

تأثير الذكاء الشعوري في الذكاء المنظمي

دراسة تطبيقية في الشركة العامة للصناعات الكهربائية

المستخلص

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Abstract

The two terms "of fective intelligence and organizational intelligence" is it is the emotional intelligency and organizational intelligency"are considered as one of the contemporary terms which the various organizations started to function them in their activities to in crease their efficiency.

This study aims at examining those two terms and the possibility of their functioning them in one of the general organizations and the questionnaire is used as atool to gather information that are distributed on asample consists of (50)employees and selected randomly from various organizationl levels.

The most important conclusions:

- 1-Thereis aweakness in some of affective intelligence dimensions especially in managing tradition.
- 2- The lack of its sufficiency in the firm understdy,as well as, thereis similar weakness in other dimensions of organizational intelligence like the societies of common in terest with the lack of affective intelligence effectin in the organizational intelligence.

المقدمة

أولاً: منهجية البحث

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(Gole Man, 1999)
(Albrecht, 2007)

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	79.82	81.22	84.71	89.33	74.15	73.31	70.05	74.62	81.71	65.32	78.15	73.28	

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Morehouse 2007, 296 -5

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Boyatzis & Oasten, 2002 :

Byrne & Keskin, Al-Kguri, 2007 :

Gidden

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ثانيا: الذكاء الشعوري والذكاء المنظمي

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(2002 :128)

(Orme & Baron, 2002: 24)

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(Fine Man, 93)

(Armstrong, 1991: 32)

(Menzies, 1990: 93)

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(Emmerling, 2004: 1)

(Peter, 2002: 1)

(Orme & Baron, 2002: 25)

(Mayer & Salovey, 990: 191)

(Mayer & Solvey, 990: 187) .

(Stock, 2001: 11)

(Orma & Cannon, 2000: 21)

(Higgs & Dulewich, 1999: 114) .

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(Salovey & Mayer, 1999:

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(Lerner & Keitne, 2000: 481)

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(Lopes, 2003: 645)

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(Coleman, 1998: 151-162)

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(Coleman, 1998: 129)

Coleman

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) 2002 : 130

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.(Recker, 2001: 3)

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(Newstrom & Davis, 97: 446-448).

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(Reclcer, 2001: 2)

(2004 :63)

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(Dealtuy,2005:68)	-
(Purpose)	-
((Property)	-
(Practices)	-

(Schcoanninger, 2001: 139)

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adaptitability	-
Effectiveness	-
	-
	-
Qarndner	-1

(Gardner, 1999)

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المصير المشترك

الرغبة الفطرية للتطوير

الشعور الوجداني بالانتماء

الانسجام والتطابق

نشر المعرفة

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(Al-Brecht, 2007: 315)

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(Glynn, 96: 1086)

(Choo, 1998: 392)

(Mcmaster, 93: 3)

.(Walsh & Ungson, 91: 61)

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(Schlinger, 2003: 23)

(Weber, 96: 229)

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Multiplicity _____ -

Redundancy _____ -

Loose Coupling : _____ -

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(Falt, 2002: 65)

.(Conte, 99: 211)

(Mayer, 2000: 96)

:(Huy, 1999: 327-336)

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(Emotional recodeiling) -

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(Qiddens, 1984, Bernend, 2003: 1041).

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: (Becer & Funk, 2007: 3-5)

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(Matsuda, 92: 421).

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74	0.9949	3.7		.1
71.6	1.162	3.58		.2
81.6	0.899	4.08		.3
85.2	0.777	4.26		.4
78	1.182	3.9		.5
		3.88		

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(1.852)

(0.77)

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65.2	1.25	3.26		.6
90.4	0.61	4.52		.7
80.4	0.844	4.02		.8
73.2	1.09	3.66		.9
52	1.14	2.6	.	.10
		3.61		

(4.52)

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(90.4)

(0.61)

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(80.4)

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(3.61) ()

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79.2	1.06	3.96		.11
87.2	0.60	4.36		.12
87.2	0.63	4.36		.13
77.2	0.85	3.86		.14
77.2	0.94	3.89		.15
		4.08		

	(13)	(12)	:	(4.36)		-
	(0.60)					(12)
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						(0.63)
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						(3.86)
				(4.03)		-
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74.4	0.92	3.72		.16
70.8	0.83	3.54		.17
72.8	0.80	3.64		.18
81.6	0.89	4.08		.19
73.2	0.71	3.66		.20
		3.83		

(4.08)

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67.2	0.87	3.36		.21
69.2	0.93	3.46		.22
67.6	0.94	3.38		.23
66	0.70	3.30		.24
		3.38		

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(22)

(0.93)

(3.46)

(69.2)

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(3.38)

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ثانيا: المصير المشترك

(7)

72	10.1	3.6		.25
79.6	0.76	3.98		.26
78.4	0.92	3.92		.27
72.4	0.92	3.62		.28
		3.78		

(3.98) (26)

(3.92)

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(0.92)

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(3.60)

(3.78)

ثالثا: الرغبة الفطرية للتطوير

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72	0.69	3.71		.29
66	0.90	3.31		.30
72	0.90	3.63		.31
64	1.22	3.02		.32
		3.40		

(3.40)

(29)

(3.71)

(0.69)

(31)

(3.63)

.(0.90)

(30)

(0,90)

(3.31)

رابعا: الشعور الوجداني بالانتماء

(9)

66.8	0.96	3.28		.33
65.6	0.88	3.34		.34
66	0.93	3.30		.35
84.8	0.65	4.24		.36
		3.54		

(36)

(0.65)

(4.24)

(34)

(3.34)

(3.54) "

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خامسا: الانسجام والتوافق

(10)

78.4	0.82	3.92		.37
68	0.92	3.40		.38
62.4	0.87	3.12		.39
63.6	0.80	3.18		.40
		3.41		

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.(3.92)

(0.82 .)

(38)

(3.40)

(3.12)

(39)

(3.41)

سادسا: القيادة المفكرة

(4)

(11)

72.4	0.90	3.62		.41
57.2	0.80	2.86		.42
71.2	0.76	3.56		.43
64.4	1.01	3.22		.44
		3.32		

(3.62)

(0.90)

(41)

(3.56)

(43)

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(40)

(42)

(2.86)

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(3.32)

سابعاً: التجمعات ذات الاهتمام المشترك

(12)

72.8	0.94	3.64		.45
71.2	1.01	1.56		.46
62.4	1.11	3.01		.47
65.6	0.87	3.28		.48
		2.87		

(3.64)

(45)

(0.94)

(48)

(3.01)

(1.11)

(47)

(1.56)

(2.87)

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(13)

0.721**	0.291*	0.420**	0.513**	
0.487**	0.485**	0.619**		
0.805**	0.489**			
0.704**				

.05 *
0.01 **

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(14)

0.688**	0.086	-0.169	0.333*	0.514**	0.525**	0.520**		
0.727**	0.154	-0.123	0.481**	0.385**	0.506**			
0.792**	0.312*	0.038	0.347**	0.460**				
0.569**	-0.012	-0.208	0.328*					
0.618**	0.091	0.095						
0.215	0.345*							
0.464**								

(0.01)
(0.525)

(-0.123)

(0.09-0.012)

ثالثا: الارتباط بين ابعاد الذكاء الشعوري والذكاء المنظمي
(15)

0.218	-2.58*	-0.032	0.049	0.310*	
0.465**	0.373*	0.505**	0.364*	0.685	
0.392*	-232	0.69	0.544*	0.300*	
0.192	0.435*	0.43	381*	0.100	
0.489**	0.417*	0.457**	0.612**	0.366*	
0.297	0.424**	0.059	0.367*	0.276	
0.324**	0.87	0.414**	0.241	0.235	
0.406*	0.579**	0.286	0.408**	392*	

(0.310) -

(0.01) (0.300) (0.366) (0.05)

(0.685)

(0.05) (0.392*)

(0.01) (0.367) (0.381) (0.394) (0.05)

(0.612) (0.544)

(0.408) (0.01)

(0.05) (0.01)

(0.414 0.457 0.505)

	(0.286)			
	(0.435)		(0.05)	
	(0.312)	(0.417)		(0.373)
	(0.442)			(0.01)
	(0.529)			
			(0.01)	

رابعاً: تأثير الذكاء الشعوري على الذكاء المنظمي

	:			
(1.011)		()		-
T	(6.915)		F	(0.107)
				-
(0.035)	(3.930) t	(13.864)F		-
			%22	-
f				-
	.0045		t	-
				-
		%4		-
t	(14.762)	t f	f	-
(0.023)	p		(4.837)	-

خامسا: تأثير الذكاء الشعوري على الذكاء المنظمي
(16)

t	P	f	.	.	
2.339	0.024	9.472	0.102	324	
3.039	0.034	10.079	13.7	0.379	
4.873	0.023	14.762	23	0.489	
0.729	0.470	1.532	4	0192	
2.00	0.045	6.210	15	0.392	
3.930	0.035	13.864	22	0.465	
0.107	0.915	1.011	5	0.218	
3.708	0.041	12.918	16	0.406	

(0.079) t f

(3.039)

f

(%10.2)

(2.339) t

(9.472)

(3.078) (12.918)

t f

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%16

رابعاً: الاستنتاجات والتوصيات

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المراجع العلمية

(2004) : -1

الدوريات والمجلات

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(2002) -3

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