



جامعة الموصل
كلية الإدارة والاقتصاد

المرونة التنظيمية وانعكاسها على إدارة المواهب
المستدامة الدور الوسيط للسمات الشخصية للقيادات:
دراسة تحليلية لآراء عينة من العاملين في المديرية العامة
لتربية نينوى

رسالة ماجستير
في إدارة الأعمال

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المستخلص

هدفت الدراسة الحالية الى استكشاف طبيعة العلاقة بين المتغير المستقل المتمثل بالمرونة التنظيمية بأبعادها (المرونة الاستراتيجية و المرونة الهيكلية و المرونة التشغيلية) والمتغير الوسيط المتمثل بالسمات الشخصية للقيادات في أبعاده (الاتزان الانفعالي , والانبساطية , والقبول , والانفتاح على الخبرة , وبقطة الضمير) , والمتغير المعتمد المتمثل بإدارة المواهب المستدامة بأبعادها (التدريب المستدام , وتطوير المستدام , والمشاركة المستدامة).

وذلك من خلال وجهة نظر عينة من العاملين في المديرية العامة لتربية نينوى , واعتمدت الدراسة على المنهج الوصفي التحليلي , وشمل مجتمع الدراسة جميع العاملين في المديرية وبلغ عددهم (2421) فردا , إذ تم استخدام الاستبانة لجمع البيانات على عينة الدراسة و قوامها (255) تم اختيارهم بالطريقة العشوائية الطبيعية , وتم تحليل البيانات باستخدام البرامج الإحصائية (SPSS,V,26) و(AMOS,V.24) مع توظيف التحليل العاملي التوكيدي لبيان مطابقة النموذج.

وأظهرت النتائج وجود علاقة ارتباط وتأثير قوية ذات دلالة معنوية بين جميع متغيرات الدراسة , كما أكدت النتائج وجود الوساطة الجزئية للمتغيرات الشخصية للقيادات , وقد حصلت كل من المرونة الهيكلية وسمة الانبساطية والتدريب المستدام على اهتمام وتشخيص من العينة , وبناء على النتائج تم طرح مجموعة من مقترحات التي تتلاءم مع الاستنتاجات.

الكلمات المفتاحية: المرونة التنظيمية , السمات الشخصية للقيادات , ادارة المواهب المستدامة.

Abstract

The current study aimed to explore the nature of the relationship between the independent variable, organizational flexibility (with its dimensions of strategic, structural, and operational flexibility), the mediating variable, leadership personality traits (with its dimensions of emotional stability, extroversion, agreeableness, openness to experience, and conscientiousness), and the dependent variable, sustainable talent management (with its dimensions of sustainable training, sustainable development, and sustainable participation).

This was achieved through the perspective of a sample of employees in the Nineveh Directorate of Education. The study employed a descriptive-analytical approach. The study population comprised all employees of the Directorate (2421 individuals). A questionnaire containing the three study variables, along with demographic information, was used as the data collection instrument. The sample consisted of 255 individuals selected using natural random sampling. Data were analyzed using the statistical software SPSS (version 26) and AMOS (version 24), with confirmatory factor analysis employed to verify model fit. The results showed a strong and statistically significant correlation and influence among all study variables. The results also confirmed the partial mediation of the leadership personality variable. Operational flexibility, extroversion, and continuous training all received attention and analysis from the sample. Based on the findings, a set of recommendations aligned with the conclusions was proposed.

Keywords: Organizational Agility, Personal Features of Leaders, sustainable talent management .

Organizational Flexibility and its Impact on Sustainable Talent Management: The Mediating Role of Personal Features in Leadership: An Analytical Study of the Opinions of a Sample of Employees in Nineveh Education Directorate

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HIGHLITS	GRAPHICAL ABSTRACT
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<p>Keywords:</p> <p>Organizational Agility</p> <p>Personal Features of Leaders</p> <p>sustainable talent management</p>	<p>ABSTRACT</p> <p>The current study aimed to explore the nature of the relationship between the independent variable, organizational flexibility (with its dimensions of strategic, structural, and operational flexibility), the mediating variable, leadership personality traits (with its dimensions of emotional stability, extroversion, agreeableness, openness to experience, and conscientiousness), and the dependent variable, sustainable talent management (with its dimensions of sustainable training, sustainable development, and sustainable participation).</p> <p>This was achieved through the perspective of a sample of employees in the Nineveh Directorate of Education. The study employed a descriptive-analytical approach. The study population comprised all employees of the Directorate (2421 individuals). A questionnaire containing the three study variables, along with demographic information, was used as the data collection instrument. The sample consisted of 255 individuals selected using natural random sampling. Data were analyzed using the statistical software SPSS (version 26) and AMOS (version 24), with confirmatory factor analysis employed to verify model fit. The results showed a strong and statistically significant correlation and influence among all study variables. The results also confirmed the partial mediation of the leadership personality variable. Operational flexibility, extroversion, and continuous training all received attention and analysis from the sample. Based on the findings, a set of recommendations aligned with the conclusions was proposed.</p> <p>Keywords: Organizational Agility, Personal Features of Leaders, sustainable talent management .</p> <p>https://uomosul.edu.iq/libcentral</p> <p>E-Mail:central library@uomosul.edu.iq</p> <p>amira.24bap86@student.uomosul.edu.iq</p>

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