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( Western Models )

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( Case Study )

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( Ford Foundations )

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( Tools of Analysis )

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( ) (Ferrel Heady )

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( ) ( Fred Riggs )

( ) ( Milton Esman )

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(corruptions)

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(East and West)

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(Numbering System )

(Examination System )

(Public Official )

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(Recruitment and

Selection Process)

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(Model) -

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(Implementation) -

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(Sexual Harassment )

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( Personnel Planning and Job analysis)

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( by contract)

( Internal Recruiting)

( overtime )

( Temporary employee agencies )

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( Job posting and bidding system)

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.( Promotion Application)

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( Promotion Committee)

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"Applications pool"  
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( The Process )

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( Applicants pool )

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( Initial evaluation )

( Testing )

" Interviews "

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One – on one

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" Interviews

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" Group Interviews "

" Panel Interviews "

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" the Process "

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" Grades "

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:( PAY SYSTEM )

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"Seniority"

( Schuster and P. Zinghiem )

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" The new Pays " ( )

(Wages policy) : -

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**:( Exception Policy ) -**

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" Spoil System "

" Merit System "

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" Civil Right Act " -

" Civil Right Act " -

" Social security Act " -

(fair labour Standard, 1938)

( Equal Pay Act ) -

( Civil Right Act ) -

Age discrimination in ) -

( Employment Act

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" Ferrel Heady "

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" Fred Riggs "

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.( Other Alternatives )	—
.( External Recruitment )	—

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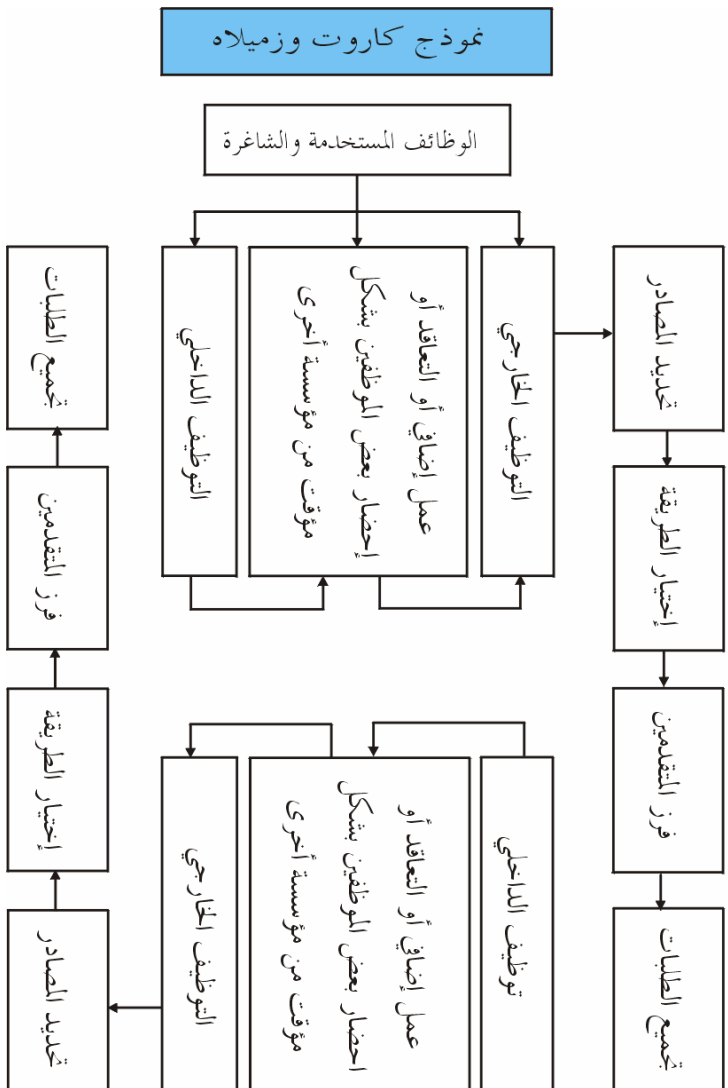
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موقع رقم ( ١ )

## مقارنة طرق الاستقطاب لنموذج كاروت وزميلاه بالطرق المتبعة حالياً بديوان الخدمة المدنية بالمملكة العربية السعودية

النموذج (أ)



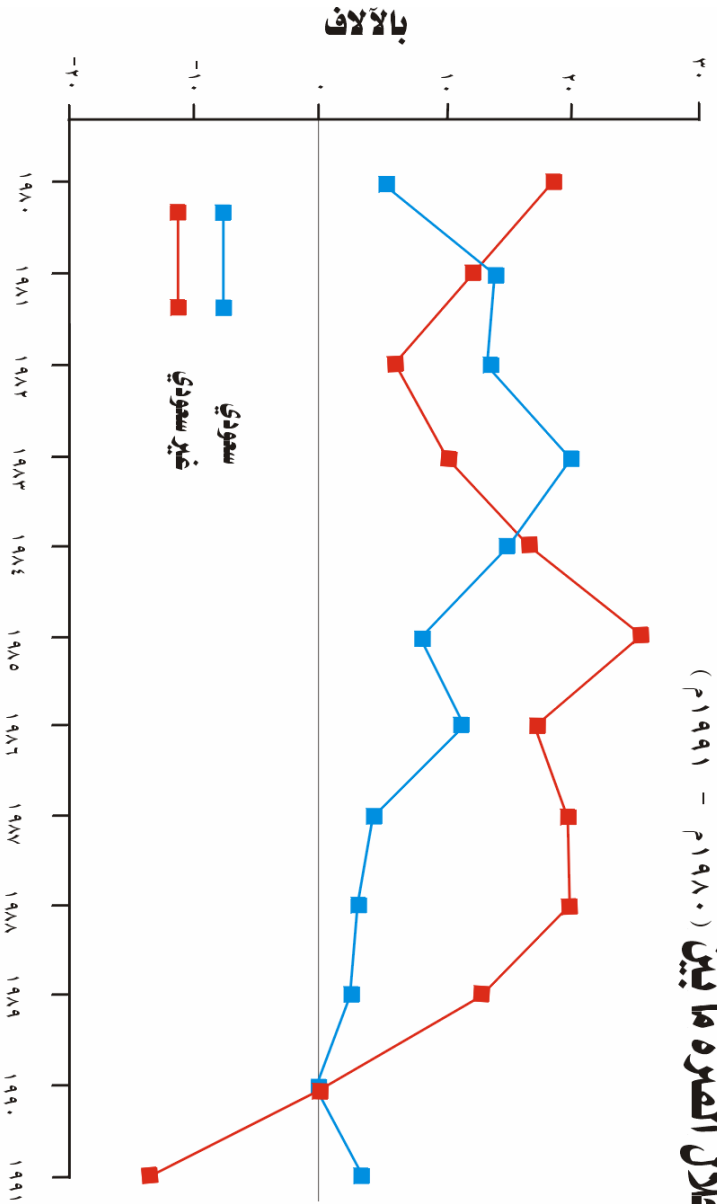
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ملحق رقم (3)

النموذج (ج)

### توظيف السعوديين وغير السعوديين خلال الفترة ما بين (١٩٨٠م - ١٩٩١م)



للمرجع جدول رقم (١)

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**Reasons behind the Failure Of Western Models Practices  
In The Third World Administration  
( A Case Study, Saudi Arabia )**

**Bader Al-Amaj**

Member of Majlis Ash Shura - Majlis Ash Shura  
P.O.Box 63393 Riyadh 11516 - Kingdom of Saudi Arabia

**ABSTRACT**

This research is an attempt to explain multiple ideas that appeared in the literature of public administration. These ideas come from different groups of western scholars whom claim that the failure of the third world administration has been caused by the adoption and imitation of the Western Models. In 1963 Saudi Arabia as one of the third world countries has been invited the Ford Foundation scholars to construct public sector employment system model in the civil service bureau, and this model has been adopted since 1970.

The examination and evaluation of this model concludes that the defects in Saudi Arabia public Administration has no direct relation to the adoption of western practices. The findings manifest six main environmental factors that have an adverse direct and indirect impact on recruitment and selection of public employment in Saudi Arabia. These factors are personnel planning and job analysis, employment policy, pay system as well as other external factors such as the contradiction between the essential policy and practice " centralization and interlocking of official and social relations.

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