The extent of Applying Knowledge Management in Yemeni Public Universities from the point of view of Academic and Administrative Leadership in Universities
(An applied study on Al Baydha University in the Republic of Yemen)

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Abstract:

The study aimed to identify the reality of applying "knowledge management from the point of view of academic and administrative leaders at Al Baydha University in the Republic of Yemen," all of whom were faculty deans, teaching staff and department heads. Likewise, the department heads and directors are the finance department, the administration department, the personnel department, the academic affairs department, and the student affairs department. Their number reached (50) individuals. The study sample was Al-Baydha University in the Republic of Yemen. The researchers used the descriptive analytical approach as the appropriate approach for the experimental studies based on the survey (Al-kahtani et al., 2020), where a special questionnaire was developed consisting of four axes and fields: (diagnosis and knowledge acquisition, knowledge generation, distribution and dissemination of knowledge, exchange, application and preservation of knowledge), and a total number (20 (A paragraph of) the questionnaire questions (including the appropriate price (5) items in each axis, and five - Likers scale was used to answer the questionnaire: The Statistical Packages Program (SPSS) and the following statistical methods were used to process the data: (percentages, frequencies, Average pain (Yaris F), Alpha Cornbrash lab, T-test, stability test), then descriptive analysis, hypothesis testing, and a set of results were presented. Recommendations were presented to the community and the study sample, and the study reached a set of results that summarized that Al- Baydha University in the Republic and Yemen is not interested in acquiring and managing knowledge, and knowledge management is not implemented or stored in the university, as there are no centers at the university that encourage research in the field of knowledge, its management and utilization. Literature by providing an understanding of the importance of knowledge management in the modern era because the modern era is the age of knowledge and it has no information and knowledge that does not possess the

market, the study indicated that there is neglect in the university and a lack of interest in knowledge despite its importance in the modern era, management knowledge helps in all organizations and companies Administrative bodies and universities in formulating human, financial and material resources policies and rationalizing decisions related to training, development and employee performance evaluation. In addition to that it provides information in all details about institutions, companies, universities and the surrounding community, and the study also found that there are obstacles that contribute to the lack of interest in research, research, application and knowledge storage, including the lack of financial resources, the lack of specialized cadres in the field of knowledge management and the lack of modern and advanced technology at the university.

Keywords: Knowledge management - Al- Baydha University - Academic leadership - Administrative leadership - Knowledge – Employees.

Introduction:

Knowledge is what distinguishes the project most and creates wealth for it, because it is in itself a real wealth and the most important resource in light of the knowledge economy; therefore, an organization seeking to achieve good performance in addition to gaining a sustainable competitive advantage must pay attention to this essential element, by paying attention to it. This term appeared in the economy and the changes that the world knows in general, and institutions and ministries in a sincere way, including higher education institutions and universities in particular, a term that defines knowledge management. Knowledge management is concerned with human resources, which have become more important than material and financial resources, because of their inexhaustible knowledge and skills to use them, in the face of contemporary organizations with different types of wave of transformations and changes that are sweeping the world today quickly and at the forefront of the information revolution and the technology revolution that adopts advanced scientific knowledge The optimal use of flowing information becomes a major advancement in the computer as a result of these technologies, which represents the transformations of source knowledge (and the global network) a strategic importance of the Internet, but it has become the strongest and most influential factor in controlling the success or failure of organizations, institutions and ministries. Knowledge from real neural organizations today and

purposeful and contemporary administrative means to adapt to the requirements of the times, as knowledge is the most important resource in creating wealth and achieving excellence and creativity in light of intellectual data, where many intellectual concepts, such as globalization, privatization, information revolution and expansion in different human societies. Knowledge management has become one of the most important inputs for development and change in the current era, and it has managed to achieve a qualitative leap at the level of different institutions, the performance of industrial, commercial and service institutions, as well as the performance of ministries and universities, and there is a kind of coherence and harmony between knowledge management activities and the activities of industrial, commercial and service institutions, as well The activities of ministries and universities, where there is some overlap between the operational concept of knowledge, mechanisms, and industrial and commercial educational activities. Establishing services, such as knowledge institutions.

Previous studies:

Glickman Study, 2005, pp. 5, 6 entitled "What is considered teaching of practical knowledge management"? The study aimed to study knowledge management by returning to exchange firms in Yemen through practices related to the production, application or dissemination of knowledge management and the announcement of professionalism of information: (dge study, 2005, pp. 48, 49 "Knowledge management as a tool for educational innovation at the district level"). The study aims to use the knowledge management framework to examine and study efforts at the corporate level to find and transfer early and initial knowledge of all other companies. (Caroline Study, 2001, pp. 14.15: "Validating a Common Knowledge Management Framework"). (Chan, Yolande & Ford, Dianne Study, 2002: "Knowledge Sharing in a Cross-Cultural Setting": Case Study, the Queens Center for Knowledge Based Institutions). (Coukos Semmel Study, 2003): "Knowledge Management in Research Universities: Operations and Strategies" Paper presented at the American Educational Research Association annual meeting (Chicago, 21-25 April 2003). (Gartenet Group Study, 1998, pp. 36-37: "Twenty-first century vision, information strategy.") (Griffiths study, 1997: "Knowledge management of global processes and their impact on the oil and gas industry", February 13, pp. 61-70). (Hoen, Merrilee Hope Study, 2003, 6 "Implementing electronic performance and knowledge management in a rural rural

administrative environment after high school") :(Canada Hogan, David; Gopinathan Study, S. 2008: "Knowledge management, sustainable innovation, and pre-service teacher education In Singapore, Teachers and Teaching: Theory and Practice, v14 n4 p369-384, August, 2008) (Holowetzki study, Antonina study, 2002, "The relationship between knowledge management and organizational culture": examining the cultural factor that supports the flow and knowledge management within an organization. Master's thesis, University of Oregon, USA (Janzon, Hanna Study, 2003) (Knowledge Management in Innovation, A Case Study of SKF Nova, Master's Thesis, University of Gothenburg. (Kang Study, T, 2003, 47-49 "Advantage of Knowledge": Tracking and Testing the Impact of Knowledge and Relationship Characteristics, Performance, Ph.D., Digital PhD Thesis University in California, Los Angeles). (Kellway, Catherine and Connelly, Keevien study, 2001: "Staff Predictions for Cultural Knowledge Sharing Perceptions, The Queens Center for Knowledge Based Institutions"). (Macintosh, A., Filby, I., Kingston, J. & Tate study, A.1988) Knowledge Asset Road Maps. "Proceedings of the second international conference on practical aspects of knowledge management"). (PAKM98; Basel, Switzerland. Marquardt, Michael study, 2002, Building the Learning Organization U.S.A., DavisBlack Publishing Company Company, p. 27). (McElroy, Mark study, 1998, "You r Tu rn: 'Un-Managing' Knowledge in Learning Organization." Crane Pegasus Communications (Waltham, MA. November 9). (Morris, A, 2001: "Knowledge Management: An opportunity for graduates List 67 IF LA Council & General Conference (Muthukumar; Hedberg, John G study, 2005 "Knowledge Management Technology Engineering for Educational Research Organizations." Research and workflow processing projects, British Journal of Education Technology, v36 n3 p379-395 May 2005). Spek & De Hoog study, R. (1995): A Framework for Management Methodology pp 379-398 in Knowledge Management Methods: Training Methods for Knowledge Management Vol.

The study Problem:

The large and accelerated competition between higher education institutions, led by universities, led them to strive to absorb advanced systems in their methods of work and translate them into work mechanisms that serve them, in the forefront of which is interest in the knowledge available to them and good management, whether this knowledge is implicit or explicit and in an effort to improve its performance at the two levels Administrative and academic, and to achieve its goals of creating knowledge,

producing, generalizing, and serving the community, as knowledge management in the current era has been able to make a qualitative transfer in the level of performance of different institutions, especially educational institutions, there is a kind of Interdependence and harmony between knowledge management and the activities and effectiveness of educational institutions, and there is a degree of congruence between the practical concept of knowledge and the mechanisms of the educational institution and its mechanisms as knowledge organizations. Both Yemeni universities are demanding to change work patterns, especially the White University as an emerging university and representing one of the Yemeni public universities that work in university and academic education and scientific research, and knowledge management can contribute to changing the administrative and academic work methods in the university in a way that guarantees them a competitive advantage, because Knowledge management forms one of the entry points to the university's transformation into an educated organization, and the study problem was formulated with the following main question:

To what extent is the application of knowledge management at Al- Baydha University from the point of view of academic and administrative leadership at Al-Baydha University in the Republic of Yemen?

Study questions:

The first question: Does Al Baydha University in the Republic of Yemen seek to diagnose, acquire and manage knowledge represented in the academic and administrative leadership of the university?

Second question: Does Al Baydha University in the Republic of Yemen seek to generate knowledge represented by the academic and administrative leadership at the university?

The third question: Does Al Baydha University in the Republic of Yemen distribute, publish and exchange knowledge represented by the academic and administrative leadership at the university?

The fourth question: Does Al Baydha University in the Republic of Yemen store and apply knowledge of academic and administrative leadership at the university?

Study hypothesis:

(H1) There is no statistically significant relationship between diagnosis, knowledge acquisition, academic leadership competence and administrative leadership at Al-Baydha University?

(H2) There is no statistically significant relationship between knowledge generation, academic leadership competence and administrative leadership at Al Baydha University?

(H3) Is there no statistically significant relationship between the distribution, dissemination and exchange of knowledge, the efficiency of academic leadership and administrative leadership at Al Baydha University?

(H4) There is no statistically significant relationship between the storage and application of knowledge and the efficiency of academic leadership and administrative leadership at Al Baydha University?

Objectives of the study:

The study generally aims to develop the performance of Al Baydha University to achieve the desired goals with high efficiency and effectiveness, as it aims to:

Knowing the reality of applying knowledge management at Al Baydha University from the point of view of academic and administrative leaders.

Exposing the difficulties facing the administration of Al Baydha University and the academic and administrative leaderships in applying knowledge management from the point of view of academic and administrative leaders.

Submitting proposals that contribute to the application of knowledge management at Al- Baydha University from the point of view of academic and administrative leaders.

This study is expected to present many findings and recommendations for the academic and administrative leadership at Al Baydha University, which may contribute to developing the reality of applying knowledge management at the university.

Methodology:

The study dealt with the issue of knowledge management, which is one of the most prominent modern management methods that seek to establish educational institutions to adopt and apply, and one of the most prominent factors that made the researcher

research in this area is the absence of a study based on the researcher's knowledge at Al Baydha University concerned with the field of knowledge management. It is hoped that this study will be an addition to a scientific study aimed at the field of knowledge and open horizons for researchers to conduct other studies and studies in the field of knowledge management and its applications in university education institutions in the Republic of Yemen and contribute to it. To enrich them. A Yemeni library in this regard and it is hoped that the results of this study will help those in charge of university education in the Republic of Yemen by describing the strengths and weaknesses in the application of knowledge management in Yemeni universities. This study works to enhance strengths and address weaknesses, and help find solutions to some difficulties. Faced by the University of White in the application of knowledge management. It is expected that this study will present many findings and recommendations for the academic and administrative leadership at Al Baydha University, which may contribute to developing the reality of applying knowledge management at the university. Knowledge Management at Al Baydha University from an academic and administrative point of view. Leaders, discovering the difficulties facing the management of Al *Baydha* University and the academic and administrative leaders in the application of knowledge management from the point of view of academic and administrative leaders and submitting proposals that contribute to the application of knowledge management at Al Baydha University from the point of view of academic and administrative leaders and the community and sample of the study community at Al Baydha University in the Republic of Yemen and the study sample leadership Academic and administrative at Al Baydha University in the Republic of Yemen, the study was limited to knowing the reality of applying knowledge management in Al Baydha University from the beginning and in view of the academic and administrative leaders, revealing the difficulties facing the application of knowledge management, and submitting proposals that contribute to the application of knowledge management from the viewpoint of the academic and administrative leaders at the university. This study was implemented in the first half of 2020, the number of respondents reached (50) individuals, the researcher used the descriptive and analytical approach, and a special questionnaire was developed consisting of four axes and areas: (diagnosis and knowledge acquisition, knowledge generation, knowledge distribution and knowledge preservation and application, and a total number (20) Paragraph of (Questionnaire questions including the appropriate price) Knowledge was disseminated and shared its importance (5) items in each axis,

and five - Liker scale which was used to answer questions. Questionnaire: The following statistical package program (SPSS) and statistical methods were used to process the data: (percentages, frequency, average pain (Yaris F, Alpha Cornbrash's lab, T-test, validity and validity test), descriptive analysis, hypothesis testing and access to a set of Results and making recommendations to the community and sample study.

Table (1) (age, gender, academic degree or qualification, and type of job):

Variable	Classes	Frequency	%	Arrange
	21-30	5	10	2
	31-40	40	80	1
	41-50	5	10	2
Gentler	Male	48	96	1
	Female	2	4	2
Qualifications	Bachelor	12	24	3
	Master	22	44	1
	Ph.D.	16	32	2
Job class	Academic	44	88	1
	Administrative	6	12	1

From Table (1) we the following:

With regard to the age variable: - About (80%) of the respondents from the age group between (31-40) years and their number is forty individuals, which is the largest group within the age variable according to its judgment. To ensure that the aim of the research is the university's faculty and staff. Then comes the two age groups (21-30) years (41-50) years with a percentage (10%) equally.

Regarding the gender variable: - The results show that (96%) of the respondents, their

Number (48), are male, while (4%) are females.

Qualifications: - We note from the table that (44%) of the respondents are masters holders, and they are (22) individuals. It is followed by (32%) with (16) PhD holders

Then comes the final number of those who hold a baccalaureate (12) people, which

Number (48), are male, while (4%) are females.

Table (2): The first hypothesis: Diagnosis and knowledge acquisition:

Axis Question	Strongly agree		Agree		Neutral		disagree		Strongly disagree		Mean	Standard Division	Arrange	Trend
	F	%	F	%	F	%	F	%	F	%				
Q1	2	4	12	24	18	36	14	28	4	8	2.88	1.00	4	Neutral
Q2	4	8	14	28	15	30	14	28	3	6	3.04	1.06	3	Neutral
Q3	8	16	14	28	11	22	13	26	4	8	3.18	1.22	1	Neutral
Q4	8	16	12	24	9	18	17	34	4	8	3.06	1.25	2	Neutral
Q5	4	8	8	16	10	20	23	46	5	10	2.66	1.11	5	Neutral
Weighted Average													2.96	Neutral

From Table (2) we note the following:

 Looking at the respondents' answers to the first paragraph of the first hypothesis, which states (the university is systematically monitoring available and renewable knowledge

From various sources), it becomes clear that most of the answers are directed towards disapproval with an average of (2.88). That is, the university does not work on systematic monitoring of available and renewable knowledge from different sources, while the respondents 'answers to the second paragraph of it state (the university participates in local and international scientific forums to contribute to the acquisition of knowledge). Through the respondents' answers, it became clear that most of the answers are directed towards Neutrality with an average of (3.04), which means that the university does not participate in local and international scientific forums to contribute to the acquisition of knowledge, and the answers to the third paragraph which states (The university contributes to the work of local and international scientific forums in order to access knowledge) was evident through the answers that The university does not operate local and international scientific forums to gain access to knowledge. By looking at the respondents 'answers to the fourth paragraph, which states (holding seminars and training courses to increase researchers' skills), it becomes clear that most of the answers are directed towards neutrality with an average of (3.06). This means that the university does not increase the skills of researchers through a

decade of seminars and training courses as well. - Respondents' answers to the fifth paragraph, which states (the university contracts with research centers for the exchange of knowledge). Through the respondents' answers, it became clear that most of the answers were directed towards disapproval, with an average of (2.66). This means that the university does not contract research centers to share knowledge.

Through the analysis of the paragraphs of the first hypothesis, the following became clear: We note from the above table that the weighted average of all the paragraphs that represent the first hypothesis was (2.96), and this indicates that the respondents' answers to. The first hypothesis statements indicate disagreement, which means that they do not. It does not agree with the answers to the paragraphs of the first hypothesis, which states that there is diagnosis and knowledge acquisition from academic and administrative leadership at Al- *Baydha* University. As for the standard deviation of these expressions, it ranged between (1-1.25), which indicates the homogeneity of the respondents 'responses to this hypothesis, which is the inconsistency with the respondents' answers in the first paragraphs of the hypothesis, which states that there is a diagnosis and knowledge acquisition from academic and administrative leadership at Al- *Baydha* University. Through the previous results, we can confirm that the respondents do not agree with these statements from the first hypothesis, which states that there is a diagnosis and an acquisition of knowledge from the academic and administrative leadership at Al Baydha University. Table 2) We note the following: Through the foregoing, the first hypothesis (H1) has been denied, which states (there is a diagnosis and acquisition of knowledge from the academic and administrative leadership at Al Baydha University), and the proof of the alternative hypothesis (H0) is the negation of what was stated (there is no diagnosis and acquisition of knowledge from the academic and administrative leadership at the University Al Baydha).

Table (3): The second premise: knowledge generation.

Axis Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Mean	Standard Division	Arrange	Trend
	F	%	F	%	F	%	F	%	F	%				
Q1	1	2	9	18	18	36	17	34	5	10	2.68	0.95	3	Neutral
Q2	5	10	13	26	18	36	8	16	6	12	3.06	1.15	1	Neutral
Q3	4	8	8	16	4	8	16	32	18	36	2.28	1.32	5	disagree
Q4	6	12	10	20	11	22	19	38	4	8	2.90	1.18	2	Neutral
Q5	5	10	5	10	13	26	20	40	7	14	2.62	1.15	4	Neutral
Weighted Average											2.71			Neutral

From Table No. (3) We note the following:

Looking at the respondents' answers to the first paragraph of the second hypothesis, which states (the university depends on the generation of knowledge on organizational learning workshops), it is clear that most of the answers are directed towards disagreement with an average of (2.68). That is, the university does not depend in generating knowledge on organizational workshops, and through the respondents 'answers to the second paragraph, which states (the university is used in developing academic and administrative skills for the experience of old colleagues) through the respondents' answers, it became clear that most of the answers are directed towards neutrality, on average. (3.06) That is, the university does not use it to develop academic and administrative skills for old colleagues above experience, and consider the respondents' answers to the third paragraph, which states (The university encourages the creation of knowledge through a system of incentives and material and moral rewards) and it is clear that most of the answers are directed towards non Approval with an average of (2.28) and this is evidence that the university does not encourage the creation of knowledge through the system of incentives and material and moral rewards, by looking at the responses of the respondents to this paragraph, which states (the university sponsors scientific conferences, solutions to community problems have been proposed) and it is clear Most of the answers are directed towards disagreement with an average of (2.90), meaning that the university does not hold scientific conferences and does not contribute to solving community problems, by looking at the respondents' answers to the fifth paragraph Which states (the university coordinates with institutions to train its students on available technologies and methods of work in institutions.) It is

clear that most of the answers are directed towards disapproval, with an average of (2.62).Through the analysis of the paragraphs of the second hypothesis, the following became clear: We note from the above table that the weighted average of all the paragraphs that represent the second hypothesis was (2.9), and this indicates that the respondents 'answers to it. Phrases from the hypothesis indicating disagreement, meaning that they do not agree with the answers to the hypothesis in which it is contained (there is a distribution, dissemination and exchange of knowledge from the academic leadership and administrative leadership at Al- *Baydha* University). As for the standard deviation of these expressions, they ranged between (1.00-1.19), indicating the homogeneity of the respondents' answers to this hypothesis and their difference with the answers of the paragraphs. The axis provides for the distribution, dissemination and exchange of knowledge from academic leadership and administrative leadership at Al- *Baydha* University. Through the previous results, we confirm that the respondents do not agree with these statements from the second hypothesis, which states that there is a distribution, dissemination and exchange of knowledge from the academic leadership and the administrative leadership in Al- *Baydha* University, because all the answers are in the downside, which is disagreement. Through the above, the second hypothesis (H2) has been denied, which states (there is a distribution, dissemination and exchange of knowledge from the academic leadership and administrative leadership at Al- *Baydha* University) and the proof of the alternative hypothesis (H0), which states (There is no distribution, dissemination and exchange of knowledge from the academic leadership and administrative leadership at Al Baydha University).

Table (4): The third hypothesis: distribution, dissemination and exchange of knowledge.

Axis Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		mean	Standard Division	Arrange	Trend
	F	%	F	%	F	%	F	%	F	%				
Q1	2	4	7	14	14	28	21	42	6	12	2.56	1.01	5	Neutral
Q2	1	2	11	22	12	24	21	42	5	10	2.64	1.00	3	Neutral
Q3	4	8	5	10	17	34	16	32	8	16	2.62	1.12	4	Neutral
Q4	8	16	6	12	13	26	20	40	3	6	2.92	1.19	2	Neutral
Q5	15	30	16	32	12	24	6	12	1	2	3.76	1.06	1	Neutral

weighted Average	2.9	Neutral

From Table (4) we note the following:

Looking at the respondents' answers to the first paragraph of the third hypothesis, which states that (the social climate in the university encourages you to share and exchange knowledge among your colleagues), it becomes clear that most of the answers are directed towards disapproval with an average of (2.56), meaning that the organizational climate in the university does not encourage Knowledge exchange and sharing, and the respondents 'answers to the second paragraph of which states (The university adopts the method of internal documents and bulletins to distribute knowledge). Through the respondents' answers, it became clear that most of the answers were directed towards disapproval with an average of (2.64). This indicates that the university does not adopt the method Internal documentation and publications for spreading knowledge, by looking at the respondents' answers to the third paragraph, which states (the university employs modern technologies in its facilities to contribute to the spread of knowledge), it becomes clear that most of the answers are directed towards disagreement, with an average disagreement of (2.62). Modern technologies in its facilities to contribute to the spread of knowledge, and through the respondents' answers to the fourth paragraph, which states (the use of the electronic portal for knowledge exchange), an electronic portal for knowledge exchange and from the It is clear that the respondents 'answers amounted to (2.92), meaning lack of approval, meaning that the university does not use the electronic portal to exchange knowledge, and it was to the respondents' answers to the fifth paragraph of which states (The university issues a scientific or literary journal that contributes to the dissemination of knowledge internally and externally). The answers are directed towards neutrality, with an average of (3.76), meaning that the university publishes a journal only. One scientific knowledge is not sufficient to spread knowledge internally and externally. Through the analysis of the paragraphs of the third hypothesis, the following was revealed: We note from the above table that the weighted average of all the paragraphs that represent the third hypothesis was (2.9), and this indicates that the respondents' answers to these statements from the third hypothesis indicate disagreement. That is, they do not agree with the answers to the third hypothesis in which it was stated (there is a distribution, dissemination and exchange of knowledge of academic leadership and administrative

leadership at Al Baydha University). As for the standard deviation of these expressions, they ranged between (1.00-1.19), which indicates the homogeneity of the respondents' answers to this hypothesis and their disagreement with the answers of the paragraphs of the hypothesis or the third. The axis states that there is no distribution, dissemination and exchange of knowledge from academic leadership and administrative leadership at Al Baydha University. Through the previous results, we confirm that the respondents do not agree with these statements from the third hypothesis, which states that there is no distribution, publication and exchange of knowledge from the academic leadership and the administrative leadership in the egg. University, because all answers are in the low direction, which is disagreement.

Through the above, the third hypothesis (H3) has been denied, which states (there is a distribution, dissemination and exchange of knowledge from the academic leadership and administrative leadership at Al Baydha University) and the proof of the alternative hypothesis (H0), which states (there is no distribution, dissemination and exchange of knowledge from academic leadership and leadership Administration at Al Baydha University).

Table (4): The fourth hypothesis: storing and applying knowledge.

Axis Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Mean	Standard Division	Arrange	Trend
	F	%	F	%	F	%	F	%	F	%				
Q1	2	4	9	18	11	22	24	48	4	8	2.62	1.00	4	Neutral
Q2	4	8	11	22	11	22	22	44	2	4	2.86	1.06	1	Neutral
Q3	8	16	6	12	12	24	18	36	6	12	2.84	1.26	2	Neutral
Q5	6	12	9	18	8	16	24	48	3	6	2.82	1.17	3	Neutral
Q5	3	6	4	8	10	20	24	48	9	18	2.36	1.06	5	Neutral
weighted Average													2.7	Neutral

From Table (4) we note the following: By looking at the respondents 'answers to the first paragraph of the fourth hypothesis, which states (recording opinions, experiences and experiences carried out by technicians and experts and preserving them in knowledge bases) through the respondents' answers. It turned out that most of the answers were directed towards disapproval, with an average of (2.62), that is, the

university does not work to record the opinions, experiences and expertise of technicians and experts and keep them in the foundations of knowledge. Looking at the respondents' answers to the second paragraph, which states (the university seeks to use multiple and sophisticated storage methods to preserve knowledge), it becomes clear that most of the answers are directed towards disagreement with an average of (2.86), and this indicates that the university does not store and preserve knowledge. Among the respondents 'answers to the third paragraph, which states (the university seeks to maintain the academic and administrative staff with experience and knowledge) through the respondents' answers, it was found that most of the answers were directed towards disapproval with an average of (2.84), meaning that the university does not seek to maintain the staff. Academic and administrative with experience and knowledge. Also, the respondents' answers to the fourth paragraph, which states (the university uses databases that provide it with information on various educational cognitive topics), it is clear that most of the answers are directed towards disapproval with an average of (2.82). This indicates that the university does not use databases. It provides her with information on various educational knowledge topics. By looking at the respondents' answers to the fifth paragraph, which states (the university has an advanced library that covers all knowledge, educational and academic disciplines), it becomes clear that most of the answers are directed towards non-approval with an average of (2.36), meaning that the university does not have a developed library that covers all knowledge, educational and academic disciplines. . And through the analysis of the paragraphs of the fourth hypothesis, the following became clear: We note from the above table that the weighted average of all the paragraphs that represent the fourth hypothesis was (2.7) and this indicates that the respondents 'answers to these statements from the fourth hypothesis indicate disagreement, meaning that they do not agree with the answers of the fourth hypothesis, which is (there is storage and application of knowledge from the leadership Academic and Administrative Leadership at Al *Baydha* University). As for the standard deviation of these expressions, they ranged between (1.26-1), which indicates the homogeneity of the respondents' answers to this hypothesis, which is their disagreement with the answers of the paragraphs of the fourth hypothesis. The axis provides for the storage and application of knowledge from academic leadership and administrative leadership at Al- *Baydha* University. Through the previous results, we confirm that the respondents do not agree with these statements from the fourth hypothesis, which states that there is a storage and application of

knowledge from the academic leadership and administrative leadership at Al- *Baydha* University, because all the answers are in the low direction, which is lack of approval. Through the above, the fourth hypothesis (H4) has been denied, which states (there is storage and application of knowledge from academic leadership and administrative leadership at Al- *Baydha* University) and proving the alternative hypothesis (H0) which states (there is no storage and application of knowledge from academic leadership and administrative leadership at the University AL Baydha).

Test (T):

To test the study hypotheses, a (T) test was done for the mean of the questionnaire items. The value of (T) is equal to (-2.53) with the level of confidence (95%), and a significant level of (2.02) was obtained by comparing the obtained value (T) with the tabular value (T). (19) The moral level (5%) and it can be said that the hypotheses (H1, H2, H3, H4) have been rejected and alternative hypotheses are accepted as they indicate that there are no statistically significant differences between the average responses of the participants to the application, generation, storage, diagnosis and management of knowledge in the University AL Baydha. When comparing the average answers for all academics and administrators according to the target group of academics and administrators, it became clear from the results that there are no statistically significant differences between the answers of academics and administrators. In the sense that all the answers are one-way, which is lack of agreement, as is evident from the general average of the answers for both academics and administrators, which were respectively (2.96, 2.71, 2.9, 2.7) while the overall total for all averages was (2.72), which is an inevitable evidence of The answers are not to agree to all paragraphs of the questionnaire.

Conclusion:

Below is a summary of the main findings based on the survey analysis. The study reached a set of findings and recommendations that benefit the study community, the sample, and researchers in the field of knowledge management, highlighting the main points. The results of this study are based on the analysis and interpretation of preliminary data on the reality of applying knowledge management in the viewpoint of the academic and administrative leaderships at Al-Baydha University. The study included the following question: What is the reality of applying knowledge

management from the point of view of academic and administrative leaders at Al-Baydha University, and a set of objectives and hypotheses related to the problem have been formulated, and the study population has been identified, which is White University, and the sample of the study has been identified and they are academic and administrative leaders at Al Baydha University (deans Faculties and department heads as well as department heads and directors, which are the Financial Affairs Department, the Administration Department, the Personnel Department, the Academic Affairs Department, and the Student Affairs Department) The subject, temporal and spatial boundaries for the study have been defined, The study concluded that Al Baydha University does not care and does not use information and knowledge to perform tasks and duties in front of students, employees and society, and that the university does not communicate with other organizations, bodies and universities to benefit from special services. Experiences in how to obtain knowledge, manage it, store it, and apply it, in addition to the fact that the university does not have modern and advanced research centers that contribute to the search for, obtaining, applying and retaining knowledge, and the university does not have the service of the surrounding community due to the lack of information and knowledge about the surrounding community, and the researcher presented in this study A set of recommendations that summarized that Al-Baydha University in the Republic of Yemen should be interested in knowledge and research. And finding appropriate means and methods to obtain them, then apply them at the university, maintain them, store them and benefit from them, as well as the university's need to communicate with the relevant authorities to benefit from them in this field.(spss) for analysis, testing (T), testing hypotheses and arriving at conclusions and recommendations, and this study adds to the literature by providing an understanding of the importance of knowledge management in the modern era because the modern era is the age of knowledge that does not have information and knowledge that does not have the market, the study indicated a neglect in The university and the lack of interest in knowledge despite its importance in the modern era, helps administrative knowledge in all organizations and companies, bodies and universities of administration in formulating human, financial and material resources policies and rationalizing decisions related to training, development and evaluation of employee performance. In addition, it provides information in all details about organizations, companies, universities and the surrounding community, and the study also found that there are obstacles that contribute to a lack of interest in research, research, application

and knowledge storage, including the lack of financial resources and the lack of specialized cadres in the field of knowledge management and the lack of modern and advanced technology at the university. Overall, the results obtained from this study are decisively applicable only within the context of studied sample. Some literature undertaken earlier, however, indicated that perhaps the findings obtained are applicable to similar environments as well. Nevertheless, this study assumes that further research and analysis will be required for such generalizability (Al-Hakimi & Borade, 2020).

Recommendations:

The researcher recommended, through analysis and hypothesis testing, the following:

Great interest in knowledge and management and knowing how to diagnose, acquire and apply it because of its great and great importance in the modern era, because the modern era is the age of knowledge and information.

Organizing local and international conferences، seminars and scientific workshops that contribute to generating، acquiring and applying knowledge، and familiarizing academic and administrative leaders with them and all employees and students at the university.

Working to educate and educate the university's affiliates from the various departments and colleges about the importance of knowledge، its management and utilization of it in a manner that contributes to achieving the university's goals.

Exerting all efforts and harnessing all capabilities to obtain and apply knowledge at the university in a way that contributes to raising the scientific، academic and administrative level of the university.

Submitting proposals and opinions by those concerned with the university on how to enhance the importance of knowledge and its management in the university and its contributions to the university's reputation locally and internationally.

Providing financial، human and material resources that contribute to the generation and application of knowledge in a way that contributes to serving the university and the surrounding community.

Holding local and international conferences, forums and scientific workshops to educate cadres on how to diagnose, publish, publish and exchange knowledge with universities and other local and international organizations and organizations.

Opening channels of communication between the university and local and international institutions and organizations to exchange knowledge, disseminate it and distribute it, and raise awareness of its application in various fields, sectors and facilities in a way that contributes to the development of institutional work in it. .

Paying attention to modern and contemporary scientific research that will only be available with the availability of knowledge and information

The necessity of sound and scientific management to manage knowledge that helps the university solve many of the problems that prevent the university from strengthening and developing it.

Work to properly manage knowledge and use it to serve the university and the surrounding community

Acquiring experiences and skills from institutions, organizations and universities with a long and successful history to generate and acquire great knowledge, apply it and benefit from it optimally.

Linking the university's success and its progress in delivery with its ability to acquire knowledge, manage it and use it in the best way, which requires the university to make all efforts and to harness all capabilities to obtain knowledge, management and employment. In the university and the surrounding community.

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