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Time at UoN: Since 2020

Received Ph.D. Educational administration from the University of Muhammad Al'awal in 2019
M.A. or M.S. in. Educational administration from the University of Yarmouk in 2015, and B.A. in
Educational from the University of Sultan Qaboos University. His research interests are
Educational administration, Psychology, Measurement , Evaluation and Research Methods.

[01521-9281.pdf](#)

Academic Qualifications

ph.D, Muhamad Al awal, 2019

M.A., Yarmouk University, 2015

Bachelor of Education, Sultan Qaboos university, 2000

Teaching Activities

Middle school teacher, All subjects of Islamic education, 2000-2002

Post-primary teacher, All curricula for the academic levels, 2003-2007

Psychology of Educational Administration , This course covers the psychology of

educational management in educational institutions in terms of the concept of school administration, objectives, characteristics and its importance. The course will also cover the concept of the leadership, styles of leadership, qualities of good leaders, the differences between leaders and managers and the theories of leadership. A major part of this course will cover employee engagement, reasons for low employee engagement and different sources of measuring employee engagement. This part will discuss the role of leadership in promoting employee engagement. Students will also study the employee satisfaction, its factors, and trends. As well as workplace conflicts and approaches to managing them. In addition, there will be a section to discuss stress in the workplace. The section will cover the nature of these stresses, their impact on the performance and the strategies of managing them. The concept of negotiation, its importance, and objectives will be covered in the final section. Strategies and processes of negotiation will be discussed intensively as well as the obstacles of negotiations., Fall semester 2019

Organizational Behaviour, Organizational Behavior Course Description This course is providing students with a foundation of the fundamental skills they need to understand the managing of organizational behavior. The course commences with an introduction of the organizational behavior, concepts, and contents. The course will discuss the models of organizational behavior and its significance for the organizations. It is will also discuss modern organizations and the concept of group work. It will shed light on its characteristics and the factors of its establishment. Also, it will discuss the features of its solidarity. In addition, the course will also discuss the leadership and the organizational behavior in the educational field (The concept of the leadership, types, theories, and its importance). There will be a focus on the educational administration and its importance for the administrative process. The concept of the organizational climate in the educational institutions and its dimensions is an important part of this course. It will discuss its characteristics and approaches for measuring the organizational climate. Moreover, the occupational stress will be discussed in the course and how does it affect the performance of the employees both positively and negatively. Conflict management, concepts, and types will be discussed in this course as well., Fall semester 2019

Administration of Higher Education, Course: Administration of Higher Education This course introduces the theoretical and practical aspects of higher education in detail. In addition, it introduces the importance of higher education institutions within the system of educational institutions. The functions of higher education institutions and their goals, strategies and patterns will also be discussed. The course also deals with the requirements of admission to higher education and financing it. It will discuss the issues of globalization, privatization and total quality management in educational institutions. Academic freedom and teaching competencies of a faculty member in higher education institutions are another important

section of the course and it will be discussed in a democratic atmosphere and critical thinking. The course will shed the light on the role of higher education in setting the policies, planning and the implementation of these strategies to build on and complete the role of general education. The course will also link the role of higher education with the requirements of the labour market., Spring Semester 2020

Organizational Behaviour, Organizational Behavior Course Description This course is providing students with a foundation of the fundamental skills they need to understand the managing of organizational behavior. The course commences with an introduction of the organizational behavior, concepts, and contents. The course will discuss the models of organizational behavior and its significance for the organizations. It is will also discuss modern organizations and the concept of group work. It will shed light on its characteristics and the factors of its establishment. Also, it will discuss the features of its solidarity. In addition, the course will also discuss the leadership and the organizational behavior in the educational field (The concept of the leadership, types, theories, and its importance). There will be a focus on the educational administration and its importance for the administrative process. The concept of the organizational climate in the educational institutions and its dimensions is an important part of this course. It will discuss its characteristics and approaches for measuring the organizational climate. Moreover, the occupational stress will be discussed in the course and how does it affect the performance of the employees both positively and negatively. Conflict management, concepts, and types will be discussed in this course as well., Spring Semester 2019

Research Activities

- Research Interests

Discussing the message of Ibtisam Bint Salem Bin Zahir Al-Azaria

Chairing the Shadi Ahmed Sami discussion committee

Discuss the message of Al-Zahra bint Abdul Aziz Al Abdul Salam

Discuss the message of Ahmed Suleiman Abdullah Al-Nabhani

Chairing the discussion committee, Saeed Al-Hinai

- Publications

Article:

1. 2020 [The Motivated Factors for Doing Homework from the Perspective of Students and](#)

[Teachers and their Relationship with Other Variables](#), The study aimed at identifying the perspectives of students and teachers about the motivated factors for doing homework and their relationships with some variables. The study used a descriptive research approach. The sample of the study consisted of (57) male and female teachers and (72) male and female students in grades (8-10) from basic education schools in the Wilayat Al-Awabi at the Sultanate of Oman. A 28-items questionnaire was developed to identify the degree of the effect of certain factors on motivating students to do the homework from the perspectives of the sample. Reliability and validity of the responses were verified. Results showed that the most motivating factor for students to do the homework as perceived by the students was the availability of a suitable place for study in the house whereas the most motivating factor for students to do the homework as perceived by the teachers was teacher`s immediate marking of the homework. The results also showed statistically significant differences on students` perspectives with respect to gender, grade level, academic achievement level, subject area, and socioeconomic status of the student`s family. Additionally, the results revealed statistically significant differences on teachers` perspectives with respect to teaching experience. There was no statistically significant difference on teachers` perspectives with respect to teacher`s gender. The study concluded with some recommendations and suggestions to reinforce the homework in the educational process. Keywords: Homework, students` perspectives, teachers` perspectives, evaluation, Sultanate of Oman

2. 2020 The degree to which schools' principals in the Sultanate of Oman utilize digital leadership from the perspective of the principals` themselves , This study aimed to explore the degree to which schools' principals in Oman utilize digital leadership from the perspective of the principals` themselves. In addition, the impact of gender, years of experience, and educational qualification was examined. The researchers used the descriptive research approach, where a questionnaire consisting of (31) items was constructed. It was divided into four areas: planning (7) items, organization (11) items, supervision and follow-up (8) items, and electronic content (5) items. In this study, 207 principals (male and female) from various governorates in Oman were randomly selected. The results showed that the degree to which schools' principals in Oman utilize digital leadership from the perspective of the principals` themselves was high. Additionally, the results showed that there were statistically significant differences between the averages of the degree to which school principals utilize digital leadership (as a whole) and their areas attributed to gender, years of experience, and qualification. Based on the findings, the researchers came up with a set of recommendations, for instance; providing classrooms with digital devices, using digital applications in all teaching and administrative processes, and training teachers to design electronic tests and to facilitate the process of correction

and follow-up. Key words: Recruitment degree, digital leadership, schools' principals, Sultanate of Oman.

3. 2020 [The Reality of Alternative Assessment for Teachers of the First Cycle of the Basic Education in the Sultanate of Oman: Use, Self-Efficacy, and Attitude](#), Abstract This study aimed at identifying the reality of alternative assessment for teachers of the first cycle of the basic education in the Sultanate of Oman with respect to the degree of teachers' use of alternative assessment strategies, level of self-efficacy for alternative assessment strategies, and attitude towards alternative assessment, and their relationship with other variables. To achieve aims of the study, a descriptive research approach was utilized. A 5-point self-rated questionnaire was developed. It consists of three sections: Actual use of alternative assessment strategies (21 items), self-efficacy for alternative assessment strategies (21 items), and attitude towards alternative assessment (27 items). The psychometric properties of the questionnaire were examined in terms of validity and reliability. The questionnaire was administered to a sample of (392) teachers teaching grades (1-4) of the first cycle of the basic education from three governorates (Muscat, Batinah North, and Batinah South) in the Sultanate of Oman. Results showed that teachers' use of alternative assessment strategies was high, their level of self-efficacy for alternative assessment strategies was high, and their attitude towards alternative assessment was positive. Also, there were statistically significant differences between the teachers on the use of alternative assessment strategies, level of self-efficacy for alternative assessment strategies, and attitude towards alternative assessment attributed to specialization and training in alternative assessment. However, there were no statistically significant differences between the teachers on the use of alternative assessment strategies, level of self-efficacy for alternative assessment strategies, and attitude towards alternative assessment attributed to years of teaching experience, teaching quorum, and teaching load. The study recommends conducting workshops on alternative assessment for the teachers and more research in the area of alternative assessment. Keywords: alternative assessment, use of alternative assessment, self-efficacy, attitude towards alternative assessment, female teachers, first cycle

4. 2020 [REASONS FOR THE RELUCTANCE OF ELEMENTARY STUDENTS AT WADI BAN KHAROUS SCHOOL IN PARTICIPATING IN SCHOOL BROADCASTING FROM THEIR PERSPECTIVE](#)

5. 2020 [The Degree of School Administration Practice and Its Role in The Development of Traffic Awareness Among Students at south Al-Batinah Governorate As Perceived by Teachers and Principals](#)

6. 2019 [Constructing a Scale Measuring Attitude of 10th Grade Students toward Geography](#)

[Subject in the Sultanate of Oman](#), Abstract: This study aimed at constructing an instrument to measure attitude towards geography subject. A descriptive research design was followed in the study. The sample included 500 male and female students enrolled in the 10th grade in Muscat, South Al-Batinah, and North Al-Batinah governorates in the Sultanate of Oman. The factor analysis yielded a 25-item scale consisting of five dimensions: enjoying studying geography subject, importance of geography subject, learning geography subject, relevance of geography subject to future profession, and nature of geography subject. Results also showed acceptable levels of validity and reliability. The researchers recommended using the scale by geography teachers to modify the negative attitudes of the students toward the subject. The researchers suggesting conducting other studies to verify the applicability of the scale for other samples. Keywords: measurement ; validity ; reliability ; psychometric properties ; attitude.

Conference or Workshop:

1. 2019 [The Effect of Postgraduate Programs on Acquiring Leadership Skills from the Perspectives of Their Graduates](#), This study aimed at examining the effect of postgraduate programs on acquiring leadership skills from the perspectives of their graduates and the effects of study variables (gender, area of qualification, experience) on them. The researchers employed the descriptive research design. A questionnaire was constructed to measure the effect of postgraduate programs on acquiring leadership skills from the perspectives of their graduates. It consisted of 24 items divided into two domains: Personal leadership skills (13) items and Administrative leadership skills (11) items. A random sample of 174 holders of postgraduate degrees from the Ministry of Education was selected. Results showed that the effect of postgraduate programs on acquiring leadership skills from the perspectives of their graduates was moderate. The results also showed statistically significant differences with respect to gender and area of qualification on the averages of the effect of postgraduate programs on acquiring leadership skills from the perspectives of their graduates. However, there were statistically significant differences with respect to experience in the effect of postgraduate programs on acquiring leadership skills from the perspectives of their graduates. The differences were between those having 9 to 16 years of experience and those having more than 17 years of experience favoring those having more than 17 years of experience. Based on these results, the researchers recommended the importance of considering the opinions of the postgraduate degrees holders to benefit from their constructive feedback on developing educational plans and programs. Also, it is important to give holders of postgraduate degrees opportunities to practice negotiation skills when conducting negotiations between the Ministry and the local community and when conducting external negotiations. Keywords: Postgraduate programs, leadership skills, holders of postgraduate degrees

2. 2018 [Development of an Instrument to Measure the Effect of the Psychological Dimension on Student Participation in School Broadcasting Programs](#), This study aimed at developing an instrument to measure the effect of the psychological dimension on student participation in school broadcasting programs. A descriptive research design was used. The study sample consisted of 121 students from grades 10 and 11 in Wadi Bini Kharus School for Basic Education in South Al-Batinah. The instrument initially consisted of 23 items. After considering reviewers' comments, the instrument consisted of 16 items. The instrument was subjected to a psychometric analysis, which showed acceptable levels of validity and reliability. The researchers recommended using the instrument by teachers and supervisors of the school broadcasting programs to strengthen the positive psychological aspects of student participation in the school broadcasting programs. Also, the researchers suggested conducting an experimental study to examine the effects of the psychological factors (e.g., confusion, shyness convergence, willingness) on student participation in the educational activities. Keywords: measurement, psychological dimension, school broadcasting.

3. 2017 [The extent to which schools apply the efficiencies of Head teachers and the educational system of indicators in Al Batinah South Governorate from the perspective of Head teachers](#)

4. 2016 [The educational indicators role in improving school performance in the Sultanate of Oman from the perspective of Head teachers](#), This study aimed to disclosure of the educational indicators role in improving school performance in the Sultanate of Oman from the perspective of Head teachers , as well as disclosure of the impact of the study variables (sex, academic qualification , experience) , the research used the descriptive survey , which was a questionnaire to measure the educational indicators role in improving school performance in The Sultanate of Oman from the perspective of Head teachers. The tool compiled of (24) paragraphs ; distributed on two aspects : technical and has (12) paragraphs and the administrative aspect which has also (12) paragraphs. In this study sample stratified random way multistage has been selected and used via google drive , so the study consisted of 60 of Head teachers from the Schools in the Sultanate of Oman (as a whole). The results of this study have shown that the role of the educational indicators in developing school performance in the Sultanate of Oman from the perspectives of Head teachers as whole and aspects of it was (medium). The result also showed no statistically significant differences at ($\alpha=0.05$) between the averages of the educational indicators role in improving school performance in The Sultanate of Oman from the perspective of Head teachers(as whole) and its aspects from the perspective of Head teachers attributable the variables of the study(sex, , academic qualification , experience) Based on the findings of the study, the researchers recommended a set of recommendations including: Holding

more meetings with head teachers and their assistances with regard to apply and occupy the educational indicators in developing school performance. The necessity of supporting schools administrations by providing them with enough cognitive and technical knowledge and how to benefit from these indicators. Key Word: educational indicators, improving school performance , Head teachers, Technical Filed, Administrative Filed.

Faculty Administrative Experience

2008 - 2019: Assistant principal of a high school - The Ministry of Education

Obtaining the first positions in scientific research

2002 - 2005: School manager - The Ministry of Education

Enter the school scout movement

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