

International Human Resource Management

The national vision of the United Arab Emirates (2030) carries with it the winds of change and actual development in all areas that affect the citizen's life, not the evidence of the seriousness of the implementation of the vision, the rapid establishment of the decision support center, the adoption of the governance of that vision and the accuracy of the objectives and performance indicators, the operational programs of that vision, which will enhance the follow-up, review and evaluation process and facilitate the tracking of achievement levels against predefined criteria. The National Vision (2030) derives its strength from the strength of its content, which is focused on current and future challenges, and from the full support of the national vision of the country's leaders with all its objectives, initiatives and executive programs. Professional development, by following the scientific methodology known in the development of strategic plans, as well as the awareness of officials of the importance of the human element in the translation of the national vision in practice on the ground, where the attention to the human resource in more than one place in that vision, once a goal, and another program, as an initiative, and others positions and axes, which we will review them aside in this article. There are many reasons behind this great interest in human resources within the national vision. Human development means the development of homelands, and the human resource is the most important resource of production resources because it possesses the cornerstone of other resources. It is the one who volunteers, deals with it and achieves integration among them. For one reason or another will be reflected directly on those resources, the national vision in the end and has been achieved, and is gratifying what is associated with the vision of a shift in the perception of human resources in terms of thought and practice, the most obvious example reflects this transformation, which is a major program of vision , which the aim is to ensure that government sector employees have the necessary skills and capabilities to achieve effective performance through training and work to increase productivity and efficiency in performance, providing a rewarding environment for rewarding and striving to link human resource departments to the top of the organizational pyramid in government agencies. It gives them greater organizational importance and therefore greater powers, and more importantly, the shift from individual and personnel management practices to human resources management practices. The roles of these departments are no longer limited to consultation only and routine procedures. In the formulation of strategic plans, emphasis will be placed on staff and managers alike, building future leadership, as well as shifting the perception of the employee from being a component of production to being considered as one of the assets of a government establishment by looking at it as human capital. It is not possible to review the initiatives of each government agency in the national transformation program, but the focus on human resources is an integral feature of the national vision. Initiatives such as: "raising the performance of human resources", "restructuring the public service", "rehabilitating workers”, "Vocational training", "transformation towards digital education" and "development of the education system." It was remarkable that the vision focused largely on the rehabilitation of human resources, especially young people in the entrepreneurship sector as an important sector which moves the ambition of the citizen from the search for a job, to innovation jobs for other citizens through the establishment of small and medium enterprises, and by encouraging productive families. More importantly, these and other visionary approaches have been transformed into practices at a very rapid pace from the inception of the vision. This can be deduced from the establishment of the General Authority for Small and Medium Enterprises. Finally, we can confirm - through rapid review - the main objectives, the national transformation - that human resources management has been widely distributed as a major component of the vision, and perhaps giving the human resource the value it should have in any direction or action; contributes to putting this work on the right track, and I see that the shift generally foreshadows change and change management have certain assets in management literature, so it is important to apply these assets through the adoption of an integrated plan for the management of change contribute to the achievement of the desired development.