



جامعة الموصل
كلية الإدارة والاقتصاد

انعكاس أبعاد المناخ الأخلاقي في الحد من المحسوبية التنظيمية: دراسة مسحية في جامعة الموصل

رسالة ماجستير

إدارة أعمال

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المستخلص

سعت الدراسة الحالية إلى تسليط الضوء على الدور الذي يقوم به المناخ الأخلاقي بأبعاده الخمسة المتمثلة بـ (النفعية، الاستقلال، الرعاية والاهتمام ، القانون، القواعد) والتي كانت مُتغيّراً مُستقلاً ، في الحد من المحسوبية التنظيمية والتي عُدت مُتغيّراً مُعتمداً في دراستنا عبر أبعادها الثلاثة المتمثلة بـ (التحيز داخل المجموعة ، المحسوبية الابوية ، المصالح المتبادلة) في جامعة الموصل ، ومن أجل انجاز أهداف الدراسة والإجابة عن تساؤلاتها اعتمدت الباحثة في دراستها المنهج الوصفي التحليلي لعرض وتقديم الأطر النظرية و المفاهيمية ومن ثم معالجة البيانات وتحليلها وتفسيرها، فهو المنهج الذي يُلائم دراسة الظواهر السلوكية والاجتماعية ، كما وتم تصميم الاستبانة بوصفها الأداة الرئيسة لجمع البيانات الأولية من أفراد المجتمع وذلك من اجل قياس مُتغيري الدراسة وابعادهما ، وكانت جامعة الموصل الميدان البحثي للدراسة ، في حين تمثل مُجتمع الدراسة الحالية بـ(770) موظفاً من العاملين في الكليات التابعة للجامعة، وتم استقصاء آراء عينة بلغت حجمها (293) من الأفراد العاملين في بعض كليات الجامعة، وقد تم تحليل البيانات ومعالجتها عبر استخدام عدة أساليب إحصائية من اجل الوصول الى آراء الأفراد المبحوثين في جامعة الموصل تجاه فقرات الاستبانة، ومنها (مقياس النزعة المركزية، معامل الارتباط، نمذجة المعادلات الهيكلية) وقد تم استخراج النتائج باعتماد البرمجة الإحصائية (SPSS V24) و (AMOS V24) وبالاستناد الى وصف وتشخيص متغيري الدراسة وابعادهما، وكذلك اختبار علاقات الارتباط والتأثير ما بين المتغيرين والابعاد، ووفقاً لاختبار مخطط الدراسة الفرضي والفرضيات المشتقة منه توصلت الدراسة الى عدد من النتائج أهمها: وجود علاقتي ارتباط وتأثير عكسيين معنويين ذوي دلالة احصائية بين متغير المناخ الأخلاقي والمحسوبية التنظيمية في الجامعات المبحوثة ، وفي ضوء هذه النتائج أُختتمت الدراسة بتقديم العديد من المقترحات والتوصيات لمنظمات الأعمال في مجال الدراسة، فضلاً عن ما تم تقديمه من مقترحات للدراسات المُستقبلية.

الكلمات المفتاحية: المناخ الأخلاقي، المحسوبية التنظيمية، الجامعة الموصل.

Abstract

The current study sought to highlight the role of the ethical climate, with its broad dimensions (utilitarianism, independence, welfare, law, and indicators), which was the independent variable, in reducing nepotism. This nepotism, which began and was considered the dependent variable in our study, was observed through its three multiple manifestations (three months within the group, the socialist republic, and the commercial) at the University of Computer Science. To answer the study's questions over a specific period, the descriptive-analytical approach was employed. This approach focused on presenting specific frameworks and concepts, then processing, analyzing, and interpreting the data. This methodology is suitable for studying socio-behavioral phenomena. The questionnaire was designed to be descriptive, as the data was collected from individuals according to the purpose of measuring the study variable and its dimensions. The university is a private research institution, and the current study population consisted of (770) employees working in the university's colleges. The opinions of a sample of (293) individuals working in some of the university's colleges were analyzed and processed using a statistical practical application set in order to reach the opinions of the researchers at the university regarding the questionnaire items, including (the central tendency scale, the difference of difference, the structural equation model). The study was conducted using the fundamental analysis (SPSS V24) and (AMOS V24), based on the description and diagnosis of the study and its dimensions, in addition to testing the relationships and characteristics between the two variables and dimensions. The study's hypothetical lines and the hypotheses derived from it led to a number of results, the most important of which is: the existence of two reliable and statistically significant relationships between the ethical and definitional aspects of the research relationship. In light of these results, several effects and business needs in the field of study were examined, in addition to the applications of future studies.

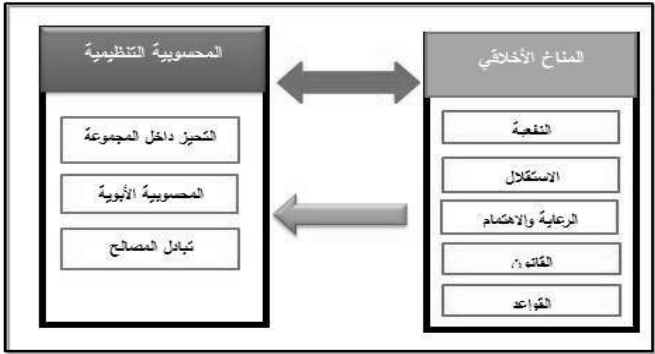
Keywords: Ethical climate, organizational Favoritism, University of Mosul

Reflections of ethical climate dimensions in reducing organizational favoritism: A survey study at the University of Mosul

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HIGHLIGHTS	GRAPHICAL ABSTRACT
1- Mosul University an ethical organizational climate, and this is evident through the availability of its dimensions represented by (utilitarianism, care and attention, independence, rules, law). 2-There is a significant inverse effect of the ethical climate variable on the organizational nepotism variable.. There is a significant correlation between all dimensions of the ethical climate and the organizational nepotism).	 المصدر : اعداد الباحثة علاقة ارتباط علاقة تأثير المخطط الفرضي للدراسة
Keywords: Ethical climate, organizational Favoritism, University of Mosul	Abstract The current study sought to highlight the role of the ethical climate, with its five dimensions (utilitarianism, autonomy, care and concern, law, and rules), which was the independent variable, in reducing organizational Favoritism, which was considered the dependent variable in our study, through its three dimensions (intragroup bias, paternalistic Favoritism, and mutual interests) at the University of Mosul. The study problem revolved around posing several questions, the most important of which were: Are the dimensions of the ethical climate related to organizational Favoritism at the university under study? And do the dimensions of the ethical climate affect the reduction of organizational Favoritism at the university under study? To achieve the study's objectives and answer its questions, the researcher adopted a descriptive-analytical approach to present the theoretical and conceptual frameworks, and then to process, analyze, and interpret the data. This approach is suitable for studying behavioral and social phenomena. A questionnaire was designed as the primary tool for collecting primary data from members of the community in order to measure the study's two variables and their dimensions. The dimensions were covered by (37) items included in the questionnaire. The University of Mosul was the research field for the study, while the current study population consisted of all of employees working in the university's colleges. The opinions of a sample of (293) individuals working in the university's colleges were surveyed. The data were analyzed and processed using several statistical methods to arrive at the opinions of the surveyed individuals at the University of Mosul regarding The questionnaire items were analyzed, and the results were extracted using the statistical software SPSS version 24 and AMOS version 24. This analysis was based on the description and diagnosis of the study variables and their dimensions, as well as testing the correlation and influence relationships between the variables and dimensions. According to the study's hypothetical framework, the results included several key findings, most notably: the existence of two statistically significant correlations and influence relationships between the ethical climate variable and organizational Favoritism in the universities studied. In light of these findings, the study concluded with several proposals and recommendations for business organizations in the field of study, in addition to suggestions for future research.. 2026 M.Sc. Thesis @Univ. of Mosul, College of Administration& Economic, Business. Manage Dept. (https://www.uomosul.edu.iq/). https://uomosul.edu.iq/libcentral E-Mail: central_library@uomosul.edu.iq shaimaa.24bap89@student.uomosul.edu.iq

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