MAXIMIZING RETURN ON INVESTMENT IN THE HUMAN CAPITAL OF FACULTY MEMBERS IN SAUDI UNIVERSITIES

Safar Bakheet Almudara, Prince Sattam Bin Abdulaziz University, Saudi Arabia

dx.doi.org/10.18374/EJM-19-2.7

ABSTRACT

This study aims to propose return-maximizing practices in the investment in faculty-member, human capital in Saudi universities. A questionnaire was administered to a number of University development and quality deans and vice-deans in Saudi government universities in three rounds using the method of teleconferencing (Delphi). The purpose was to get the participants' opinion on proposed practices. The questionnaire focused on three axes: pre-investment axis, during-investment axis, post-investment axis. The results allowed the retention of 17 practices for the first axis, 17 practices for the second axis, and 16 practices for the third axis. With these practices in hand, this study recommends the adoption of procedures that allow maximizing investment return.

Keywords: *investment return, practices, faculty, Saudi Arabia*