementing of Electronic Management at the College.	.927**	.790**
c16	The College shall provide assistance with a loan system for advanced computers that help students learn Electronically.	.826**	.665**

Table (5)

The correlation coefficients of each Clause with the total degree of the technological requirements axis, and its correlation with the total degree of the questionnaire

		The coefficient of correlation of the Clause with the total degree of its axis	The coefficient of correlation of the Clause with the total degree of the questionnaire as a whole
d17	The College shall computers for both academics and administrators connected to Electronic Management	.814**	.771**
d18	The College shall provide a competent internet network for academic programs and search engines to facilitate the work of Faculty members.	.920**	.889**
d19	The College shall an Electronic portal with a modern and integrated database for all administrative and Educational work services	.827**	.836**
d20	The College shall provide protection programs for information security and Electronic transactions.	.921**	.893**
d21	There shall an Electronic connection between the Faculty and the corresponding faculties in the preparation of the teacher.	.826**	.768**
d22	The College shall establish modern standard specifications when purchasing computer	.854**	.836**

	equipment for the College.		
d23	The College shall have a sufficient number of digital surveillance cameras.	.805**	.816**
d24	There Shall be an Electronic link between the scientific and administrative departments of the College and the corresponding Colleges.	.832**	.818**
d25	The College shall provide the necessary Electronic tools and facilities to manage remote work efficiently, especially in times of crisis.	.917**	.912**

Table (6)

Coefficients of correlation of each Clause with the total degree of the axis of legal requirements, and its correlation with the total degree of the questionnaire

		The coefficient of correlation of the Clause with the total degree of its axis	The coefficient of correlation of the Clause with the total degree of the questionnaire as a whole
e26	The College prepares sufficient regulations to implementing Electronic Management.	.902**	.848**
e27	The College provides legal protection for the preservation and confidentiality of College data.	.947**	.929**
e28	The College Management shall provide regulations that punish hacking of the College's Electronic Management databases.	.926**	.885**
e29	There shall be regulations in the College to organize the work of Electronic Management in emergency and crisis situations.	.942**	.895**
e30	The College Management shall establish the Electronic administrative procedures necessary for its employees to perform their job works remotely.	.932**	.914**

e31	The College sets regulations and laws that allow maintaining personal identity in Electronic transactions at the College.	.930**	.902**

**. Correlation is significant at the 0.01 level (2-tailed).

Tables (2) (3), (4), (5) and (6) show the results of the correlation coefficients between each Clause and the total degree of its axis. whereas the correlation of the Clause with the total degree of questionnaire, the results show positive correlation coefficients and a statistical function for all Clauses with their axis and the total degree of questionnaire, which confirms the statistical validity of the questionnaire.

Table (7)

Correlation coefficients between the axes and the total degree of the questionnaire

	The First axis: human requirements	The Second axis: administrative requirements	The Third axis: financial requirements	Fourth axis: technological requirements	The Fifth axis: legal requirements	Total marks
The First axis: human requirements	1	.910**	.807**	.900**	.872**	.942**
The Second axis: administrative requirements	.910**	1	.796**	.890**	.907**	.949**
The Third axis: financial requirements	.807**	.796**	1	.856**	.811**	.900**
Fourth axis: technological requirements	.900**	.890**	.856**	1	.949**	.977**
The Fifth axis: legal requirements	.872**	.907**	.811**	.949**	1	.963**
Total marks	.942**	.949**	.900**	.977**	.963**	1

**. Correlation is significant at the 0.01 level (2-tailed).

Table (7) shows the correlation coefficients between the axes and the total degree of the questionnaire. The results show positive correlation coefficients and a statistical function between the axes and each other, as well as between the axes and the total degree of resolution, and the correlation coefficients between each dimension. The total degree of the axis to which it belongs is high

and is a statistically significant function at the level of (0.01), which indicates the internal consistency and, therefore, the truthfulness of the construction.

Tool stability

The questionnaire's stability coefficient was calculated by finding the Cronbach's alpha stability coefficient for the questionnaire through the statistical package SPSS and it is shown in the following table.

Table (8) stability coefficients for questionnaire axes and resolution as a whole

Axis No.	Clauses No.	Cronbach's alpha value
The First axis: human requirements	5	0.91
The Second axis: administrative requirements	6	0.94
The Third axis: financial requirements	5	0.91
Fourth axis: technological requirements	9	0.95
The Fifth axis: legal requirements	6	0.97
The questionnaire as a whole	31	0.98

Table (8) shows the stability coefficients for the questionnaire axes and the questionnaire as a whole, and the results show high values of the stability coefficients for all axes and for the resolution as a whole. Cronbach's alpha coefficient for the questionnaire axes ranged between (0.91 - 0.97), and the Cronbach coefficient for the questionnaire as a whole was (0.98). This is a high reliability coefficient, ensuring that the tool achieves the objectives of the study and answers its questions, and then the results that can be reached can be trusted.

To judge the estimates of the individuals of the study sample about the degree of approval, the importance of the requirements necessary for the implementing of Electronic Management. According to the categories of the pentatonic scale used to answer the requirements of Electronic Management by resolution. The responses of dealing with slides within the two scenes were classified into five levels for easy interpretation of the results through the use of the following equation:

-The researchers used the confidence interval method for the arithmetic mean, expressed by the following equation confidence limits= $x+1.96 \times p$ with a confidence of 95%.

−Multiply the repetitions of each phrase in the numerical scale of the answer alternatives and then add up the outputs to get the score of each phrase.

−Phrases that get a degree of approval (4.20) or more are considered to be answered Very High (strongly agree) by the study sample members and are met by them.

−- Phrases that get a degree of approval (4.19 – 3.40) the answer is considered high (Agree) among the study sample members and it is achieved by them.

- Phrases that get a degree of approval (3.39 – 2.60) are considered an average answer (do not know) among the members of the study sample and it is achieved by them.
- Phrases that get a degree of approval (2.59 - 1.80) the answer is considered low (disagree) among the study sample members and it is verified by them.
- Phrases that get a degree of approval (1.79 – 1.00) the answer is very low (not at all approved) among the study sample members and it is achieved by them.

Study results and discussion

This part deals with the presentation of the results reached by the study after the statistical analysis of the data. In addition, the responses of the study sample members were enumerated and statistically processed using the statistical package, and the following is a presentation of these results and discussed according to the study questions:

The main question of the study "What are the most important requirements for the implementing of Electronic Management in the College of basic Education in the state of Kuwait from the point of view of the teaching staff?"

To answer this question, Calculating the Arithmetic mean and the order of the responses of the study sample were calculated, and the results were monitored in the following table:

Table (9)

Arithmetic Mean and standard deviations of the responses of the sample of the study about the requirements for the implementing of Electronic Management in the College of basic Education in the state of Kuwait

S\N	Axis No.	Average	standard deviation	Arrange the axes according to average
A	The First axis: human requirements	4.74	0.515	1
B	The Second axis: administrative requirements	4.67	0.560	4
C	The Third axis: financial requirements	4.59	0.619	5
D	The Fourth axis: technological requirements	4.69	0.530	3
E	The Fifth axis: legal requirements	4.72	0.553	2
Total	Total marks	4.68	0.524	

Table (9) that the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait mentioned in the table were of a high degree from the point of view of the study sample. The general arithmetic was (4.68) and the standard deviation was (4.68), and all the requirements came with a high degree, and the responses of the respondents

varied about the ranking of these requirements according to their importance. First rank: human requirements, with a mean of (4.74). The Second rank is legal requirements, with a mean of (4.72), the Third rank is technological requirements, with a mean of (4.69). The Fourth rank: Administrative requirements with an average of (4.67), financial requirements ranked last with an arithmetic mean of (4.59).

The researchers attribute this result to the most important requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait. These are the human requirements that human resources are the basis of all development and progress in Educational institutions. Therefore, the College Shall have programmers to design and develop Electronic programs and technicians capable of maintaining the devices, as well as preparing and training these human resources and qualifying them to carry out the requirements for applying Electronic Management, which is extremely important. The researchers attribute the presence of financial requirements to the last requirements necessary for applying Electronic Management in the College of Basic Education. In the State of Kuwait. The College of Basic Education provides the necessary financial funds to implementing Electronic Management and modernize the technological and digital infrastructure in a satisfactory manner. This result is consistent with the results of a study by Magrib. (2020), in which the requirements related to the teaching staff (human resources) ranked First (very important) in the implementing of Electronic Management.

While this result differs from the results of Mahmoud's study (2021), which resulted in the intensification of periodic maintenance of infrastructure (networks / devices). The results of the Safi and Salem study (2020) differ, which showed that the First requirements of Electronic Iearning is a comprehensive infrastructure, fast means of communication and modern computer labs.

Below are the results for each requirement for applying Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample individually.

1-What are the human requirements necessary for the implementing of Electronic Management in the College of basic Education in the state of Kuwait from the point of view of the study sample?

To answer this question, the percentages, Arithmetic Mean, standard deviations and the order of the responses of the study sample were calculated, and the results were monitored in the following table

Table (10)

Arithmetic Mean and standard deviations of the responses of the study sample members about the human requirements necessary for the implementing of Electronic Management in the College of basic Education in the state of Kuwait

Clause No.	Clause	Strongly Disagree		Disagree		don't know		Agree		Strongly Agree		Average	standard deviation	Arrange Clauses by average
		T	%	T	%	T	%	T	%	T	%			
a1	College employees shall have the necessary skills to handle systems and programs in remote work.	0	0	0	0	7	8.6	10	12.3	64	79.0	4.70	0.621	5
a2	The College shall provide training and qualification centers for academic administrators to ensure the implementing of Electronic Management.	0	0	0	0	7	8.6	8	9.9	66	81.5	4.73	0.613	4
a3	All college employees must have an email address affiliated with the Educational institution	0	0	0	0	5	6.2	11	13.6	65	80.2	4.74	0.565	3
a4	The college must have programmers for designing Electronic programs and technicians capable of maintaining hardware.	0	0	0	0	8	9.9	3	3.7	70	86.4	4.77	0.618	1
a5	College technicians must be highly proficient in troubleshooting to enhance performance.	0	0	0	0	7	8.6	6	7.4	68	84.0	4.75	0.603	2

Table (10): The human requirements necessary to implementing Electronic Management in the College of Basic Education in the table were strongly agreed upon by the study sample. The arithmetic mean ranged between (4.77: 4.70) and the standard deviations ranged between (0.621: 0.565), and these human requirements included (5) sub-human requirements. The responses of the sample members were similar regarding the ranking of these sub-requirements.

The human requirement included in Clause (4a) came in First place, which states, "The College shall have programmers to design Electronic programs and technicians capable of maintaining devices," with a mean of (4.77). The human requirement included in Clause (5a) came in Second place, which states, "The College's technicians Shall have a high degree of competence in dealing with technical defects to improve performance," with an arithmetic mean of (4.75), and in Third place came the human requirement included in Clause (3a).) which states, "All College employees shall have an email affiliated with the Educational institution," with a mean of (4.74)

The last rank among the human requirements necessary for the implementing of Electronic Management came the human requirement contained in Clause (a1), which states that "College employees Shall have the necessary skills to deal with systems and programs in remote work" with an arithmetic average (4.70).

The researchers attribute this result to the most important requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait. Whereas, these are the human requirements that human resources are the basis of all development and progress in Educational institutions. Therefore, the College Shall have programmers to design and develop Electronic programs and technicians capable of maintaining the devices, therefore, preparing and training these human resources and qualifying them to carry out the requirements for applying Electronic Management, which is extremely important. The researchers attribute the presence of financial requirements to the last requirements necessary for applying Electronic Management in the College of Basic Education. In the State of Kuwait. The College of Basic Education provides the necessary financial funds to implementing Electronic Management and modernize the technological and digital infrastructure in a satisfactory manner

Q2: what are the administrative requirements necessary for the implementing of Electronic Management in the College of basic Education in the state of Kuwait from the point of view of the study sample?

To answer this question, the percentages, Arithmetic Mean, standard deviations and the order of the responses of the study sample were calculated, and the results were monitored in the following table:

Table (11)

Arithmetic Mean and standard deviations of the responses of the sample of the study on the administrative requirements necessary for the implementing of Electronic Management in the College of basic Education in the state of Kuwait

Clause No.	Clause	Strongly Disagree		Disagree		don't know		Agree		Strongly Agree		Average	standard deviation	Arrange Clauses by average
		T	%	T	%	T	%	T	%	T	%			
b6	The College Management shall be aware	0	0	0	0	6	7.4	7	8.6	68	84.0	4.77	0.576	1

	of the concept of Electronic Management and its importance.													
b7	The organizational structure of the College shall be commensurate with the requirements of applying Electronic Management.	0	0	1	1.2	7	8.6	15	18.5	58	71.6	4.60	0.701	6
b8	There shall be a comprehensive plan for the Management of the College in the applying of Electronic Management.	0	0	0	0	6	7.4	14	17.3	61	75.3	4.68	0.609	3
b9	The College Management shall adopt the official e-mail correspondence in the completion of its work.	0	0	0	0	7	8.6	16	19.8	58	71.6	4.63	0.641	5
b10	Have an appropriate plan for managing remote work during a crisis.	0	0	0	0	7	8.6	11	13.6	63	77.8	4.69	0.625	2
b11	There shall be a unit responsible for following up the implementing of Electronic Management in all departments of the College.	0	0	0	0	9	11.1	10	12.3	62	76.5	4.65	0.674	4

Table (11) that the administrative requirements necessary to implementing Electronic Management in the College of Basic Education in the table were approved by the study sample. Whereas the arithmetic mean ranged between (4.77 - 4.60) and the standard deviations ranged between (0.576: 0.701). These administrative requirements included (6) Sub-administrative requirements. The responses of the sample members varied regarding the arrangement of these sub-requirements. The administrative requirement included in item (b6) came in First rank, which states, “The College Management Shall be aware of the

concept of Electronic Management and its importance." With an arithmetic mean of (4.77).The administrative requirement included in item (b10) came in Second rank, which states: To have appropriate plans to manage remote work during crises." With an arithmetic mean of (4.69), the administrative requirement included in item (b8) came in Third rank, which states: "There shall be a comprehensive plan for College Management in applying Electronic Management." With an arithmetic average of (4.68).

The last rank among the administrative requirements necessary to implementing Electronic Management in the College of Basic Education from the point of view of the study sample was the administrative requirement included in item (b7), which stipulates that "the organizational structure in the College shall be consistent with the requirements for applying Electronic Management" with an arithmetic average of (4.60).

The researchers attribute this result to the fact that the First administrative requirements necessary to implementing Electronic Management in the College of Basic Education. The sample of the study is that the College Management Shall be aware of the concept of Electronic Management and its importance. The awareness and conviction of the senior Management in the College of the concept of Electronic Management and its importance is the building block. The First is to build a culture of digital transformation and Electronic Management within the College. The Management is entrusted with strategic planning for the transformation towards Electronic Management and providing all means of support towards this transformation. Without this support, Electronic Management will not succeed.

The result of Al-Ruqi's study (2016), in which the First administrative requirements necessary to implementing Electronic Management were that the university's senior Management should support the policy of applying Electronic Management.

Q3: What are the financial requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

To answer this question, percentages, arithmetic means, standard deviations, and rankings were calculated for the responses of the study sample members. The results were recorded in the following table.

Table (12)

Arithmetic means and standard deviations of the responses of the study sample members regarding the financial requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait.

Item No	Item	Strongly Disagree		Disagree		Don't Know		Agree	Strongly Agree			Mean	Standard Deviation	Arrange items by average
		T	%	T	%	T	%	T	%	T	%			
c12	Allocating an annual budget to develop computer network programs in the College.	0	0	1	1.2	7	8.6	10	12.3	63	77.8	4.67	0.689	2
c13	The College Shall provide high-quality and fast Internet services at reasonable prices for all College members.	0	0	0	0	7	8.6	5	6.2	69	85.2	4.77	0.597	1
c14	The College Shall have a comprehensive advertising and marketing plan to promote the use of Electronic Management.	0	0	0	0	9	11.1	19	23.5	53	65.4	4.54	0.690	4
c15	The College Shall allocate a sufficient budget to prepare the necessary cadres to efficiently implementing Electronic Management at the College.	0	0	1	1.2	9	11.1	15	18.5	56	69.1	4.56	0.742	3
c16	The college should provide loan assistance for advanced computer devices to help students learn Electronically.	0	0	2	2.5	13	16.0	17	21.0	49	60.5	4.40	0.847	5

Table (12) shows that the financial requirements necessary to implementing Electronic Management in the College of Basic Education in the table were strongly agreed upon by the study sample, as the arithmetic mean of these financial requirements ranged between (4.77 – 4.40) and the standard deviations ranged between (0.597: 0.847). These included: Financial requirements (5) sub-financial requirements. The sample members' responses varied regarding the arrangement of these sub-financial requirements. The First rank was the financial requirement included in clause (c13), which states, "The College Shall provide high-quality and fast Internet services at reasonable prices for all College members," with an arithmetic average of (4.77). The Second rank was the financial requirement included in clause (c12). Which stipulates "allocating an annual budget to develop computer network programs in the College" with an arithmetic average of (4.67). Third rank was the financial requirement included in clause (c15), which stipulates "the College Shall allocate a sufficient budget to prepare the necessary cadres to implementing Electronic Management efficiently." "In College" with a mean of (4.56).

The last rank among the financial requirements necessary to implementing Electronic Management in the College of Basic Education from the point of view of the study sample is the financial requirement included in item (c16). Whereas the College Shall provide loan assistance for advanced computers that help students learn Electronically." With a mean of (4.40).

The researchers attribute this result to the fact that the First financial requirements necessary to implementing Electronic Management at the College of Basic Education in the State of Kuwait, from the point of view of the study sample. The College Shall provide high-quality and fast Internet services at reasonable prices for all College members, since the Internet has become the main means of accomplishing all digital transformation and Electronic Management work. Therefore, it shall be made available for free or at the lowest prices due to its importance to all members of the Educational process within the College, including students and staff members. Teaching and staff.

This result differs from the results of Al-Araimi's study (2014), in which the First financial requirement necessary to implementing Electronic Management was to provide computers for academics, administrators, and students connected to Electronic Management in Colleges.

Q4: What are the technological requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

Table (13)

Arithmetic means and standard deviations of the responses of the study sample members regarding the technological requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait.

Item No	Item	Strongly Disagree		Disagree		Don't Know		Agree		Strongly Agree		Mean	Standard Deviation	Arrange items by average
		T	%	T	%	T	%	T	%	T	%			
d17	Computers should be available at the college for both academics and administrators connected to the Electronic administration.	0	0	1	1.2	6	7.4	9	11.1	65	80.2	4.70	0.660	5
d18	The college must provide a dedicated internet network for academic programs and search engines to facilitate the work of faculty members.	0	0	0	0	7	8.6	3	3.7	71	87.7	4.79	0.586	1
d19	The college must have an Electronic portal with a modern and integrated database for all administrative and Educational services.	0	0	0	0	6	7.4	6	7.4	69	85.2	4.78	0.570	2
d20	The college must provide security programs for information and Electronic transactions.	0	0	0	0	6	7.4	8	9.9	67	82.7	4.75	0.582	3
d21	There should be Electronic linkage between the college and counterpart colleges in teacher preparation.	0	0	0	0	6	7.4	11	13.6	64	79.0	4.72	0.597	4
d22	The college should establish modern standard specifications when purchasing computer devices for the college.	0	0	0	0	8	9.9	17	21.0	56	69.1	4.59	0.667	8
d23	There should be an adequate number of digital surveillance cameras in the college.	0	0	0	0	7	8.6	20	24.7	54	66.7	4.58	0.649	9
d24	There should be Electronic linkage between the scientific and administrative departments of the college and counterpart	0	0	0	0	8	9.9	16	19.8	57	70.4	4.60	0.665	7

	colleges.													
d25	The college must provide the necessary Electronic tools and facilities for efficient remote work management, especially during crises.	0	0	0	0	6	7.4	12	14.8	63	77.8	4.70	0.601	6

Table (13): The technological requirements necessary to implementing Electronic Management in the College of Basic Education in the table were strongly agreed upon by the study sample. The arithmetic mean of these technological requirements ranged between (4.79-4.58) and the standard deviations ranged between (0.586: 0.649). These technological requirements included (9) sub-technological requirements, and the responses of the sample members varied regarding the arrangement of these sub-technological requirements. The First place is the technological requirement included in Clause (d18), which states: "The College Shall provide an Internet network specialized in academic programs and search engines to facilitate the work of Faculty members." With an arithmetic average of (4.79). In the Second rank was the technological requirement included in clause (d19), which states: "The College Shall have an Electronic portal with a modern and integrated database for all administrative and Educational work services." With an arithmetic average of (4.78). The Third rank is the technological requirement included in clause (d20), which states: "The College Shall provide protection programs for the security of information and Electronic transactions." With an arithmetical average of (4.75). The technological requirement included in item (d21), which states, "There Shall be an Electronic link between the College and the corresponding Colleges in teacher preparation," the Fourth rank, with an arithmetic mean of (4.72).The Fifth rank came the technological requirement included in item (d17), which I states, "The College Shall have computers for both academics and administrators connected to Electronic Management," with a mean of (4.70).

The last rank among the technological requirements necessary to implementing Electronic Management in the College of Basic Education from the point of view of the study sample is the technological requirement included in Clause (D23), which states, "The College Shall have a sufficient number of digital surveillance cameras." With an arithmetic average of (4.58).

The researchers attribute this result, which is that the First technological requirement necessary to implementing Electronic Management at the College of Basic Education in the State of Kuwait, from the point of view of the study sample, is "The College Shall provide an Internet network specialized in academic programs and search engines to facilitate the work of Faculty members." To the fact that Faculty members in light of Electronic Management and the use of technology and distance learning. Teaching is in dire need of an

Internet specialized in academic programs to make academic content available via the Internet. Therefore, handing over assignments and minutes of meetings, following up on the learner, and evaluating and evaluating the Educational process for students.

This result is consistent with the results of Al-Arimi's study (2014), which stated that the First technological requirement necessary for applying Electronic Management is "providing computer hardware and programs used in all administrative and academic fields within Colleges."

Q5: What are the legal and legislative requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait from the point of view of the study sample?

To answer this question, percentages, arithmetic means, standard deviations, and rankings were calculated for the responses of the study sample members, and the results were recorded in the following table.

Table (14)

Arithmetic means and standard deviations of the responses of the study sample members regarding the legal and legislative requirements necessary to implementing Electronic Management in the College of Basic Education in the State of Kuwait.

Item No	Item	Strongly Disagree		Disagree		Don't Know		Agree		Strongly Agree		Mean	Standard Deviation	Arrange items by average
		T	%	T	%	T	%	T	%	T	%			
e26	The College prepares sufficient regulations to implementing Electronic Management.	0	0	0	0	6	7.4	11	13.6	64	79.0	4.72	0.597	3
e27	The College provides legal protection for the preservation and confidentiality of College data.	0	0	0	0	6	7.4	6	7.4	69	85.2	4.78	0.570	1
e28	The College Management Shall provide regulations that punish hacking of the College's Electronic Management databases.	0	0	0	0	6	7.4	8	9.9	67	82.7	4.75	0.582	2
e29	There will be regulations in the College to regulate the work of Electronic Management in cases of emergencies and crises.	0	0	0	0	7	8.6	11	13.6	63	77.8	4.69	0.625	5
e30	The College Management Shall establish the Electronic administrative procedures necessary for its employees to perform their job duties remotely.	0	0	0	0	6	7.4	16	19.8	59	72.8	4.65	0.616	6
e31	The College sets regulations and laws that allow maintaining personal identity in Electronic transactions at the College.	0	0	0	0	5	6.2	14	17.3	62	76.5	4.70	0.580	4

Table (14) shows the legal and legislative requirements necessary to implementing Electronic Management in the College of Basic Education in the table. The study sample strongly agreed with it, as the arithmetic mean of these technological requirements ranged between (4.78-4.65) and the standard deviations ranged between (0.570: 0.616). These legal and legislative requirements included (6) sub-legal and legislative requirements. The responses of the sample members varied regarding the ranking of these legal and legislative sub-levels. First place was the legal and legislative requirement included in Clause (e27), which states, "The College provides legal protection for the preservation and confidentiality of College data." With an arithmetic average of (4.78). The Second rank is the legal and legislative requirement included in clause (e28), which states, "The College Management Shall provide regulations that penalize the penetration of the College's Electronic Management databases," with an arithmetic mean of (4.75). The Third level is the legal and legislative requirement included in clause (e26), which states, "The College prepare adequate regulations for applying Electronic Management." With an arithmetic average of (4.72). Fourth rank is the legal and legislative requirement included in clause (e31), which states, "The College shall establish regulations and laws that allow the preservation of personal identity in Electronic transactions at the College," with a mean of (4.70).

The last rank among the legal and legislative requirements necessary to implementing Electronic Management in the College of Basic Education from the point of view of the study sample is the legal and legislative requirement included in Clause (e30). Whereas, "The College Management Shall establish the Electronic administrative procedures necessary for its employees to perform their job duties remotely." "With an arithmetic average of (4.65).

The researchers attribute this result to the First legal and legislative requirements necessary to implementing Electronic Management at the College of Basic Education in the State of Kuwait from the point of view of the study sample. The College provides legal protection for the preservation and confidentiality of College data. The feeling of security is the most important and dangerous requirement for those dealing with technology and Electronic Management. Providing full protection, safety procedures, and preserving and confidentiality of data is an essential guarantee for the success of this administrative transformation. Therefore, the legal procedures and regulations that guarantee this protection and the severity of penalties shall be updated and developed. Disciplinary measures shall be imposed on anyone who attempts to violate these regulations and laws.

This result is consistent with the results of Al-Araimi's study (2014), which states that the First legislative requirement necessary for applying Electronic Management is the provision of laws, regulations, and legislation related to holding accountable those who misuse websites in the College.

Q6: Are there statistically significant differences between the averages of the study sample's responses in determining the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait that may be attributed to the variable (gender, academic department, age, job title

1- Differences according to gender.

Table (15)

Results of the Mann-Whitney test for differences between the means of the study sample's responses according to the gender variable

		N	Mean Rank	Sum of Ranks	Mann-Whitney U Statistic	Z	Significance
First axis: Human requirements	Male	36	38.96	1402.50	736.500	-0.794	0.43
	Female	45	42.63	1918.50			
Second axis: Administrative requirements	Male	36	37.21	1339.50	673.500	-1.427	0.15
	Female	45	44.03	1981.50			
Third axis: Financial requirements	Male	36	37.49	1349.50	683.500	-1.285	0.20
	Female	45	43.81	1971.50			
Fourth axis: technological requirements	Male	36	41.56	1496.00	790.000	-0.203	0.84
	Female	45	40.56	1825.00			
Fifth axis: legal requirements	Male	36	41.33	1488.00	798.000	-0.136	0.89
	Female	45	40.73	1833.00			
Total marks	Male	36	39.57	1424.50	758.500	-0.498	0.62
	Female	45	42.14	1896.50			

Table (15) shows that there are no statistically significant differences between the averages of the responses of the study sample in determining the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait. Attributable to the gender variable of the study sample. The researchers attribute this result to the fact that the study sample, regardless of whether they are male or female, strongly agree on the importance of the human, administrative, financial, technological, and legal requirements contained in the study tool. The gender variable had no effect on their responses.

This result is consistent with the results of Al-Ruqi's study (2016), which concluded that there are no differences between the averages of the study sample's responses in determining the material, human, and administrative requirements necessary for the possibility of applying Electronic Management at Shaqra University, as they are attributed to the gender variable. It is consistent with the results of the study of Maghraba et al. (2020).whereas, it revealed that there were no statistically significant differences between the sample's responses regarding the requirements for Electronic Iearning in Yemeni universities to confront the Corona pandemic, according to the gender variable.

This result differs from the results of Al-Arimi's study (2014) whereas, it showed that there are statistically significant differences in the sample members' estimates of the requirements for applying Electronic Management in Colleges of applied sciences in the Sultanate of Oman. Whereas, it was attributed to the gender variable and was in favor of females.

A- Differences according to the scientific department variable

Table (16)

Results of the Mann-Whitney test for differences between the means of the study sample's responses according to the scientific department variable

		N	Mean Rank	Sum of Ranks	Mann-Whitney U Statistic	Z	Significance
First axis: Human requirements	Scientific departments	59	40.03	2361.50	591.500	-0.694	0.49
	Supporting scientific departments	22	43.61	959.50			

Second axis: Administrative requirements	Scientific departments	59	39.31	2319.00	549.000	-1.168	0.24
	Supporting scientific departments	22	45.55	1002.00			
Third axis: Financial requirements	Scientific departments	59	38.53	2273.00	503.000	-1.657	0.10
	Supporting scientific departments	22	47.64	1048.00			
Fourth axis: technological requirements	Scientific departments	59	39.42	2326.00	556.000	-1.055	0.29
	Supporting scientific departments	22	45.23	995.00			
Fifth axis: legal requirements	Scientific departments	59	38.76	2287.00	517.000	-1.672	0.09
	Supporting scientific departments	22	47.00	1034.00			
Total marks	Scientific departments	59	39.12	2308.00	538.000	-1.200	0.23
	Supporting scientific departments	22	46.05	1013.00			

Table (16) shows that there are no statistically significant differences between the averages of the responses of the study sample in determining the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait. Whereas, it is attributed to the variable of the scientific department of the study sample. The researchers attribute this result to the fact that the study sample from various scientific and supporting scientific departments strongly agreed on the importance of the human, administrative, financial, technological and legal requirements contained in the study tool. Whereas, the responses were not affected by their affiliation with scientific or supporting scientific departments, which confirms the importance of achieving these requirements.

B. Differences according to age

Table (17)

Results of the Mann-Whitney test for differences between the means of the study sample's responses according to the age variable according to age

	N	**Mean Rank**	**Sum of Ranks**	**Mann-Whitney U**	**Z**	**Significance**

					Statistic		
First axis: Human requirements	From 35 - 45 years old	12	30.29	363.50	285.500	-1.942	0.05
	From 45 years and above	69	42.86	2957.50			
Second axis: Administrative requirements	From 35 - 45 years old	12	35.38	424.50	346.500	-0.987	0.32
	From 45 years and above	69	41.98	2896.50			
Third axis: Financial requirements	From 35 - 45 years old	12	34.54	414.50	336.500	-1.101	0.27
	From 45 years and above	69	42.12	2906.50			
Fourth axis: technological requirements	From 35 - 45 years old	12	30.83	370.00	292.000	-1.732	0.08
	From 45 years and above	69	42.77	2951.00			
Fifth axis: legal requirements	From 35 - 45 years old	12	32.83	394.00	316.000	-1.554	0.12
	From 45 years and above	69	42.42	2927.00			
Total marks	From 35 - 45 years old	12	30.58	367.00	289.000	-1.692	0.09
	From 45 years and above	69	42.81	2954.00			

Table (17) shows that there are no statistically significant differences between the averages of the responses of the study sample in determining the requirements for applying Electronic Management in the College of Basic Education in the State of Kuwait. Attributable to the variable age or age of the study sample. The researchers attribute this result to the fact that the study sample, regardless of their chronological age, strongly agrees on the importance of the human, administrative, financial, technological, and legal requirements contained in the study tool. Whereas, their responses were not affected by the age variable, these requirements are necessary for the complete transition to Electronic Management in the College.

This result is consistent with the results of Al-Roqi's study (2016), which concluded that there are no differences between the averages of the study

sample's responses in determining the necessary material, human, and administrative requirements. The possibility of applying Electronic Management at Shaqra University is due to the variable years of experience in academic work.

C. Differences according to job title variable

Table (18)

Results of the Kruskal-Wells test for differences between the averages of the study sample's responses according to the job title variable

		N	Mean Rank	Sum of Ranks	Mann-Whitney U Statistic	Z
First axis: Human requirements Second axis: Administrative requirements	Training staff member	27	42.06	0.986	3	0.80
	Assistant Professor	11	43.05			
	Associate Professor	18	36.78			
	professor	25	42.00			
Third axis: Financial requirements Fourth axis: technological requirements	Training staff member	27	46.02	2.869	3	0.41
	Assistant Professor	11	36.73			
	Associate Professor	18	41.78			
	professor	25	36.90			
Fifth axis: legal requirements First axis: Human requirements	Training staff member	27	44.57	2.110	3	0.55
	Assistant Professor	11	41.95			
	Associate Professor	18	42.11			
	professor	25	35.92			
Second axis: Administrative requirements Third axis: Financial requirements	Training staff member	27	41.37	0.937	3	0.82
	Assistant Professor	11	37.14			
	Associate Professor	18	44.67			
	professor	25	39.66			
Fourth axis: technological requirements	Training staff member	27	40.67	1.134	3	0.77
	Assistant Professor	11	42.82			
	Associate Professor	18	44.33			
	professor	25	38.16			
Total marks	Training staff member	27	44.57	1.039	3	0.79
	Assistant Professor	11	38.27			
	Associate Professor	18	40.36			
	professor	25	38.80			

Table (18) shows that no statistically significant differences between the average responses of the study sample in determining the requirements for applying Electronic Management in the College of basic Education in the state of Kuwait may be due to the variable of the job title of the study sample. The researchers attribute this result to the fact that the study sample consisted of professors, associate professors, assistants and members of the training staff. They strongly agree on the importance of the human, administrative, financial, technological and legal requirements contained in the study tool. Whereas this indicates the extent of awareness and awareness of the study sample of their various job titles of the importance of achieving the requirements of Electronic Management, and that their responses were not affected by the variable of their job title.

This result is consistent with the results of the Al-Araimi study (2014), which revealed that there were no statistically significant differences in the estimates of the respondents on the requirements for the implementing of Electronic Management in the Colleges of Applied Sciences in the Sultanate of Oman due to the job variant. Whereas agrees with the results of a study by Magriba and other. (2020), which revealed that there are no statistically significant differences between the sample responses about the requirements of Electronic Iearning in Yemeni universities to face the corona pandemic, depending on the degree variable.

Whereas the result differs from the results of the Al-Ruqi's Study (2016), which found that there are differences between the averages of the study sample responses in determining the administrative requirements necessary for the possibility of applying Electronic Management at Shaqra University due to the variable nature of the work and the differences were in favor of the assistant professor.

The study results are as follows:

1-There are some of requirements necessary to implement e-management in the College of Basic Education in the State of Kuwait. In the first place, the human requirements (Arithmetic mean = 4.74); in the second place, the legal requirements (Arithmetic mean

= 4.72); in the third place, the technological requirements (Arithmetic mean = 4.69); and in the fourth place, the administrative requirements (Arithmetic mean = 4.67); and the last place, the financial requirements (Arithmetic mean = 4.59).

2-The most important human requirements necessary to implement e-management in the College of Basic Education are "The college must have programmers to design e-programs and technicians capable of maintaining the devices" with (Arithmetic Mean = 4.77), and in the second place it was "The college's technicians must have a high degree of Efficiency in addressing technical defects to improve performance" with (Arithmetic Mean = 4.75), and in the third place: "All employees of the college must have an email affiliated with the educational institution" with (Arithmetic Mean = 4.74).

3-The most important administrative requirements necessary to implement e-management in the College of Basic Education are: "The college administration must be aware of the concept of electronic administration and its importance." With (Arithmetic Mean = 4.77), in second place "It is important to have appropriate plans to manage remote work during crises." With (Arithmetic Mean = 4.69), in the third place was "There must be a comprehensive plan for college management in implementing e-management." With (Arithmetic Mean = 4.68).

4-The most important financial requirements necessary to implement e-management in the College of Basic Education are "The college must provide high-quality and fast Internet services at reasonable prices for all college members" with (Arithmetic Mean = 4.77), and in the second place it was "It is important to allocate an annual budget to develop software and hardware networks in the college" with (Arithmetic Mean = 4.67), and in the third place "The college must allocate a sufficient budget to prepare the necessary cadres to efficiently implement e-management in the college" with (Arithmetic Mean = 4.56).

5-The most important technological requirements necessary to implement e-management in the College of Basic Education are: "The college must provide an Internet network specialized in

academic software and search engines to facilitate the work of faculty members." with (Arithmetic Mean = 4.79), in the second place: "The college must have an electronic portal with a modern and integrated database for all administrative and educational work services." with (Arithmetic Mean = 4.78), in the third place was: "The college must provide computer security software for the security of information and electronic transactions." with (Arithmetic Mean = 4.75), and in the fourth place: "There must be an electronic link between the college and the corresponding colleges in teacher preparation," with (Arithmetic Mean = 4.72), and in the fifth place: "The college must have computers for both academics and administrators connected to e-management." with (Arithmetic Mean = 4.70).

6-The most important legal and legislative requirements necessary to implement e-management in the College of Basic Education are: "It is important for the college to provide legal protection for the preservation and confidentiality of college data." with (Arithmetic Mean = 4.78), in the second place, "The college administration must provide regulations that punish the hacking of the college's e-management databases," with (Arithmetic Mean = 4.75), and in the third place: "It is important that the college is to prepare sufficient regulations for implementing e-management." with (Arithmetic Mean = 4.72), and in the fourth place: "The college is to set regulations and laws that allow the preservation of personal identity in the electronic transactions at the college," with (Arithmetic Mean = 4.70).

7-There are no significant statistic differences between the averages of the responses of the study sample in determining the requirements for applying e-management in the College of Basic Education in the State of Kuwait due to the variables of gender, scientific department, age, and job title.

The study
recommendations and proposals

Based on the results of the study, the researchers recommend the following:

1.The need for the Management of the Faculty of Basic Education to contract with international institutions and companies in the field of Electronic Management to provide experts, programmers, and technicians in this field. The terms of the contract include the provision of experts to conduct training courses in the field of Electronic Management for those working at the Faculty of Education, including administrative leaders, Faculty members, training and staff, as well as students.

2.Establishing an independent and specialized unit or department for Electronic management within the college, comprising a group of national experts in the field of Electronic management to study the necessary Electronic training needs for the college members and then develop and implement plans for sustainable Electronic professional development within the college..

3.The senior management of the College of Basic Education, represented by the college deanship, shall develop a comprehensive strategic plan for programs and activities, with specific timing, to raise awareness of Electronic management culture and digital transformation and disseminate this culture among all college members, including students, faculty, training and administrative staff, with annual review of these plans for development and updating based on evaluation data of the implementation results of these plans.

4.Establishing a crisis management department within the college that includes a diverse national expertise according to the college departments, in order to be familiar with a wide range of experiences in managing expected crises, whether they are health-related such as the coronavirus pandemic, natural disasters such as earthquakes and floods, or human-related such as wars and others; and specializing in developing a comprehensive vision for expected crises after conducting a thorough study of all local and global challenges, and then developing a plan to deal with those crises and reviewing it whenever necessary.

5.Providing the necessary financial allocations for the modernization and maintenance of the technological infrastructure of the College, including computers, security programs, surveillance cameras and

high-speed internet. In addition, increase these credits annually to ensure that the infrastructure meets the renewable requirements of Electronic Management in the Faculty.

6. The Management of the Faculty of Education adopts partnerships with international companies specialized in digital devices to hold periodic exhibitions within the Faculty of its digital products. Whereas products are sold at prices that suit the College's students, Faculty members, trainers and employees.
7. The college administration issuing decisions and legal regulations ensuring the protection and confidentiality of data and information during the implementation of Electronic management processes, with a review of these regulations whenever needed for development and updating, with these decisions and regulations including the maximum penalties for anyone who dares to breach the security, safety, and protection rules for information and data during the implementation of Electronic management at the college.
8. The Faculty of Education issuing the necessary and sufficient regulations and decisions to apply the Electronic Management of the Faculty in all transactions that concern the College members of students, Faculty, trainers and staff.
9. The study suggests conducting a future study dealing with the obstacles of applying Electronic Management at the Faculty of basic Education in the state of Kuwait.
10. The study recommends conducting many future studies and research that address the relationship of the implementing of Electronic Management in the Faculty of basic Education in the state of Kuwait with institutional excellence.

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