

Dear Writer

Below my comments in the assignment of quantitative methods "HR challenges in higher education"

My comments in literature review and conceptual frame work:

My only comments is to add the below as the main challenges that is facing HR among others to be added from your side "to add it to the conceptual frame work"

Budget: as it is limited to the number of students as they are the main source of revenue and it is changing from year to year.

Increase in the health insurance cost: due to the age of the professors usually high and number of children in the network which will increase the annual renewal.

Recruiting: finding rare specialization, short notice, salary scale

Turn over of faculty: short notice, not coming back from the summer vacation which affect the recruiting process. Main reason of turn over: **work load, salary, culture and environment, family issues, "we can add them in the survey"**

Adopting of the new regulation from the government, CAA, KHDA

Leadership development and continues changing:

Use of technology: and implementing new systems for all faculty and administrative.

My comments on Research methodology

Regarding the sample and data collection the sample need to be from the HR department not from the faculty as the aim of the assignment is to determine the challenges that are facing HRD.

As per my professor if we are taking the sample from the faculty we need to change the subject to faculty satisfaction from HR which is not accepted by this point.

The second point is to focus on the private universities only and the sample need be from them only not from the government.

The rest of the methodology need to be change based on that as it all focus on the faculty survey but it should be on the HR staff survey.

My comment to on the data analysis, conclusion, recommendation:

Need to change based on the new survey

My comments on the survey

Need to be change to be filled by hr department "admin + manager"