

Study Summary

This study aimed at identifying the causes of national manpower escaping from the private sector, finding the appropriate solutions for them, it attempted to find answers for the following questions:-

1. What are the main organizational causes that lead the national manpower escape from the private sector?
2. What are the most important materialistic and spiritual causes for making the national manpower escape from the private sector?
3. What are the most important personal and social causes that made the national manpower escape from the private sector?
4. Are there substantial differences between trends of study sample towards causes making the national manpower escape from the private sector (organizational, materialistic, spiritual, personal and social) in accordance with the following variables:-
 - (a) The legal setting of the organization where the person worked.
 - (b) The type of organizational activity.
 - (c) Nature of the person's work during his/her previous career.
 - (d) Number of positions filled previously by the person.
 - (e) How did the person stop his/her relationship with the previous career.
 - (f) Nationality of his/her manager during the previous career.
5. What are the proposed solutions that may help in controlling of the escaping phenomenon of national manpower from the private sector?

The study used the descriptive methodology with its surveillance introduction, relying on the questionnaire as a main tool for data-collection after making sure of its credibility and permanence. Then it was distributed over the study

community represented by the escapes from the private sector. The study sample reached 509 persons escaped from the private sector.

The study realized numerous results the most notable of which were the following.

1. One of the most important organizational causes for making the national manpower escape from the private sector is absence of a clear functional line of promotion, absence of feeling of justice of performance evaluation, absence of feeling of job security, absence of suitable training opportunities in addition to the one day only of weekly day-off.
2. Some of the most important materialistic as well as spiritual causes lead to escaping of national manpower from the private sector are low salaries, less incentives and absence of financial rewards for the hard working employee.
3. Some of the most important personal and social causes for making the national manpower escape from the private sector are the desire to complete one's education, preferring to work at the public sector, joining the organization temporarily until he/she finds another opportunity, inability to meet the family and social requirements because connecting to work and the distant of the workplace from the house.
4. That the different age categories of the study sample see that the organizational, materialistic and spiritual factors are the most important causes for the escaping of national manpower from the private sector, there are more conforming with 35-40 age category.
5. Absence of differences with statistical proofs among the escapees from work at the private sector such as (organizational factors, materialistic and spiritual factors) according to the variability of social condition.
6. The social category of (divorced – widow) see that the personal and social factors are some of the causes for escaping from the private sector.

7. Absence of statistical differences among escapees from the private sector such as (organizational factors) according to differing of their educational qualifications.
8. The primary level qualification in the study sample see that the materialistic & spiritual causes are from the most causes lead to escaping of national manpower from the private sector.
9. The escapees from work at the family firms see that organizational, materialistic, spiritual, personal and social factors are real causes for escaping from private sector.
10. The escapees who were working under non-Saudi managers they see that organizational, materialistic, spiritual, personal and social factors considered real causes for escaping from work at the private sector.

They are more conforming with this fact that those who were under Saudi managers.

Some solutions were formulated to prevent the escaping of national manpower from the private sector and achieve job stability, making for them the suitable working environment via formulating certain criteria for promotion and determine the line for each position, adhering with justice bases on performance evaluation, providing the job security by putting certain controls for decisions of end of service, connecting them with severe disciplinary conditions imposed over violators, in addition to providing the training and developing opportunities and helping the employee to complete his/her study, putting stress on work distribution and distribution of roles over employee according to their capabilities and skills, considering the number of hours worked and days of work in a way to become near to the work and hours and days at the public sector.

The study recommended that there must be a data base at the ministry of work about the escapees from working at the private sector in order to reach to the course from their escaping. The labors & laborer law must be updated and

developed by the way to make its articles attracting factors for national manpower through protecting their rights and making them feel the job stability and security. The study recommended to coordinate between the relating departments to achieve the compromise between the higher education products and work market requirements. There must be more studies and researches in future about escaping of national manpower from the private sector.