

5. Conclusion

The present study aimed to test the validity of the developed measurement model for measuring human resource development. The model included human resource development as the latent variable that is represented by four factors (planning skill, the skill of communication, management skills and positive attitudes). In order to achieve this research aim, which is testing the validity of this model for measuring human resource development, the study used a (Confirmatory Factor Analysis - CFA) through (Amos,21). Based on the results of the analysis obtained from the use of (Amos) shown in Figure (1) and Table (1), there is a contradiction between the developed model and the data. This emphasizes the need to modify the model, and after the process of modifications illustrated in Figure (2) and Table (2), there is a goodness of fit between the model and the data. This is evidenced by the congruence indicators, as the average variation extracted value (Average Variance Extracted -AVE) for all factors was higher than (0.50) and even higher than (Shared Variance-SV).Therefore, the measurement model is characterized by the congruent validity and convergent validity. This means that the proposed measurement model is valid to be used for measuring human resource development.

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