

**تصميم وإثراء وظيفة المرشد التربوي بالمدرسة الثانوية  
العامّة في جمهورية مصر العربية في ضوء التجديدات  
التربوية الحديثة**

**ملخص رسالة مقدمة**

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**إعداد**

**إشراف**

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Designing and Enrichment of Educational Counselor  
Job at the General Secondary School in the A. R. E.  
in the light of the Recent Educational Renewals

**A thesis Abstract**

**for the M. A. Degree in Education  
(Educational Administration)**

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**Cairo**

2005 – 1426

*Designing and Enrichment of Educational Counselor Job at the General Secondary School in the A. R. E. in the light of the Recent Educational Renewals*

**Introduction:**

The most important foundation for any organizational structure in any institution is a good job design. This can be achieved through identifying the content and components of jobs including tasks, description, performance technique, the relation with the other jobs as well as the requirements of each job in organization.

The job is considered one of the recent techniques used in redesigning jobs nowadays, task the goal of increasing the variety of job tasks and activities or what is called “job scale” which means enriching the job horizontally. On the other hand this can increase the person’s freedom to plan, organize and control his work or what is called “job depth ” which means enriching the job vertically. This helps to achieve job satisfaction and promotes motivation for work.

In the educational institutions the counselor is one of the important jobs that needs to be redesigned to keep up with the recent educational renewals that the secondary school witnesses.

**The research problem:**

Through all the efforts that the ministry of education in Egypt has done in the field of vocational and educational guidance for students in secondary school, there are still some points of weaknesses in this field.

The research problem can be identified in the following main question:

**How can the educational counselor, job at the General Secondary School in Egypt be designed and enriched in the light of the recent educational renewals?**

This main question can be divided into the following **sub-questions:**

- 1- What is the concept of job design and the development of its styles?
- 2- What is the basis for the concept of job enrichment ?
- 3- What are the content and tasks of the educational counselor's job in the general secondary school?
- 4- What are the importance and tasks of the educational counselor's job in achieving the recent educational renewals in the general secondary school?
- 5- What are the sides of job enrichment for the educational counselor at the general secondary school.
- 6- What is the status-quo of the educational counselor's performance at the general secondary school in Egypt ?
- 7- What are the suggested mechanisms for the educational counselor's job design and enrichment at the general secondary school in Egypt in the light of the recent educational renewals?

The goal of this research is to propose a group of mechanisms to design and enrich the educational counselor job in the general secondary school in Egypt in the light of recent educational renewals.

This research depends on the descriptive method, It included five chapters as follows:

### **Chapter I: The research General Framework which includes**

An introduction, the problem the research limits, its goal and importance, its sources and tools, the previous studies, the terms, the research methodology and steps.



## **Chapter II: Designing and Enriching the educational counselor job at the general secondary School (A theoretical study).**

This chapter previewed the concept of job design and the development of its styles, as the enriched job, and stages of job enrichment, as the educational counselor job including: the standards of choosing the educational counselor, preparing and training programs, the tasks and roles which he is carrying out within the school, as stated standards of activating the educational counselor job at the general educational renewals.

## **Chapter III: The statusquo of the educational counselor job at the general secondary school in Arab republic of Egypt (A theoretical study).**

This chapter stated the importance of vocational and educational guidance in secondary school, as in addition to the aspects which clear the interest in job counseling process, It also statusquo of the educational counselor job including: The standards of choosing, preparing and training, and his tasks, job enrichment reason of the educational counselor, This was done through analyzing some official documents and references available in this field.

## **Chapter IV: The statusquo of the educational counselor job at the general secondary school in Arab republic of Egypt (Afield study).**

This chapter is concerns with knowing of the statusquo of the educational counselor job at the general secondary school including: The objects of the educational counseling, preparing and training of the educational counselor, and his tasks.

## **Chapter V: Suggested mechanisms to designing and enriching general secondary school in Arab republic of Egypt in the light of the recent educational renewals.**

### **The most important results of the research included:**

- 1- The process of redesigning the educational counselor job requires analyzing all the basic dimensions of this job which include the tasks, abilities, skills and training programs.
- 2- Using the data of analysis in putting acomplete design for the educational counselor.

- 3- Assuring the availability of the educational counselor job characteristics, and the desire of the educational counselor to enrich their jobs to guarantee the success of the job enrichment program in reaching its good which is to increase the motivation to wards work and achieve the job satisfaction for the educational counselors.
- 4- Having ambiguity in the educational in the educational and the professional counseling goals in the minds of those who perform this job.
- 5- The lack of resources provided for the counselor to help him to carry out his tasks.
- 6- The tasks of the educational counselor are only concentrated in the educational side.

**The most important recommendation of the research included the following:**

- 1- Planning to establish a special administration for the vocational and educational counseling in the ministry of education.
- 2- Specializing the recess financial accreditation to support the counselor other than his counseling tasks.
- 3- Establishing foundation and standards for choosing the counselor in school.
- 4- Preparing training programs and courses to develop the counselor's skills.
- 5- Decreasing the tasks which are required from the counselor other than his counseling tasks.