

# Role of Public Authority for Disability Affairs in Implementation of Innovative Ideas of Researches from Perspective of its Leaders

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## Abstract

This Study aims to identify the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders. The study consists of leaders who are directors of departments, department controllers and heads of sections at the Public Authority for Disability Affairs. The number of study population is (32) of leaders. The study tool has been developed to identify the role on three levels as follows: First Level (Individual), Second Level (Institutional) and Third Level (Local), with (25) items for all levels. And the results were:

-The Role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders was in high degree.

-There were no significant differences due to gender variable at the significance level ( $\alpha = 0.05$ ) for the role of Public Authority for Disability Affairs in implementation of innovative ideas.

-There were significant differences due to occupation variable at the significance level ( $\alpha = 0.05$ ) for the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders, due to for the first levels to the director of the department, according to the results of the Scheffe test.

-There were no significant differences for the second and third levels due to the Occupation variable

This study recommended the need to encourage concerned authorities in the State of Kuwait towards the significance of encouraging and presenting innovative ideas of researches to the Public Authority for Disability Affairs.

**Keywords:** Public Authority for Disability Affairs, Scientific Research, Innovation, Leaders.

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## 1. Introduction

Majority of the states in the world seek scientific progress in all their fields for sustainable development of their societies. Particularly, since modern innovations play a significant role in pushing economic development for the better at all levels; This will not be achieved unless efforts are combined towards achieving the development objectives in the strategic plans of the State of Kuwait for the year (2035), one of its items aims to develop scientific research and form a knowledge economy based on innovation and creativity; so that the State of Kuwait becomes a significant commercial and financial center in the Arab Gulf in all scientific areas. It is necessary for Public Authority for Disability Affairs to have a role in stimulating development in all educational, health, social and economic areas for a specific group in society that needs great concern and attention by state institutions and to integrate them as an individual, cooperating worker within the natural society without being a burden on the family or the state. Accordingly, the research and development system requires concerted efforts between the Public Authority for Disability Affairs and various state institutions at all levels, in order to determine the ability of leaders at Public Authority for Disability Affairs to identify the needs of people with special needs on the one hand and to identify clear research paths that help develop Services provided to persons with disabilities and productive institutions in the industrial labor market on the other hand. Particularly, since the significance of coordination between the different organizational units in the various government agencies contributes to achieving common goals and objectives for the advancement of the State of Kuwait.

From this perspective, Kuwait Government has paid great attention to persons with disabilities in their interest, through the promulgation of the Amiri Decree of 2010 to transform the Supreme Council for Disability Affairs of the Ministry of Social Affairs and Labor as an independent body named - Public Authority for Disability Affairs - concerned with the interest and concern of people with disabilities in the educational, social, health and economic aspects of the country (Public Authority for Disability Affairs, 2022). In particular, since the first years of development of the authority came through a little cadre that facilitates routine procedures and attempts to activate the laws contained in the Law on Disabilities No. 8 of 2010. At the present time, after transferring other departments to the authority and increasing the percentage of employees, and after twelve years of work on developing the sectors until the present day; However, it needs further development, by encouraging innovations from scientific research for this category of people with disabilities, in order to give them a decent life in all civil rights in society.

Dr. Tariq Al-Shatti, former Director General of Public Authority for Disability Affairs, in a press statement, approved eight projects of the Authority for the development plan for the next five (5) years (2020/2015), indicating that it includes a number of significant aspects that directly affect the lives of persons with disabilities, stating that the authority has started projects and has already achieved a large completion rate in the preparation stages and these projects have begun to enter into implementation as a project for automating work of the authority since 2015, i.e. the transformation of the authority's work from traditional paper-based system to an electronic work system, in line with the global digital transformation. The Authority also entered into cooperation agreements with Kuwait Institute for Scientific Research for the community integration project and the draft general design standards and building design standards in line with the needs of people with disabilities (Al-Humaidan, 2015), through the project to develop protected workshops for people with disabilities, provide them with job opportunities and ensure projects of a service, development and construction nature.

In turn, the Director-General of Kuwait Institute for Scientific Research, Dr. Naji Al-Mutairi stated that the Memorandum of Understanding and Cooperation provided for the implementation of 10 training courses in one year for employees of the Public Authority for Disability Affairs, as a minimum, in addition to the development of the community integration project for protected workshops, pointing out that Public Authority for Disability Affairs is the executive body and the Institute is a consultative body ready to provide advice in all areas that serve the disabled, whether activating the articles of the law or other development projects (Al Anbaa Newspaper, 2015). This confirms that the agreements of Public Authority for Disability Affairs apply to consultations to implement administrative procedures to facilitate services provided to persons with disabilities as stipulated by law.

As for new events in the world towards the outbreak of the Corona Pandemic, as the electronic services provided to people with disabilities have become ready via the Internet without the need to attend the headquarters of the Authority, which witnessed a very large turnout of visitors during the period of the Corona Pandemic, due to the ease of obtaining them via the Internet (Shaaban, 2021), which in turn helped reduce the time period for obtaining services provided by the Authority than it was in the past, which requires a long period of work for months to provide the service to people with disabilities or their guardians.

As for the role of the Public Authority for Disability Affairs in implementation of innovative ideas of researches, either through field research or experimental research to serve people with disabilities, we find it rare. This is clear that there is a shortcoming in concluding agreements to encourage tangible innovations reached by researchers in scientific research that contribute to facilitating the communication and contact process with the disabled, which helps to develop cooperation with the commercial sector and the Public Authority for Industry in order to produce local products that help persons with disabilities instead of importing them from abroad and working to develop the domestic national product, which is a significant criterion for economic progress in the country.

Contributing to encouraging innovations resulting from a summary of scientific research helps provide new job opportunities for new products in the local market. It also empowers the youth of the current generation to the requirements of labor market and keep pace with current technological developments. The contribution of officials at Public Authority for Disability Affairs to support young inventors in the educational, social and health fields for persons with disabilities encourages the development and advancement of local industrial work. Innovations and inventions require financial financing sources to improve the quality of products and increase their marketing opportunities, whether in the local or international markets. Whenever there is governmental financial support towards these researches and studies, the more there is to attract researchers and faculty members in public and private universities to produce a large number of innovative ideas that help persons with disabilities, which leads to the development of products for the educational, social, health and various scientific activities on the one hand and an increase in the percentage of the Authority's financial profits from innovative projects on the other hand.

## 2. Study Problem

Scientific research is a significant source for development of all business in the various state institutions. Scientific research is used for several purposes, including description, interpretation, prediction and development of the lived reality. The search is a new thought that helps development in all areas. If the ideas are new, it is considered creativity, but if these ideas are converted into a tangible product, it is considered an innovation. Creativity and innovation in scientific research is a concept that is mixed by many researchers as two terms synonymous with one coin, but in fact innovation differs from creativity; as creativity includes intellectual and theoretical aspects, which often tend towards the philosophical aspect. Qandil (2010) defines creativity as thinking about what others have not thought, seeing what no one has seen before, or doing something that others have not done before, as an academic activity rather than an executive one, while innovation is the implementation of the idea and the manufacture of an idea on the ground more than an academic aspect. Accordingly, innovation is the process of transforming these ideas into reality so that they can be used and

benefited from on ground. We explain that innovation is divided into several types, including the first type, which is administrative innovation. Qandil (2010) explains that it occurs in the social and administrative system within the institution and the social system and refers to the relationships between individuals who interact together in order to achieve a specific goal or task. It is one of the types of innovation that the Public Authority for Disability Affairs is currently implementing with Kuwait Institute for Scientific Research by providing them with consultations that help in the integrity of the procedures followed within the Public Authority for Disability Affairs, facilitating the services provided and training employees by using different new methods in implementing the Law on Disability No. 8 of 2010. It is clear that there is a shortcoming in the use of technological innovation, which is the second type of tangible innovation by encouraging inventors and researchers, or benefiting from a summary of the results of applied scientific research by creating a new commodity or product that helps the disabled, such as: "a wheelchair, prosthetic limbs, headphones or E-learning programs for difficulties and slow learning" and others...etc. Encouraging the implementation of these innovations in new ways by Public Authority for Disability Affairs by forming work teams of Kuwaiti youth helps empower them to the requirements of the labor market and provide them with job opportunities, in addition to helping people with disabilities meet their tangible needs, which, in turn, helps to develop the country's domestic national product instead of external import from international companies, which requires a lot of time to receive applications and wastes public money from the budgets of Public Authority for Disability Affairs. Accordingly, it confirms the need to conduct this study to identify the role of Public Authority for Disability Affairs in implementation of these innovative ideas of research by answering the following questions:

What is the role of Public Authority for Disability Affairs in implementation of innovative ideas of research?

Are there significant differences attributable to the gender and occupation variable at the significance level ( $\alpha = 0.05$ ) for the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders?

### 3. Study Objectives

Identify the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders.

### 4. Study Significance

It is hoped that the following parties will benefit from the results of this study, in theoretical and practical aspects:

#### 4.1 Theoretical Aspect:

- Postgraduate students and researchers, as their theoretical aspect can be enriched.
- Provide employees with up-to-date information and ideas on the role of the Public Authority for Disability Affairs in implementation of innovative ideas of researches.
- Expand intellectual perceptions of leaders at the Public Authority for Disability Affairs in the areas of investment and the business world.

#### 4.2 Practical Aspect:

- Leaders at the Public Authority for Disability Affairs; to identify the content of the role the authority pursuing in implementation of innovative ideas of scientific researches.
- Planners and decision makers on the reality of implementing innovative ideas at the Public Authority for Disability Affairs.

### 5. Study Terms

The study includes the following terms:

The role is (procedurally) defined as: Those actions taken by an institution to implement its plans and desired objectives.

Public Authority for Disability Affairs is defined as: An independent legal person concerned with caring for the rights of persons with disabilities (Public Authority for Disability Affairs, 2022).

Innovation shall mean: "The company's ability to come up with something new adds more value and faster than competitors in the market" (Najm, 2015, P22).

Innovation is defined as: "The application of new creative ideas unprecedented in the profitability of the markets" (Al-Rifai, 2021, p136).

Innovative Ideas (procedurally) defined as: new ideas that have the ability to convert into a new product or commodity for the benefit of persons with disabilities, provided by researchers themselves or a summary of the outcomes of their scientific research.

Scientific Research is (procedurally) defined as: A systematic method of collecting information on a problem or idea that is written down and then analyzed to ensure its validity, modification or cancellation and ends with a

summary of logical outcomes that add new value to the work.

The leader is defined as "the person who uses his influence, power and all the authority that has come to influence the behavior and attitudes of individuals in order to achieve specific goals" (Momani, 2018, p 81).

Leaders, in this study, shall mean directors of departments, controllers and heads of sections at the several sectors of Public Authority for Disability Affairs.

## 6. Study Limits

The study is limited as follows:

**Human Limits:** This study is limited to all leaders at the Public Authority for Disability Affairs.

**Spatial Limits:** The application of this study is limited to the Public Authority for Disability Affairs in the State of Kuwait.

**Temporal Limits:** This study is limited to the year 2021/2022AD.

## 7. Theoretical Literature

The following is an explanation of the most general elements of theoretical literature and previous studies:

### 7.1 Definition of Scientific Research

The word search is linguistically defined in Al-Waseet Dictionary as: If someone asks and investigates, then he is a researcher, i.e. exerting effort in a subject and collecting issues related thereto (Al-Waseet Dictionary, 2022).

Scientific research is defined as a method of describing facts across a set of criteria that contribute to the growth of knowledge, in accordance with researchers' trends, inclinations, and scientific convictions (Muhammad, 2020).

We can conclude that scientific research means exploring a specific topic until its truth is clear.

### 7.2 Types of Scientific Research

Researchers in all different areas are assisted by scientific research in taking the right path towards success and excellence. It help planners to develop work, develop plans and form strategies for the organization. Therefore, scientific research has several types, summarized by Asmaa Ahmed (2022) as follows:

#### Applied Research

It is research related to scientific affairs aims at implementing several scientific activities that result in the application of scientific knowledge directly and in a realistic manner. We find that this type of research is used in several different areas such as health and education.

#### Theoretical Research

This type of research aims to carry out several scientific tasks in order to arrive at theories, laws and scientific facts, which aims to achieve development in scientific knowledge more broadly and accurately.

#### Historical Research

This research aims to record all the facts and events that ended in the past, in addition to analyzing and interpreting them so that it is easier for us to understand contemporary events and may result in a prediction of future events.

#### Descriptive Research

This research describes several facts and events related to the subject of the research, in addition to describing in some detail the circumstances related to this phenomenon.

#### Experimental Research

This research analyzes phenomena and problems according to a scientific method, then adjusts the details in order to verify the validity of their existence, so we find the researcher working on controlling all variables.

### 7.3 Objectives of Scientific Research

Many institutions use scientific research to properly develop their business to reach the objectives set in strategic plans. Many good employees in the work center do their best to achieve business in a way that helps them achieve success and excellence. However, the procedures require a lot of investigation and accuracy to identify the causes, predict and monitor problems and work to proactively develop solutions to them to avoid unexpected crises within the work place.

Accordingly, scientific research helps to find facts in scientific and controlled ways to reach the desired outcomes. We summarize the objectives of scientific research as presented by Saad (2020) as follows:

1. **Description:** A set of practices used to classify the materials that researcher wants to apply the research to, as well as to determine the relationships between them, through which to prove the validity of the theory or not, and the description helps the researcher in formulating hypotheses and interpreting phenomena.
2. **Prediction:** Temporary expectations of some things that will happen to a specific phenomenon in the future, and they crystallize in the form of hypotheses, and the hypotheses are identified through theories

or a group of related concepts. They are either actual problems in the workplace or issues raised in society.

3. **Explanation:** A complete explanation of the phenomenon that it studies, and works to mention the reasons that led to the occurrence of the phenomenon. Explanation in scientific research is divided into two types: purely explanatory research in which the researcher develops knowledge, and the second type is applied explanatory research that provide scientific solutions in general for society.
4. **Assessment:** An evaluation of phenomena in general and the researcher reaches outcomes that he did not expect during his study of a particular phenomenon, so it is called unintended outcomes. The most significant objectives on the basis of which organizational institutions can continuously develop their business is a summary of the outcomes.
5. **Objection and refutation:** Through this objective, the researcher proves the validity or non-validity of the phenomenon, by conducting several experiments.
6. **Affirmation:** In which researcher verifies the validity of other scientific research carried out by other researchers. To do this, the researcher must repeat the experiment used by the other researcher on a new community and a new sample with different conditions from the original conditions in which the research has been conducted. If the outcomes are similar, this confirms the result of the research, but if the outcomes are different, the researcher can deny the previous research.
7. **Establishment of Contemporary Knowledge:** The researcher should be familiar with modern sciences and keep pace with them, in order to strive to provide modern research that works on the progress and development of society, which leads to an increase in the scientific status and value of research; as it came from monitoring a field reality that adds a knowledge shift for those interested in the matter.
8. **Control and Adjustment:** Researcher can verify and maintain phenomena to be always under control, so the researcher uses several tools that enable him to control these phenomena, which in turn works on hard attempts to achieve rates of community security and stability and meet the requirements of the environment and society.

#### **7.4 Characteristics of Scientific Research**

One of the steps of development and improvement in the workplace is the interest in scientific research; as it addresses issues in contemporary life and provides solutions based on accurate scientific foundations. The scientific research is characterized by several characteristics that Al-Azzawi (2008) state them as follows:

1. The research proceeds on organized scientific methods, starting with:
  - Searching the question of the researcher's mind.
  - Identifying the problem by forming such problem with clear questions and terms.
  - Requiring development of a plan to reach a solution.
2. Addressing the main problem through sub-problems.
3. Identifying presumptions based on clear postulates.
4. Addressing facts and its meanings, through explanations of the researcher himself; as scientific explanations differ from one researcher to another according to his research skills and capabilities.
5. Research has a periodic characteristic, as soon as it begins with a problem until it reaches solutions thereto, it may be the beginning of the emergence of new research problems that occur to the researcher, and so on...
6. Scientific research is accurate and requires the qualities of a researcher characterized by the following:
  - Patience and persistence
  - Curiosity and inquiry.
  - Objectivity, scientific honesty and avoidance of subjectivity.
  - Researcher's concern is to investigate the truth and his opinion is not hidden.
7. Scientific research is a purposeful work characterized by two characteristics, namely it has the possibility of achieving it and being generalizable.

#### **7.5 Role of Scientific Research Centers in Rationalization of Technology Transfer**

Knowledge economy represents a significant pillar in the development and advancement of various areas in all countries of the world. Developed countries depend on knowledge and science in how to use it and benefit from it in the development and advancement processes. Particularly since the introduction of the technology component of these sciences and knowledge plays a major role in raising the level of progress for developing countries. Technology helps to raise the level of productivity at work and to address the imbalance facing people with special needs, for instance, computers have become facilitating access to programs and technologies through pressing a button installed in a computer for people with special needs to extract information and knowledge to develop their abilities and skills through Internet.

State-supported scientific research centers are for the development of enterprise devices through modern

technology. The Arab Journal of Science and Research Publishing (2022) explains that scientific research is a tool for building knowledge and facilitating learning and education. It is also a means of understanding issues and problems and raising public awareness to refute lies and support facts. It is the intermediary role for technology transfers by developing working human expertise to share valuable information within the organization at the duty station.

### **7.6 Concept of Innovation**

Innovation means: the organization's ability to come up with something new adds more value and faster than competitors in the market (Najm, 2015).

Innovation is also defined as: "An ability that leads to renewal in ideas and performance, is linked to intelligence and is affected by upbringing and the environment" (Al-Ma'ani, Erekat, Al-Saleh and Jaradat, 2016, P. 353).

As for the concept of technological innovation, it is the generation of an idea based on the existing current technology, ability of the person or scientific knowledge of the researcher; developing these ideas into a reality that everyone understands and touches, which is the production of something new and working to implement and disseminate it (Onaizat, 2021).

It can be said that innovation is an idea that has the ability to transform into a new project that may be on a new product or technology. Innovation is closely related to the economic aspect; as it develops ideas into new products in the market and is often related to digital technologies due to the sweeping of current markets with technological innovations.

### **7.7 Types of Innovation**

The objective of innovation in service institutions helps to ensure the continuity of the authority in providing everything new in work and keeping it as an attractive organization for many seekers of institutional excellence to highlight their talents and capabilities. Najm (2015) divided the types of innovation into three types as follows:

1. Distinguished Innovation: which refers to coming up with a new idea different from competitors or non-competitors. A single market segment has emerged to respond to the current response.
2. Renewable Innovation: It is the creation of a completely or partly new idea in exchange for an existing idea in the market that has been very popular. In this type, it represents a source of renewal for products in the market in order to maintain the share of profits in the market company and develop it for sustainable economic development; An example of this is Apple's phones, as it pursues this kind of innovation in issuing its new phones every year with new phones that carry added advantages over the product that precedes it in order to maintain the annual profit rate for the organization.
3. Combination Innovation: It means putting old known products into a new combination in the same area.
4. Innovation of the first movement: It is distinguished by the owner of the first innovation in arriving at the thought and the product in the market from others who are imitators and followers. In the case of continuous improvement in this type, it is in the interest of the first innovator; as he knows how to introduce modifications to innovative products faster than his competitors and be a feature for him in the market over his competitors in the speed of access and introduction to what is new or improved.
5. Opportunity Discovery Innovation: It is a type that distinguishes its owner in discovering opportunities, which represents a pattern based on a new reading of needs and expectations in reality and discovering the capabilities of the new product in creating new effective demand in the market in order to obtain annual fixed profits.

There are new classifications for types and forms of institutional innovation, Al Rifai (2021) states the same as follows:

1. Product Innovation: It includes creating new products and goods which are incorporated into the work of the enterprise.
2. Processes innovation: It is used to improve institutional processes such as technological procedures, communicative and informational processes, job evaluation, employee evaluation, rationalizing production processes, improving product quality and increasing safety in the workplace.
3. Social innovation: Means the new ways to form new organizations and the new pattern of neutrality that changes social life; Social innovations in organizations are represented as the needs of employees within the administrative organization for resources to change the existing pattern in the workplace.

### **7.8 Main Roles to Lead Innovation**

Effective administrative leadership has the ability to adapt and interact with the surrounding environment in the community. If the administrative leaders have the ability to control and direct innovation and creativity within the framework of professional ethical leadership by performing these roles correctly at all administrative levels. Qandil (2010) divided these roles into the following:

#### 1- Proposing the idea by director or leader

It is who coordinates the idea in the proper exploitation and implementation for the benefit of the institution and responds to the behavior of people and organizations based on innovation to strive for innovation and development. The role of the leader is to venture into the design and implementation of these new innovations for the benefit of the institution.

#### 2- Administrative or Leadership Role

Innovation needs leaders who interact through their administrative roles in reorganizing the creation of new activities and job roles that help produce technical and technological innovation activities and renew communications to find creative people who advocate for new ideas and creative innovations and stand in the face of resistance to change from official organizations by official authorities and higher departments.

These roles are the significant responsibility of administrative leaders in governmental or non-governmental agencies in development of policies and systems that help develop the innovative and creative capabilities of people at the individual level, encourage the introduction of new ideas and create an organizational environment for them at the institutional level and spreading the creative and innovative culture in the local community.

### 8. Previous Studies

I addressed previous studies related to innovation in work institutions, arranged in chronological order from the oldest to the most recent.

Study of Ammar (2017) aims to identify impact of knowledge management on marketing innovation: A field study in a sample of Algerian institutions. The study concluded several outcomes, the most significant of which are: Knowledge storage systems, knowledge application systems and knowledge distribution systems affect marketing innovation and its two pillars, support methods and outcomes. While knowledge acquisition systems do not affect marketing innovation or its two pillars, support methods and outcomes. There are differences between the awareness of the study sample members whose qualifications are secondary, bachelor's or master's of the reality of applying knowledge acquisition systems. There is a relationship between the study sample's awareness of the reality of the application of knowledge application systems and outputs and the educational qualification variable, and also between their awareness of the reality of applying support methods and the variables of age, position and experience.

Study of Bouazza (2018) aimed to identify the role of marketing innovation in achieving the competitive advantage of the Regional Directorate of Mobilis in Ouargla. This study was conducted in Algeria and used the quantitative descriptive approach. The study reached the most significant outcomes: presence of a high level of the dimensions of marketing innovation and competitive advantage in the institution, presence of a direct correlation with statistical significance and at levels of positivity between marketing innovation and competitive advantage in the institution. There are no statistically significant differences for competitive advantage due to personality variables (gender, age, educational level, experience, occupation and interest).

Mushira Onaizat (2021) also conducted a study on the impact of the smart organization on technological innovation: mediating role of digital leadership in Talal Abu-Ghazaleh Global. The study was prepared by Talal Abu-Ghazaleh Organization in Jordan. A questionnaire was developed that included (57) items. The study concluded outcomes the most significant of which are: presence of a statistically significant impact of the smart organization in terms of its dimensions (business intelligence, creative orientation, continuing education, understanding environment, adaptation) on technological innovation in terms of its combined dimensions (product innovation, process innovation, new payment methods) in Talal Abu Ghazaleh Global, presence of a statistically significant impact of the smart organization in terms of its dimensions (business intelligence, creative orientation, continuing education, understanding environment, adaptation) in digital leadership in Talal Abu-Ghazaleh Global in Jordan, presence of a statistically significant impact of digital leadership on technological innovation in its combined dimensions in Talal Abu-Ghazaleh Global in Jordan and presence of a statistically significant impact of the smart organization with its dimensions on technological innovation in its combined dimensions through digital leadership in Talal Abu-Ghazaleh Global, Jordan.

Islam Al-Jaraydah (2021) conducted a study to identify the impact of strategic innovation with its dimensions (strategic alignment, industry insight, organizational readiness) in enhancing organizational performance of Jordanian entrepreneurial companies: role of transformational leadership as a mediating variable with its dimensions (ideal influence, inspirational motivation, scientific advice). This study has been prepared in the entrepreneurial companies in Jordan. Outcomes of the study concluded that there is a statistically significant effect of strategic innovation and organizational performance.

Derman, Yavuz and Comert (2022) conducted a study to identify the impact of the educational game design process on students' creativity and improve their creative thinking skills. This study targets fifth and sixth grades students to design educational games in a co-educational environment. It uses one set of experimental design research to test at the beginning and end of the research. The creativity level of students was tested using the Torrance Creativity Test. The study was conducted at Bahcesehir University in Istanbul, Turkey. Outcomes of

the study concluded that there was a statistically significant difference in the creative thinking skills scores of those who designed their own educational game. This outcome is tangible evidence that the game is not only a training and practice activity, rather it offers students a creative thinking environment.

## 9. Method and Procedures

### 9.1 Study Approach

The Analytical survey Designs method has been used.

### 9.2 Study Community

The study community consists of all leaders at Public Authority for Disability Affairs, numbering (61) male and female employees. The paper distribution method has been adopted and (32) survey suitable for statistical processing have been retrieved.

### 9.3 Study Sample

The sample was selected in a simple random way, representing this community of all leaders at the Public Authority for Disability Affairs, for the year 2021/2022 AD - in the State of Kuwait.

Number of the study population was (32) male and female employees working in the position of director of department, department controller and head of section affiliated to another of human and financial resources sector in the Public Authority for Disability Affairs, for the year (2021/2022). Table (1) shows the distribution of community members according to the study variables.

**Table 1. Distribution of Study Community Individuals as per (Gender and Occupation) variables**

Occupation	Gender	Total Number	Response Number	Percentage
Director of Department	Male	6	3	18.8%
	Female		3	
Department Controller	Male	6	2	18.8%
	Female		4	
Head of Section	Male	41	7	62.5%
	Female		13	
Total	-	61	32	100%

### 9.4 Study Tool

The questionnaire has been used to collect data on the members of the study community, in order to identify the role of the Public Authority for Disability Affairs in implementation of innovative ideas of researches. The theoretical literature and previous studies related to innovation and scientific research were reviewed, such as Qandil (2010), Najm (2015), Al Rifai (2021), Study of Rwai (2016) and Study of Onaizat (2021), in light of which the questionnaire has been developed in its initial form from (25) items. The tool consisted of two parts; The first part: included the necessary demographic variables on the respondent, namely: (gender - occupation). As for the second part, it measures the role of the Public Authority for Disability Affairs in implementation of innovative ideas of researches from the perspective of its leaders. It is divided into three levels: individual level, institutional level and local level.

Note that the classification of answers for the items of the search tool was determined by five answers according to the weight given to them according to the approval of the answer, and the degrees were distributed as follows: one degree for the answer "Never", two degrees for the answer "Rarely", three degrees for the answer "Sometimes", four degrees for the answer "Mostly" and five degrees for answer "Always".

### 9.5 Validity and Stability of the Tool

The validity of the tool was extracted using content validity by presenting it to experts and specialists in Jordanian universities, the Public Authority for Applied Education, the Ministry of Education and the National Center for Education Development. Notes were taken on the content of the paragraphs, their affiliation with the fields, their linguistic clarity, and the degree of relevance of the item to the field. Accordingly, the questionnaire was taken in its final form (25) items in the final form of the questionnaire.

The stability of the tool was measured by calculating the internal consistency using Cronbach Alpha for the entire scale as a whole. The values ranged between (0.87-0.89). Table (2) shows (Cronbach Alpha) values for the consistency of the tool's items and indicates that the tool has an appropriate amount of stability.



**Table 2. Cronbach Alpha values for internal consistency of the scale as a whole in identifying role of Public Authority for Disability Affairs in implementation of innovative ideas of researches, from the perspective of its leaders**

Areas	Items No.	Stability coefficient values
First: Individual Level	11	0.88
Second: Institutional Level	7	0.87
Third: Local Level	7	0.89

### 9.6 Statistical Processing

SPSS program has been used to analyze the responses of the study members, and to answer the first question, the arithmetic means and standard deviations of the responses of the study population were used. In order to answer the second question, Mean averages, standard deviations and MANOVA were used to extract differences by areas and variables (gender, occupation).

### 10. Study result and Discussion

10.1 First Outcomes related to Question (1): What is the role of Public Authority for Disability Affairs in implementation of innovative ideas of research? To answer this question, the Mean averages and Standard Deviation were calculated to identify the role of the Public Authority for Disability Affairs in implementation of innovative ideas of research from the perspective of its leaders for each level and for each item. Table (3) shows the outcomes of this as follows:

**Table 3. Mean averages and standard deviations for the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from the perspective of its leaders**

No.	Level	Mean Average	Standard Deviation	Class	Degree
1	Individual	4.03	0.770	1	high
2	Institutional	3.62	1.032	2	moderate
3	Local	3.59	0.863	3	moderate
Grand Total		3.79	0.659	-	high

Table (3) shows that the Mean averages of the fields ranged between (4.3-3.59). the results of the study showed that the overall estimate of the levels of implementation of innovative ideas from research came highly and may be due to the disability authority's interest in implementing innovative ideas from research to activate Law number (8) of year 2010 with all competent authorities, which in turn helped apply the law to develop its sectors in general. In addition to opening the way for all researchers, graduate students and all faculty members to present their ideas and experiences in order to contribute to the training and development of areas of people disabilities, which helps to engage in the labor market in Kuwait. It is also the interest of leaders in implementing innovative ideas from research or projects, which has led to undergraduate students from the Faculty of Engineering, specifically directing industrial engineering on inventions for persons with disabilities as graduation projects; the aim is to assist persons with disabilities and integrate them fully into society. The Mean averages and standard deviations of the estimates of the study sample were calculated on the items of each field separately; where it was as follows:

#### 10.1.1 First Level: Individual

To indicate the degree of estimation of the items in this field, Mean averages and standard deviations have been used and Table (4) shows that.

**Table 4. Mean averages and standard deviations related to Individual Level, in a descending rank as per Mean averages**

No	Item	Mean Average	Standard Deviation	Rank	Degree
3	Specify time to listen to new researchers' ideas	4.41	0.911	1	High
4	Encourage researchers to provide new innovative ideas.	4.34	0.937	2	high
10	Enthusiastically support researchers on all new ideas.	4.34	0.937	2	High
9	Opening the space for all researchers to present as many innovative ideas as possible.	4.22	1.008	4	High
2	Help researchers provide the resources needed for innovation.	4.09	1.027	5	High
7	Encourage employees to change in the work environment to share experiences.	4.09	1.376	5	High
1	Give researchers sufficient time to implement innovative ideas.	4.03	1.121	7	High

No	Item	Mean Average	Standard Deviation	Rank	Degree
11	Urge new researchers to learn from their mistakes without holding them fully responsible for providing useless ideas.	3.88	1.289	8	High
5	Involve distinguished researchers in several conferences that help develop their research capabilities.	3.78	1.184	9	High
6	Develop innovative skills of researchers through their participation in conferences, workshops and training courses.	3.69	1.256	10	high
8	Grant researchers sabbatical leave for research and innovation.	3.41	1.316	11	moderate
Total Field		4.03	0.770	-	high

Table (4) shows that the Mean averages ranged between (4.41-3.41); Item No. (3) which states " Specify time to listen to new researchers' ideas " came in the first place, with a Mean average of (4.41) and a standard deviation of (0.911), The reason due to the Disability Authority adopts an open-door political approach to listening to everyone in general from society, particularly employees working in the department. The current Director devotes days a week to opening the his offices for employees and guardian reviewers to listen to their suggestions, innovations and suggestions with ideas about work.

While Item No. (8) which states " Grant researchers sabbatical leave for research and innovation." came in last place, with a Mean average of (3.41), and a standard deviation of (1.316), The reason due to the Disability Authority has a shortage of staff who receive and clear their transactions, so granting full-time leave for research and innovation may cause pressure on the rest of the staff, which contributes to delays in transactions on the reviewers, whether the reviewers is disabled himself or the guardian.

The Mean averages of the individual level as a whole was (4.03) with a standard deviation of (0.770). It came highly; the reason due to leaders, Director of Department, Controller, Head of Section, were doing their utmost at the individual level to reach the privileged level in order to achieve the goals set. This is illustrated by the provision of non-profit services such as educational, psychological, counselling, preventive, health and support services that the Authority tries to provide to persons with disabilities in a professional service. The individual level agreed with the Islam Al-Jarida study (2021) in identifying the impact of strategic innovation in its strategic dimensions, industry foresight and organizational readiness in enhancing the organizational performance of individuals in the organization.

#### 10.1.2 Second Level: Institutional

To indicate the degree of estimation of the items of this field, Mean averages and standard deviations have been used and table (5) shows that.

**Table 5. Mean averages and standard deviations for items related to Institutional Level, in a descending order as per Mean averages**

No.	Item	Mean Average	Standard Deviation	Rank	Degree
13	Facilitate administrative procedures for innovators to implement their ideas.	3.97	0.897	1	High
14	Encourage researchers to present new ideas towards development of work so that the authority becomes a pioneering body in its field of work.	3.91	1.088	2	High
15	Exchange ideas on what are the significant innovations for people with modern advanced disabilities with the centers affiliated to the development of their work.	3.69	1.176	3	High
12	Concern in its management to engage laborers in the research field.	3.66	1.004	4	Moderate
18	Encourage research teams to innovate in various topics of interest to persons with disabilities	3.59	1.241	5	Moderate
16	Form work teams specialized in studying and searching for innovative ideas.	3.25	1.320	6	Moderate
17	Hold periodical meetings on scientific research and its significance in work development.	3.09	1.304	7	Moderate
Total Field		3.59	0.863	-	Moderate

Table (5) shows that the Mean averages ranged between (3.09-3.97); Items No. (13) " Facilitate administrative procedures for innovators to implement their ideas", came in the first place, with a Mean average

of (3.97) and a standard deviation of (0.897). The result may be due to the fact that the Authority encourages the presentation of ideas with high flexibility, which achieves motivation for the researcher to implement his idea in a distinct way and creativity in applying it with dedication. In addition to the attempts of the Disability Authority to develop its business in various fields to establish pilot projects, which plays a role in helping to create new jobs in the labor market. While Item No. (17) which states " Hold periodical meetings on scientific research and its significance in work development" came in last place, with a Mean average of (3.09), and a standard deviation of (1.304). The result due to research has been inadequately prepared in the General Authority for The Affairs of Persons with Disabilities, which concerns the development of work, and the lack of specialized researchers in the departments of studies and research in general. The Mean averages of the institutional level as a whole was (3.59) with a standard deviation of (0.863). This result was moderately due to the large documentary course of administrative procedures in the Authority, which mitigates the work of research and implementation of innovations as the Authority strives to facilitate as much as possible through administrative procedures, but it depends on others to provide the necessary resources for innovations. Some sections are frozen to date and have not been fully activated either because of poor budget or low staff in the same section. The institutional level is consistent with a study that noted the impact of smart organization on technological innovation, and the most important results of the study included a statistically significant impact of the smart organization in its dimensions of business intelligence, creative orientation, continuing education, environmental understanding and adaptation to digital entrepreneurship. In addition to the level agreement with Ammar Study (2017) in knowing the impact of knowledge management on the marketing innovation of the organization, the results of the study showed that knowledge storage systems, knowledge application systems and knowledge distribution systems affect marketing innovation.

### 10.1.3 Third Level: Local

To indicate the degree of estimation of the items of this field, Mean averages and standard deviations have been used and table (6) shows that.

**Table 6. Mean averages and standard deviations for items related to Local Level, in a descending order as per Mean averages**

No.	Item	Mean Average	Standard Deviation	Rank	Degree
20	Conclude agreements with the competent authorities to facilitate the task of researchers in implementing their new ideas.	4.19	1.203	1	High
19	The significance of innovative research projects for people with disabilities at media level.	4.06	1.162	2	High
24	Adopt actions related to persons with disabilities in all initiatives of other authorities.	3.81	1.306	3	High
23	Employees participation in international scientific conferences to present innovative ideas for people with disabilities.	3.50	1.270	4	Moderate
22	Encourage private companies to invest in innovative ideas for people with disabilities.	3.44	1.501	5	Moderate
21	Attract distinguished researchers to work for the authority.	3.22	1.385	6	Moderate
25	Marketing innovative businesses through annual workshops to present them to investors.	3.16	1.483	7	Moderate
Total Field		3.62	1.032	-	Moderate

Table (4) shows that the Mean averages ranged between (4.19-3.62); Item No. (20) which states " Conclude agreements with the competent authorities to facilitate the task of researchers in implementing their new ideas." came in the first place, with a Mean average of (4.19) and a standard deviation of (1.203). The result due to attributed to the fact that the Authority as an institution in the process of administrative development of all its sectors has concluded previous agreements and continues to conclude agreements with the official bodies in the country in order to facilitate the task of researchers to develop the work and contribute to the implementation of innovative ideas of research that help to develop the productive field not only as an executive institution but a productive executive institution working to provide the necessary resources for people with disabilities. While Item No. (25) which states " Marketing innovative businesses through annual workshops to present them to investors." came in last place, with a Mean average of (3.16), and a standard deviation of (1.483). The reason due to the weak application of the principle of investment in the Authority in order to avoid overlapping the financial assets of the Authority's budgets from the financial returns invested by innovative projects of scientific research. The Mean average of the local level as a whole was (3.62) with a standard deviation of (1.032). It has

come to an average degree, and the result due to the fact that the Authority is currently in a state of innovative and creative stagnation but is still trying to develop and improve the working environment for employees and fully implement the laws of persons with disabilities so that its orientation is commensurate with the global trend towards digital technological development, which helps it achieve global competitive advantage. The local level agreed with the Bouazza study (2018) to know the role of marketing innovation in achieving competitive advantage; the results of the study reached a high level of both marketing innovation and competitive advantage in the organization.

**10.2 Second Outcomes related to Question (2) which states: Are there statistically significant differences attributable to the gender and occupation variable at the significance level ( $\alpha = 0.05$ ) for the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders?**

To answer this question, the Mean averages and standard deviations have been calculated and to show the statistical differences between the Mean averages, MANOVA has been used, as follows:

**Table 7. Mean averages and standard deviations for levels of the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders**

Variable gender	occupation variable	Number Of responded	First Level (Individual)		Second Level (Institutional)		Third Level (Local)	
			Mean	deviations	Mean	deviations	Mean	deviations
Male	Director of Department	3	4.181	0.552	4.142	1.237	3.238	1.409
	Controller	2	4.136	0.449	3.357	0.303	4.00	0.606
	Head of Section	7	3.532	0.897	3.571	0.638	3.591	0.959
Female	Director of Department	3	4.818	0.314	3.381	1.486	4.381	0.082
	Controller	4	4.590	0.090	3.678	0.759	3.821	0.802
	Head of Section	13	3.881	0.779	3.538	0.918	3.439	1.230
total	Director of Department	6	4.500	0.532	3.761	1.292	3.809	1.090
	Controller	6	4.439	0.317	3.571	0.625	3.881	0.684
	Head of Section	12	3.759	0.817	3.550	0.813	3.492	1.119

Table (7) shows that there are apparent differences between the averages of the differences between the responses of the study sample members on the levels of implementation of innovative ideas of research attributable to the variables (gender, occupation), and to determine whether these differences are apparent or statistically significant at the level of significance ( $\alpha = 0.05$ ) and MANOVA has been used, as shown in Table (8).

**Table 8. Outcomes of MANOVA for significance of differences between the responses of the study sample members on role of Public Authority for Disability Affairs in implementation of innovative ideas of researches attributable to (gender and occupation) variables on the scale as whole**

Variables	Value F	Statistical Significance (Sig)
Gender Hoteling's Trace	1.723b	0.189
Occupation WILKS LAMABDA	1.440b	0.219

Below are the outcomes of MANOVA for the differences between the responses of the study sample members at the levels of implementation of innovative ideas of researches attributable to the variables. Based on the outcomes, the following is evident:

There was No significant differences due to the gender variable at the significance level ( $\alpha = 0.05$ ) for the role of Public Authority for Disability Affairs in implementation of innovative ideas of researches from perspective of its leaders. This result due to the agreement of leaders in the General Authority for Disability Affairs on the importance of implementing innovative ideas of research that help to develop work in all sectors in various different departments.

There were significant differences for a first level of Occupation variable and to a Director of Department according to the results of the Scheffe test. This result due to the fact that the long management manager's experience and competence in the administrative and technical field is an important element of management in moving and directing human energies as human capital towards development, development and innovation

processes and improving their management procedures on the one hand, and from staff training on the other.

There were no significant differences for the second and third levels due to the Occupation variable. The reason due to the leaders that they emphasize the importance of promoting distinctive ideas in order to achieve the goals in the Disability Authority, such as: providing non-profit services such as educational, psychological, counselling, preventive, health and support services that the Authority tries to provide to persons with disabilities in a distinctive way. Table (9) shows that.

**Table 9. Outcomes of MANOVA for differences between the responses of the study sample members on role of Public Authority for Disability Affairs attributable to (gender and occupation) variables**

Variables		No. of boxes	Degree of freedom	Mean Average	Value F	Statistical Significance
Gender	First Level	1.266	1	1.266	2.501	0.126
	Second Level	0.137	1	0.137	0.163	0.690
	Third Level	0.403	1	0.403	0.349	0.560
Occupation	First Level	3.765	2	1.882	3.717	0.038
	Second Level	0.227	2	0.114	0.135	0.874
	Third Level	0.843	2	0.422	0.365	0.697
Error	First Level	13.166	26	0.506		
	Second Level	21.882	26	0.842		
	Third Level	29.997	26	1.154		
Total corrected	First Level	18.401	31			
	Second Level	23.107	31			
	Third Level	33.051	31			

## 11. Recommendations

The following is a presentation of the study's recommendations; based on the results of the first and second questions, the researcher recommends:

Plans should be developed for the human resources and financial sector to attract staff to work for them.

To ensure that training courses and lectures are held in the training hall of the Authority to increase the efficiency and experience of all employees, develop their leadership and innovative skills and raise their morale.

Work to establish a financial staff to motivate employees to work more productively.

Reactivating the movement of official tasks for the research time of employees, which will help to allow them time in research and development and attention to the research field.

Opening up at academic scientific levels in universities and institutes in order to find good ideas

Holding regular meetings of all staff in the Authority to inform them of the most important developments reached by the Authority, which will help to activate the work in the spirit of the same team.

Informing the decision makers of the Authority of the importance of activating and facilitating the work of research in the Authority and its impact on development in all fields.

Encouraging stakeholders in Kuwait about the importance of encouraging and presenting innovative ideas from research to the public Authority for Disability Affairs.

Adoption of the recommendations of the study by the decision makers of the public Authority for The Affairs of persons with disabilities.

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