



جامعة الموصل
كلية الإدارة والاقتصاد

دور الشفافية الادارية في تعزيز التطوير التنظيمي
دراسة استطلاعية لآراء عينة من العاملين في مجلس محافظة نينوى

رسالة الدبلوم العالي المعادل للماجستير
التخطيط الاستراتيجي الأمني

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المستخلص

تهدف الدراسة الحالية إلى معرفة طبيعة علاقة الارتباط والتأثير بين الشفافية الإدارية من خلال قياس مؤشراتهما المتمثلة: (وضوح الإجراءات والقرارات، وإتاحة المعلومات، وشفافية الاتصال الداخلي، وتقييم الأداء، وتطبيق مبدأ المساءلة الإدارية) في عملية التطوير التنظيمي بأبعاده المتمثلة: (الهدف الاستراتيجي، والأفراد العاملون، وجماعات العمل، والهيكل التنظيمي والتكنولوجيا/التقنية)؛ للخروج بجملة مقترحات تسهم في توظيف الشفافية الإدارية في تعزيز التطوير التنظيمي.

اعتمدت الدراسة على المنهج (الوصفي التحليلي)، الذي يُعد من أكثر المناهج ملائمة لدراسة الظواهر الإدارية والاجتماعية. وتم جمع البيانات باستعمال استمارة استبانة، وزعت على عينة عشوائية مكونة من (209) موظفين في مختلف الأقسام الإدارية في مجلس محافظة نينوى، يمثلون مستويات وظيفية متنوعة لضمان شمولية النتائج. كما تم إجراء مقابلات شخصية مفتوحة مع بعض القيادات الإدارية لدعم نتائج الدراسة الكمية برؤية نوعية تحليلية. وبعد جمع البيانات، تم تحليلها باستعمال البرامج الإحصائية (SPSS V.26 – AMOS V.24)، وذلك لأختبار فرضيات الدراسة المنبثقة من التساؤلات الرئيسة.

أظهرت نتائج الدلالات الإحصائية بوجود علاقة ارتباط طردية بين ابعاد الشفافية الإدارية والتطوير التنظيمي من جهة والشفافية الإدارية وابعاد التطوير التنظيمي من جهة اخرى، كما ان هناك علاقة تأثير طردية لأبعاد الشفافية الإدارية في التطوير التنظيمي.

وأوصت الدراسة بضرورة تعزيز ممارسات الشفافية داخل المؤسسات الحكومية، من خلال وضع سياسات واضحة للإفصاح، وتفعيل قنوات الاتصال الداخلي، وتمكين الموظفين من المساهمة في صنع القرار، بما يعزز من جهود الإصلاح الإداري والتطوير التنظيمي في مجلس محافظة نينوى.

الكلمات المفتاحية: الشفافية الإدارية، التطوير التنظيمي، مجلس محافظة نينوى.

Abstract

The current study aims to identify **"the nature of the relationship and influence between administrative transparency by measuring its indicators: (clarity of procedures and decisions, availability of information, transparency of internal communication, performance evaluation, and application of the principle of administrative accountability) in the organizational development process, with its dimensions: (strategic objective, working individuals, work groups, organizational structure, and technology)".** The study aims to develop a set of proposals that contribute to employing administrative transparency to enhance organizational development.

The study aims to develop a set of proposals that contribute to employing administrative transparency to enhance organizational development. The study relied on the (descriptive-analytical) approach, which is considered one of the most appropriate approaches for studying administrative and social phenomena. Data was collected using a questionnaire, distributed to a random sample of **(209)** employees in various administrative departments in the Nineveh Provincial Council, representing various job levels to ensure the comprehensiveness of the results. Open personal interviews were also conducted with some administrative leaders to support the results of the quantitative study with a qualitative analytical perspective. After collecting the data, it was analyzed using statistical programs **(SPSS V.26 - AMOS V.24)** to test the study's hypotheses stemming from the main questions

The statistical significance results showed a direct correlation between the dimensions of administrative transparency and organizational development, on the one hand, and administrative transparency and the dimensions of organizational development, on the other. There was also a direct influence of the dimensions of administrative transparency on organizational development.

The study recommended the need to enhance transparency practices within government institutions by establishing clear disclosure policies, activating internal communication channels, and empowering employees to contribute to decision-making. This would enhance administrative reform and organizational development efforts in the Nineveh Provincial Council.

Keywords: Administrative transparency, organizational development, Nineveh Provincial Council.

The role of administrative transparency in promoting organizational development
An exploratory study of the opinions of a sample of employees in the Nineveh Provincial Council

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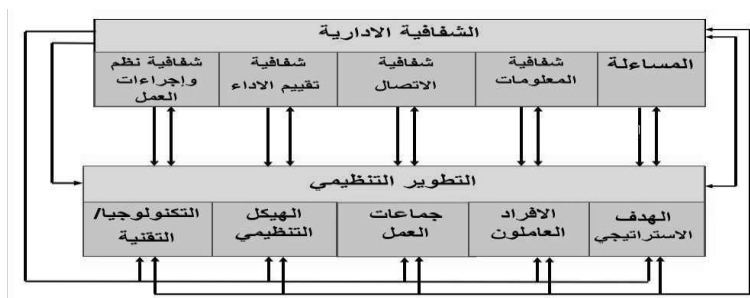
ABSTRACT

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