

اثر نمطي القيادتين التبادلية والتحويلية في نجاح التغيير المنظمي ” دراسة ميدانية في الشركة العامة للصناعات الكهربائية ”

Abstract

This research was designed to study the relationships between tow variables: Leadership styles and Organizational change & the effect of Leadership style on this change.

A self completion questionnaire was used to collect data of this research from a random sample represent fourteen employees who works in State Company for Electrical Industries.

The main result of this research was positive relationships between Leadership style and Organizational change and this change was found to be significantly effected by the Leadership style, the research concluded that Leadership of the studied company gives their attentions to the Transactional Leadership more than the Transformational Leadership, Finally the research recommends that Transformational Leadership style should be encouraged and only those with Transformational Leadership's skill must be cadidated for Leadership's positions.

الخلاصة

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مقدمة

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أولاً- منهجية البحث

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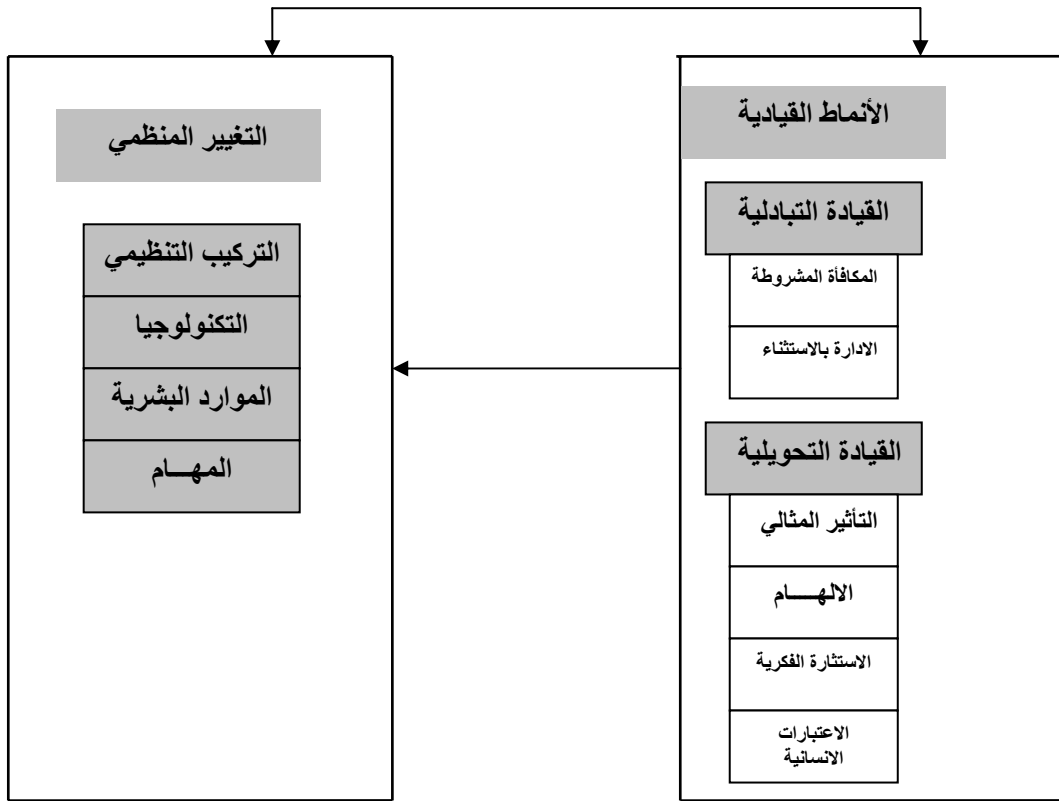
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↔ علاقة ارتباط
← علاقة تأثير



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Sandra Sample,2003:1-28	
Reddin,1983	

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(%62,5)

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(%7,5)

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(%62,5)

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(%27,5)

(%37,5)

(%12,5)

(%22,5)

ثانيا- الطروحات النظرية لتغيرات البحث

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(Moorbead,etal;1995:324)

(Hellriegel,etal;2001:324)

(Newstrom&Davis,2002:63)

(487:2002)

Style

Oxford

(Krishnan,2005:15)

(Oxford,1993:860)

(Luthans,1985:499)

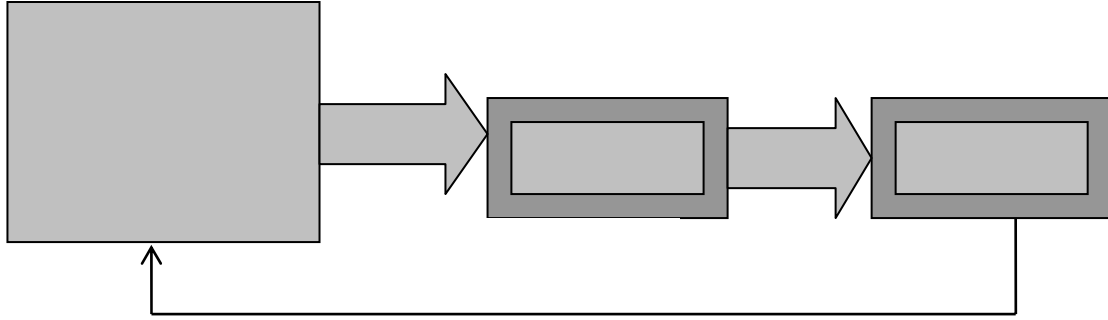
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(Newstrom&Davis,2002:63)

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(Hellriegel,etal;2001:331)

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Source: Hellrigel, Don., Slocum, John. W., & Woodman, R. W., (2001)
"Organizational Behavior", South-western college, p:331.

(Lampikoski & Emden, 1996:5)

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Taylor, 1962:13	.	1
Davis, 1962:112	.	2
Fiedler, 1967	.	3
House, 1971	.	4
House & Mitchell, 1974	-	5
Nysteen, 1978	.	6
Bass, 1985	.	7
Black & Mouton, 1991:31	.	8
Moorbead & Griffin, 1995:326	.	9
Hersey & Blanchard, 1996:130	.	10
Bryman, Stephens & Campo, 1996	.	11
Daft, 2003:532	.	12
Gibson, Donnelly, Ivancevich & Kono paske, 2003:336	.	13

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Transactional Leadership :

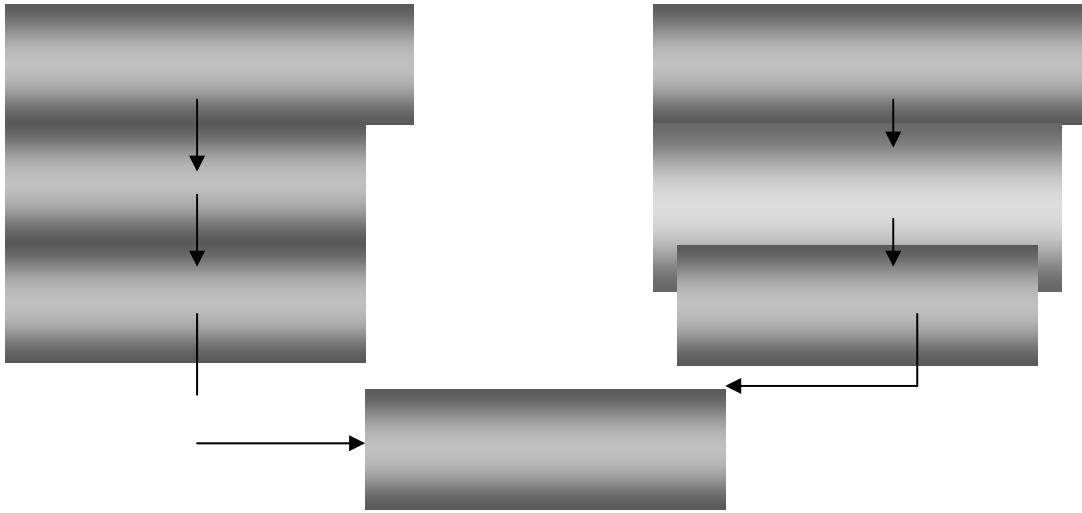
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(Drummond,2000:78)

(Rue&Byors,2003:)

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(376:2005)



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Source: Ivancevich,J.M.,& Matteson,M.T.,(2002), "Organizational Behavior and Management", Mc Graw Hill, New York, p430.

(Bass,etal;2003:218)

:Contingent Reward

:Management by Exception

**Transformational Leadership :**

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(Moorbead&Griffin,1995:324)

(Fincham&Rhodes,1999:233)

(Drummond,2000:78)

Daft

(Daft,2003:534)

: (Bass,etal;2003:208) (Gibson etal;2003:341)
:Idealized Influence .

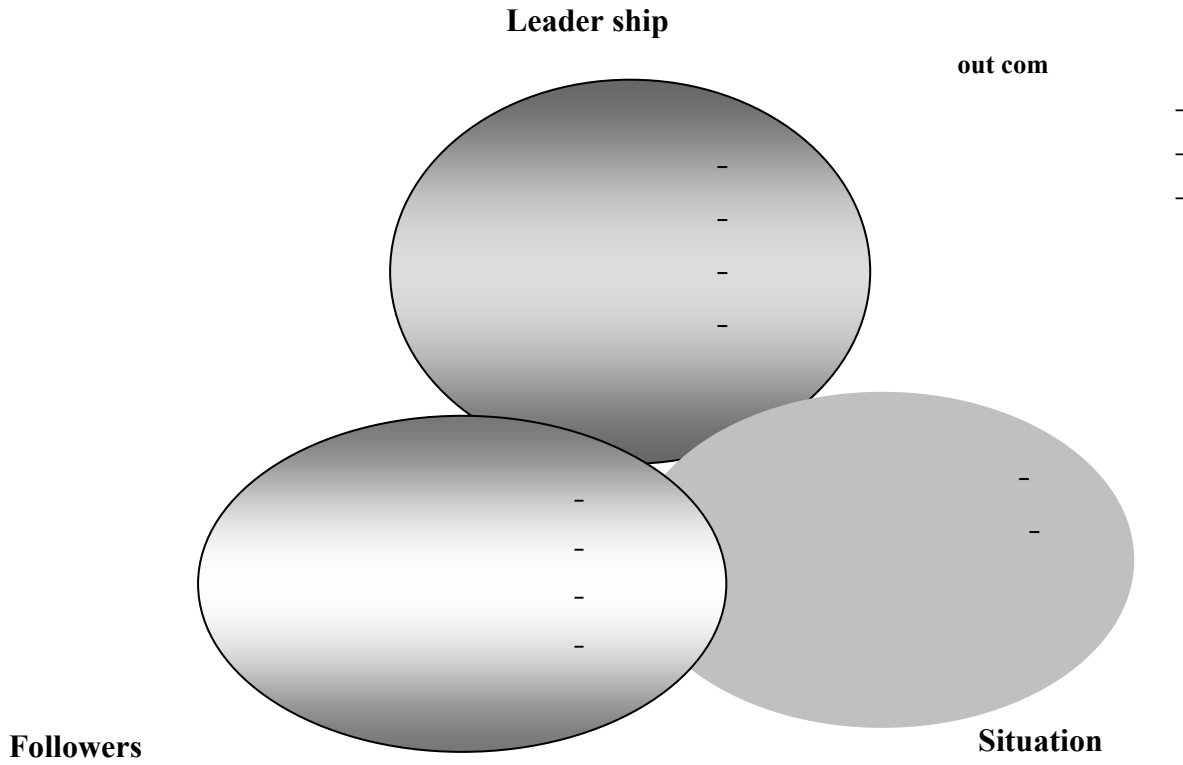
:Inspiration .

:Individualized Considerations .

:Intellectual Stimulation .

(383:2005)

(4) . (Huges,etal;2009:536)



Source: Hughes, R.L., Ginnett, R.C., & Curphy, G.J., (2009), "Leadership: Enhancing the lessons of Experience", Mc Graw- Hill, New York, p:536

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(317:1995)

(Hill&Jonns,1999:486)

(34:1999)

(125:2000)
(Allen,etal,2002:307)

(344:2004)



: (Hughesetal;2009:615-616)

$$C=D \times M \times P > R$$

M

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Beer

D (dissatisfaction)

(model)

: P (process)

R (resistance)

C

(Daft,2001:358-359)

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مجالات التغيير

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. (Hellriegel,etal;2001:550)

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(Daft,2001:355)

. (Morales,etal;2006:36)



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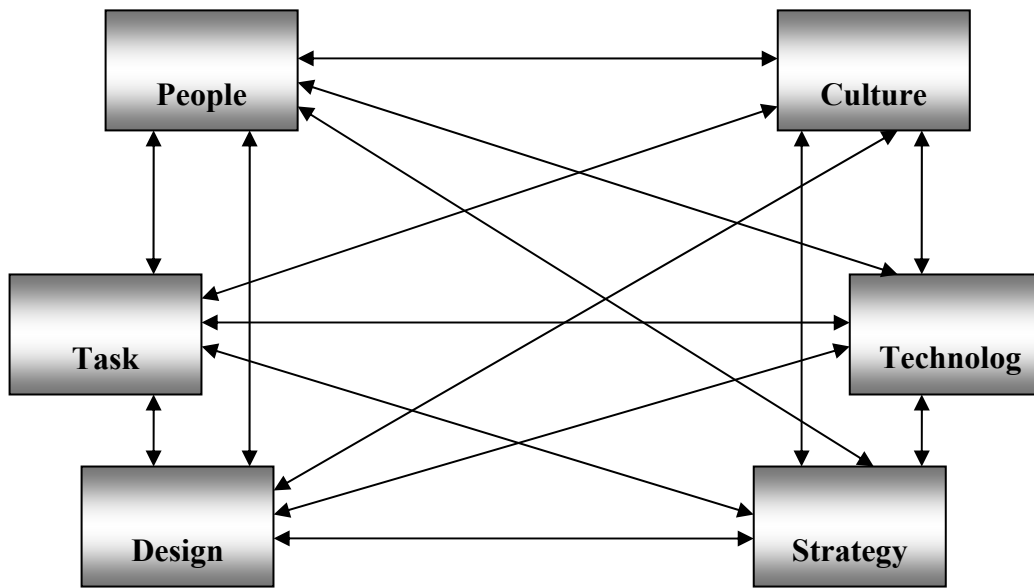
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(Daft,2001:355-357)

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.(Sulis,2004:12)



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Source: Hellriegel, Don., Slocum, John., & Woodman, R.W., (2001), "Organizational Behavior", 9th ed, Ohio: South Western College publishing, New York, p550.

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ثالثا- الجانب العملي

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0.565	3.41		1
0.652	2.19		2
0.615	3.20		3
0.794	3.34		4
0.674	3.04		
0.639	3.71		1
0.752	3.41		2
0.684	3.55		
0.689	3.24		

(3,24) (3) : 1.
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0.639	3.41		1
0.752	2.56		2
0.684	3.34		3
0.783	2.63		4
0.675	3.77		

(3.77) (4) : 2.
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"دراسة ميدانية في الشركة العامة للصناعات الكهربائية"

اختبار الفرضية الرئيسية الأولى والفرضيات المتفرعة عنها

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(0.487)

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(0.05)

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اختبار الفرضية الرئيسية الثانية والفرضيات المتفرعة عنها

(R²)

(%22.5)

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(%.77.5)

(13.147) (F)

(0.05)

(3.501)

(t)

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t	P.value	F	R ²	
1.625	0.00	10.929	0.184	
3.779	0.00	15.843	0.263	
3.501	0.00	13.147	0.225	

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(R²)

(%0.18)

(%82)

(10.929) (F)

(1.625) (t)

(0.05)

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(R²)

(%26)

(%74)

(15.843) (F)

(3.779) (t)

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**رابعاً- الاستنتاجات والتوصيات**

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المصادر العربية

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"دراسة ميدانية في الشركة العامة للصناعات الكهربائية"

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