

اثر التعلم المنظمي في التمكين الإداري
دراسة استطلاعية لآراء عينة في الشركة العامة للصناعات
الكهربائية في بغداد

المستخلص

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Abstract:

This research aims at studying a contemporary and modern phenomenon in the Science of management in general and in the field of organizational behavior in private, The organizational learning and managerial empowerment in a governmental organization : "The General Company of Electric Industries". The dimensions of organizational learning have been defined (Learning Dynamics, organization transformation, individuals empowerment, knowledge management and Technology application) as wells as the dimensions of managerial empowerment (possessing the information and its availability- Independency and the freedom of conduct and knowledge possession) Information has been gathered by a questionnaire distributed on a sample of professionals in the organization researched its total (50) questionnaires and the most outstanding results reached by the researcher is there was no high influence of organizing learning on administrative empowerment in the organization researched.



المقدمة

المحور الأول- منهجية البحث والدراسات السابقة

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-2 (2005 Popper&Lipshits Amitay)

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-3 (2002)**1999 Myer&Mason : -4**

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المحور الثاني- التعلم المنظمي- تأطير نظري

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. (2001:2 stratigos)

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(2000:599 lapper & mukherjee)

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(1994:326 Senge)

(1998:121 Goh)

(2000:31 wanacott)

(1994:32 robey&sales)

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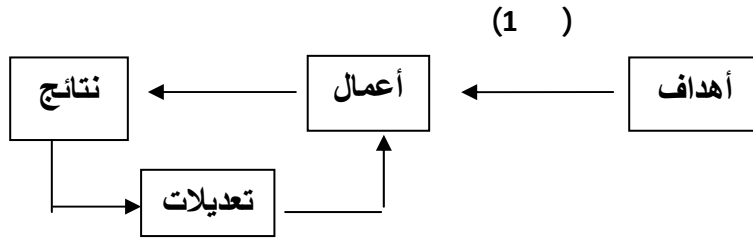
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ثانياً:- أبعاد التعلم المنظمي

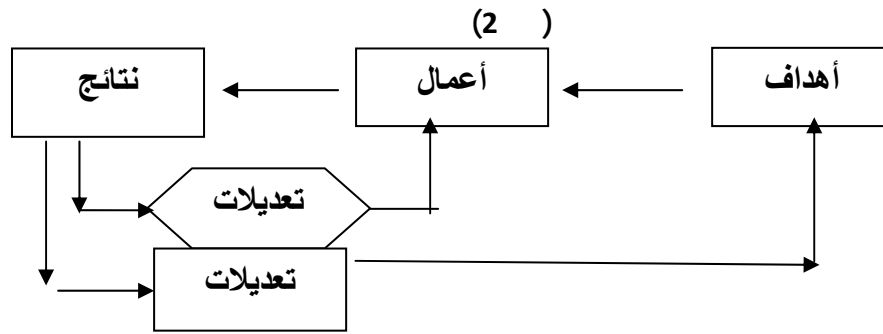
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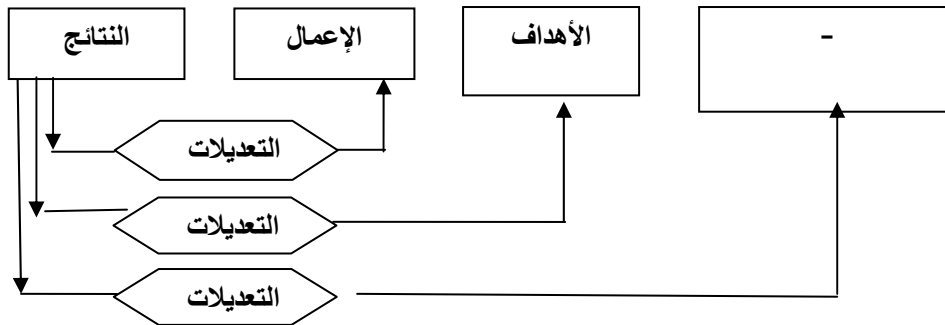
(2000:376 hendricks)



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(627:2000 martensen&dahlaard)

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Anticipatory learning -2

(2002:23 marquardt)

Action learning -3

(198 : 2006)

(996: 8 peddler et
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المحور الثالث - التمكين الإداري / تأطير نظري

- (997:41 Robert&spreitzer)
(2001:501 Daft)
- (995:80 Simon)
- (2000:115 Mcshane&Glnow)
- (2000:20 al Hellr :gel et)
- (999:2 Potterfield)
- (995:7 Riggs)
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- (998:45 Brooking)
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- (995:43 k and etal Blachard)
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(995:12) Riggs

Empower

: E- Education -1: M - Motivation -2: P- Purpose -3: O -Ownership -4

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Authority+ Accountability= Achievement

: W- willingness to change -5

(2006 244:

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: E-Ego Elimination -6: R-Respect -7

(995:471 Ford& Fottler)

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(2004: 110 Civerorlo) (2006:248

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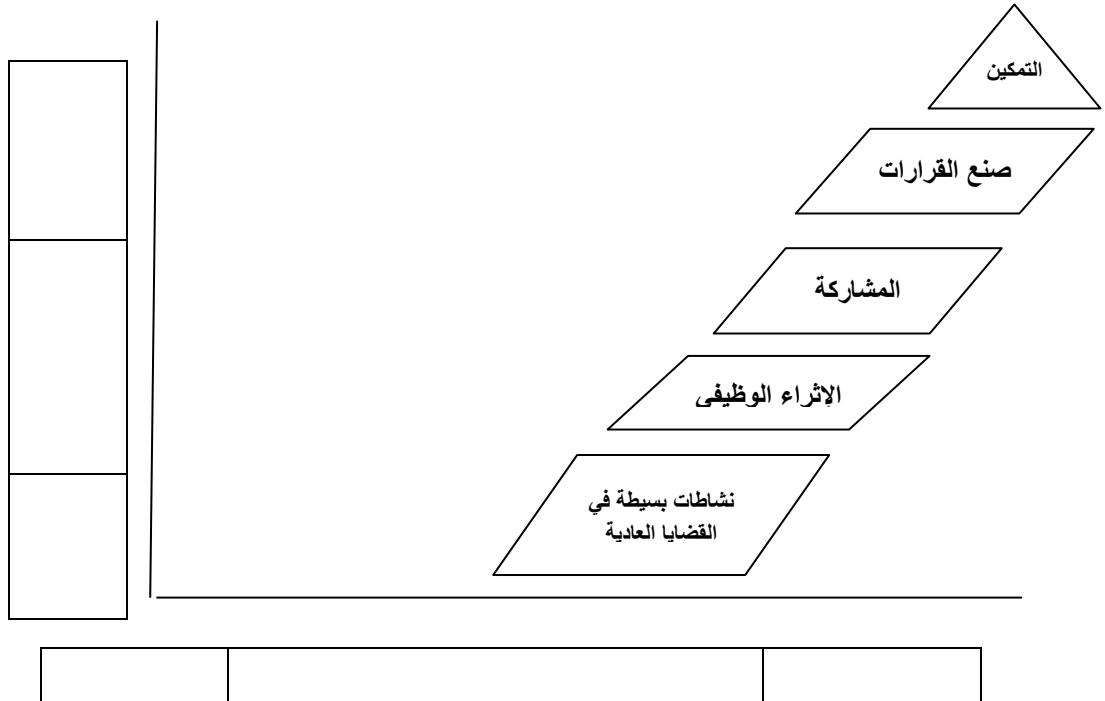
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(996 Marquardt :120)

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Souce:-

Margardt M.J."Building the learning Organization :mastering the five Elements For corporate Learning Palo Alto :USA Davies Black inc publishing 2002.



المحور الرابع- الجانب العملي

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1.55	3.10		-1
1.01	3.58		-2
0.91	3.82		-3
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1.19	3.28		-5
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0.92	4.4		-8
1.09	4		-9
1.12	3.2		-10
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0.95	3.7		-11
1.14	3.22		-12
1.21	3.5		-13
1.26	3.28		-14
1.18	3.3		-15
0.80	3.4		
1.26	3	.(-16
1.26	3.4		-17
1.24	3.2		-18
1.28	2.9		-19
1.28	3.1		-20
1.07	3.3		-21
0.87	3.18		
1.18	3.5		-22
1.48	3.18		-23
1.41	2.8		-24
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1.3	3.2	-27	
1.15	3.6	-28	
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1.17	3.7	-32	
1.34	2.8	-33	
0.67	3.3		
1.18	3.16	-34	
1.37	2.9	-35	
1.5	3.34	-36	
1.32	2.8	-37	
1.4	3.4	-38	
1.25	3.2	-39	
1.15	3.9	-40	
0.90	3.25		
0.97	3.9	-41	-
0.87	3.8	-42	
1.33	3.8	-43	
0.78	4.2	-44	
0.84	4	-45	
1.4	3.9	-46	
0.82	4.18	-47	
0.69	3.9		
0.75	3.18		

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	(1.32)	(2.8)	(37)		
				(0.90)	(3.25)
(44)		(4)		(0.78)	-() : (4.2)
	(1.33)	(3.8)	(43)		
		(0.69)		(3.9)	
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				(5)	-
	(% 25)	(4)			
		(0.05)	(0.320)		
(0.024)		(0.263)	(0.072)		-
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%						
25	1	0.263	0.320 *	0.072	0.024	
-	-	0.016	0.154	-0.151	-0.157	
50	2	0.073	0.311*	-0.042	-0.329*	
25	1	0.243	0.388**	0.111	-0.237	
-	-	0.052	-0.059	-0.009	-0.046	
25	1	0.142	0.286*	-0.025	-0.188	

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	(0.929)		(F)		-
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				(3.34)	
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		(F)	(%50)	(4)	
		(0.05)	(3.34)		
(0.05)	(3.490)	(F)			
				(3.34)	
	(0.832)	(F)			
		(3.34)		(0.381)	



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%										
25	1	0.033	0.182	0.084	0.290	0.001	0.032	0.018	0.134	ديناميكيات التعلم
		غير معنوي	1.636	معنوي	4.402	غير معنوي	0.049	غير معنوي	0.882	
-	-	0.003	0.055-	0.041	0.204	0.026	0.162-	0.019	0.138-	تحول المنظمة
		غير معنوي	0.148	غير معنوي	2.076	غير معنوي	1.301	غير معنوي	0.929	
50	2	0.008	0.089-	0.049	0.222	0.017	0.131-	0.083	0.288-	تمكين الأفراد
		غير معنوي	0.381	معنوي	3.490	غير معنوي	0.832	معنوي	4.329	
25	1	0.003	0.050	0.079	0.281	0.003	0.054	0.053	0.231-	إدارة المعرفة
		غير معنوي	0.123	معنوي	7.110	غير معنوي	0.141	غير معنوي	2.704	
-	-	0.009	-0.093	0.012	0.108-	0.011	0.104-	0.000	0.006	تطبيق التكنولوجيا
		غير معنوي	0.423	غير معنوي	0.563	غير معنوي	0.529	غير معنوي	0.002	
25	1	0.000	-0.009	0.042	0.204	0.006	0.079-	0.017	0.129-	التعلم المنظمي
		غير معنوي	0.004	معنوي	4.089	غير معنوي	0.303	غير معنوي	0.810	

(3.34) = 0.05

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المحور الخامس - الاستنتاجات والتوصيات

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