



جامعة الموصل
كلية الإدارة والاقتصاد
قسم ادارة الاعمال

دور القيادة الفاضلة في تعزيز الارتباط الوظيفي دراسة تحليلية
لآراء عينة من العاملين في كلية الادارة والاقتصاد / جامعة
الموصل

بحث دبلوم عالي
في إدارة الأعمال

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المستخلص

المستخلص: تهدف الدراسة إلى تحليل دور القيادة الفاضلة في تعزيز الارتباط الوظيفي لدى العاملين في كلية الإدارة والاقتصاد / جامعة الموصل، من خلال اختبار علاقات الارتباط والتأثير بين متغيرات الدراسة. تمثل المتغير المستقل في القيادة الفاضلة بأبعادها (العدل، الحكمة، الشجاعة، الإنسانية)، في حين تمثل المتغير المعتمد في الارتباط الوظيفي بأبعاده (الحماس للعمل، التفاني في العمل، الانغماس في العمل). اعتمدت الدراسة المنهج الوصفي التحليلي، وتم جمع البيانات عبر استبانة مكونة من (35) فقرة، وُزعت على عينة عشوائية بلغت (204) مستجيباً من مجتمع الدراسة البالغ (394) فرداً. واستُخدمت مجموعة من الأساليب الإحصائية الوصفية والتحليلية بالاعتماد على برنامجي (SPSS V.24) و (Excel 2010). أظهرت النتائج وجود علاقة ارتباط وتأثير معنوية مباشرة بين القيادة الفاضلة والارتباط الوظيفي، مما يؤكد أهمية تبني ممارسات قيادية قائمة على القيم الأخلاقية في تعزيز الارتباط العاملين ورفع مستوى ارتباطهم بوظائفهم.

الكلمات المفتاحية: القيادة الفاضلة، الارتباط الوظيفي ، جامعة الموصل.

Abstract

Abstract: This study aims to examine the role of virtuous leadership in enhancing job engagement among employees at the College of Administration and Economics, University of Mosul. The research investigates the correlation and impact relationships between the study variables at both the overall and dimensional levels. Virtuous leadership, represented by the dimensions of justice, wisdom, courage, and humanity, constitutes the independent variable, while job engagement—represented by vigor, dedication, and absorption—constitutes the dependent variable. A descriptive-analytical approach was adopted to test the main and sub-hypotheses. Data were collected through a questionnaire consisting of 35 items distributed to a random sample of 204 respondents out of a total population of 394 employees. Various descriptive and inferential statistical techniques were employed using SPSS V.24 and Excel 2010,

The findings revealed a significant positive correlation and direct effect between virtuous leadership and job engagement. The results emphasize the importance of adopting value-based leadership practices to foster higher levels of employee engagement within academic institutions.

Keywords: Virtuous Leadership, Job Engagement, Ethical Leadership Values, University of Mosul

The Role of Virtuous Leadership in Enhancing Employee Engagement An Analytical Study of the Opinions of a Sample of Employees at the College of Administration and Economics / University of Mosul

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HIGHLIGHTS	GRAPHICAL ABSTRACT
Based on the study problem and its objectives, a hypothetical study model was designed to clarify the relationship between its variables. This model represents the theoretical framework that will be tested in the field, consisting of: *The independent variable of virtuous leadership, with its four dimensions: justice, wisdom, courage, and humanity. *The dependent variable of job engagement, with its three dimensions: enthusiasm, dedication, and absorption in work Translated with DeepL.com (free version)	
Keywords: Virtuous Leadership, Job Engagement, Ethical Leadership Values, University of Mosul	ABSTRACT This study aims to examine the role of virtuous leadership in enhancing job engagement among employees at the College of Administration and Economics, University of Mosul. The research investigates the correlation and impact relationships between the study variables at both the overall and dimensional levels. Virtuous leadership, represented by the dimensions of justice, wisdom, courage, and humanity, constitutes the independent variable, while job engagement—represented by vigor, dedication, and absorption—constitutes the dependent variable. A descriptive-analytical approach was adopted to test the main and sub-hypotheses. Data were collected through a questionnaire consisting of 35 items distributed to a random sample of 204 respondents out of a total population of 394 employees. Various descriptive and inferential statistical techniques were employed using SPSS V.24 and Excel 2010. The findings revealed a significant positive correlation and direct effect between virtuous leadership and job engagement. The results emphasize the importance of adopting value-based leadership practices to foster higher levels of employee engagement within academic institutions. https://uomosul.iq/lilbcentral E-Mail: central.library@uomosul.edu.iq E-Mail: hhhaatteemmm@gmail.com

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