



جامعة الموصل
كلية الإدارة والاقتصاد

الحيوية التنظيمية مدخل للحد من البدانة التنظيمية دراسة تحليلية لآراء عينة من العاملين في مجموعة مدارس الأوائل الأهلية

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المستخلص

يتناول البحث الحالي تحديد تأثير الحيوية التنظيمية في الحد من البدانة التنظيمية في مجموعة مدارس الأوائل الأهلية من خلال محاولة الإجابة عن الإشكالية المتعلقة في بحث إمكانية الحد من البدانة التنظيمية من خلال الحيوية التنظيمية و جاء هدف البحث إلى قياس أبعاد الحيوية التنظيمية لدى مجموعة مدارس الأوائل الأهلية، و ما مدى تأثير الحيوية التنظيمية للحد من البدانة التنظيمية؟.

اعتمد البحث على المنهج الوصفي التحليلي، إذ حدد ميدان البحث في مجموعة مدارس الأوائل الأهلية و تمثل مجتمع البحث بالعاملين لدى مجموعة المدارس المبحوثة المتكونة من (المدرسة الابتدائية، الثانوية للبنات، الثانوية للبنين، مدرسة ثنائية اللغة، المدرسة البريطانية) إذ قامت الباحثة بتوزيع (130) استمارة استبيان على العاملين في مجموعة مدارس الأوائل الأهلية، وكان عدد الاستمارات المسترجعة (120) استمارة، في حين كان عدد الاستمارات الصالحة للتحليل (119) استمارة، و تم صياغة مخطط البحث و تحليله بإعتماد معاملات الارتباط و التأثير بواسطة برنامج (SPSS V26).

و توصل البحث الى مجموعة من النتائج جاء أهمها وجود تأثير للحياة التنظيمية على الحد من البدانة التنظيمية، و هذا يعني أن انخفاض البدانة التنظيمية يأتي بسبب وجود أبعاد الحيوية التنظيمية، و هناك نسبة اتفاق على بعد (المرونة) لمتغير الحيوية التنظيمية، إذ تبين أن إدارة المنظمة في المجتمع المبحوث لديها الإمكانيات و الاستعدادات لاستحداث نشاطات متنوعة و جديدة لمواجهة تغييرات البيئة، و وجود نسبة اتفاقات على بعد (تدني الانتاجية) لمتغير البدانة التنظيمية لدى الأفراد المبحوثين، إذ إن إدارة المنظمة تحقق أهدافها دون إحداث هدر للموارد المنظمة مع تناسب حجم مواردها المادية و المالية مع مخرجاتها.

Abstract

The current research aims to identify the impact of organizational vitality in reducing organizational obesity in the Al-Awael Private Schools Group. The study attempts to address the research problem by examining the possibility of reducing organizational obesity through organizational vitality. The research aims to measure the dimensions of organizational vitality within the Al-Awael Private Schools Group and to determine the extent to which organizational vitality contributes to reducing organizational obesity.

The study adopted the descriptive analytical approach. The research field was represented by the Al-Awael Private Schools Group, and the research population consisted of employees working in the schools under study, which include the Primary School, Girls' Secondary School, Boys' Secondary School, Bilingual School, and the British School. The researcher distributed 130 questionnaires to employees in the Al-Awael Private Schools Group. A total of 120 questionnaires were retrieved, of which 119 were valid for analysis. The research model was formulated and analyzed using correlation and impact coefficients through the SPSS V26 statistical program.

The study reached several results, the most important of which is the existence of a significant impact of organizational vitality on reducing organizational obesity, indicating that the decline in organizational obesity is attributed to the presence of the dimensions of organizational vitality. The results also showed a high level of agreement on the flexibility dimension of the organizational vitality variable, indicating that the organization's management in the researched community possesses the capabilities and readiness to introduce diverse and new activities to

face environmental changes. Furthermore, there was agreement regarding the low productivity dimension of the organizational obesity variable among the respondents, indicating that the organization's management achieves its objectives without causing waste in organizational resources and that the size of its material and financial resources is proportional to its outputs.

Organizational Vitality as an approach to reducing organizational obesity: An analytical study of the opinions of a sample of employees in Al-Awai Private Schools Group

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HIGHLIGHTS	GRAPHICAL ABSTRACT
_There is agreement among the research sample in Al-Awai Private Schools Group on the availability of vitality in the organization, and the (Innovation) dimension came in first place in importance for the research sample, followed by the (Flexibility) dimension in second place, and finally the (Entrepreneurship) dimension. _Organizational vitality has an effect on organizational obesity. This means that changes in organizational obesity are caused by organizational vitality	
Keywords: Organizational Vitality organizational obesity	ABSTRACT The current research aims to identify the impact of organizational vitality in reducing organizational obesity in the Al-Awai Private Schools Group. The study attempts to address the research problem by examining the possibility of reducing organizational obesity through organizational vitality. The research aims to measure the dimensions of organizational vitality within the Al-Awai Private Schools Group and to determine the extent to which organizational vitality contributes to reducing organizational obesity. The study adopted the descriptive analytical approach. The research field was represented by the Al-Awai Private Schools Group, and the research population consisted of employees working in the schools under study, which include the Primary School, Girls' Secondary School, Boys' Secondary School, Bilingual School, and the British School. The researcher distributed 130 questionnaires to employees in the Al-Awai Private Schools Group. A total of 120 questionnaires were retrieved, of which 119 were valid for analysis. The research model was formulated and analyzed using correlation and impact coefficients through the SPSS V26 statistical program. The study reached several results, the most important of which is the existence of a significant impact of organizational vitality on reducing organizational obesity, indicating that the decline in organizational obesity is attributed to the presence of the dimensions of organizational vitality. The results also showed a high level of agreement on the flexibility dimension of the organizational vitality variable, indicating that the organization's management in the researched community possesses the capabilities and readiness to introduce diverse and new activities to face environmental changes. Furthermore, there was agreement regarding the low productivity dimension of the organizational obesity variable among the respondents, indicating that the organization's management achieves its objectives without causing waste in organizational resources and that the size of its material and financial resources is proportional to its outputs. https://uomosul.edu.ig/libcentral E-Mail: central librar@uomosul.edu.ia

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