



جامعة الموصل
كلية الإدارة والاقتصاد
قسم إدارة الأعمال

السلوك الاستباقي للقيادات الأمنية والعسكرية وآثاره في جودة اتخاذ القرار دراسة تحليلية في هيئة الحشد الشعبي

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رسالة الدبلوم العالي المعادل للماجستير في تخصص التخطيط الاستراتيجي الامني

بإشراف

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المستخلص

هدفت الدراسة الحالية إلى معرفة أثر السلوك الاستباقي بأبعاده المتمثلة بـ (تحمل المسؤولية، صوت الموظف، الابداع الفردي، منع وقوع المشكلة) في جودة اتخاذ القرار بأبعاده المتمثلة بـ (معلومات ذات صلة وموثوقة، القيم الواضحة والتنازلات، المنطق السليم، الالتزام بالعمل، الاطار المناسب، البدائل الإبداعية)، وتمثل مجتمع وميدان الدراسة في هيئة الحشد الشعبي وطُبقت الدراسة على عينة (طبقية قصدية) بواقع (١٨٦) مستجيب من القيادات في هيئة الحشد الشعبي.

اعتمدت الدراسة على المنهج الوصفي التحليلي، مع استخدام الاستبانة بوصفها الأداة الرئيسة لجمع البيانات المتعلقة بالجانب الميداني، فضلاً عن إجراء المقابلات الشخصية، إذ تم وصف المتغيرات الرئيسة والفرعية وتم تحليل علاقات الارتباط والتأثير والفروقات بين متغيراتها، للإجابة على التساؤلات المتعلقة بمشكلة الدراسة والوصول إلى الأهداف الموضوعية، ولأجل معالجة البيانات والمعلومات استعملت الأساليب الإحصائية العديدة وهي (التكرارات والنسب المئوية والأوساط الحسابية والانحرافات المعيارية ونسب الاستجابة ومعامل الاختلاف) باعتماد البرامج الإحصائية الجاهزة (SPSS. V26) لاختبار فرضيات الدراسة والتأكد من صحتها، وقد توصلت الدراسة بناءً على نتائج التحليل الإحصائي إلى عدد من الاستنتاجات أهمها وجود علاقة ارتباط وتأثير معنوي وعلى المستويين الكلي والجزئي للسلوك الاستباقي في جودة اتخاذ القرار.

الكلمات المفتاحية: السلوك الاستباقي، جودة اتخاذ القرار، هيئة الحشد الشعبي

Abstract

The study aimed to identify the impact of proactive behavior, with its dimensions represented by (taking responsibility, employee voice, individual creativity, and problem prevention), on the quality of decision-making, with its dimensions represented by (relevant and reliable information, clear values and concessions, sound logic, commitment to work, appropriate framework, and creative alternatives). The field of study was represented by the Popular Mobilization Authority, and the study was applied to a (purposeful stratified) sample of (186) respondents from the leadership of the Popular Mobilization Authority. The study relied on the descriptive analytical approach, using a questionnaire as the primary tool for collecting field-related data. Personal interviews were also conducted. The main and sub-variables were described, and the correlations, influences, and differences between these variables were analyzed to answer questions related to the study problem and achieve the objective objectives. To process the data and information, several statistical methods were used, including frequencies, percentages, arithmetic means, standard deviations, response rates, and coefficient of variation. The ready-made statistical programs (SPSS V26) were used to test the study hypotheses and verify their validity. Based on the results of the statistical analysis, the study reached a number of conclusions, the most important of which is the existence of a significant correlation and influence, at both the macro and micro levels, of proactive behavior on the quality of decision-making. In light of the study's findings, a number of proposals were made, the most important of which are:

Keywords: Proactive behavior, quality of decision-making, taking responsibility, creative alternatives, Popular Mobilization Authority

**Proactive Behavior of Security and Military Leaders and Its Impact on the Quality of Decision-Making:
An Analytical Study in the Popular Mobilization Authority**

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Keywords: Proactive behavior, quality of decision-making, Popular Mobilization Authority	ABSTRACT The current study aimed to know the impact of proactive behavior with its dimensions represented by (taking responsibility, employee voice, individual creativity, preventing the occurrence of the problem) on the quality of decision-making with its dimensions represented by (relevant and reliable information, clear values and concessions, sound logic, commitment to work, appropriate framework, creative alternatives), and the study community and field represented in the Popular Mobilization Authority and the study was applied to a (purposeful stratified) sample of (186) respondents from the leadership in the Popular Mobilization Authority. The study relied on the descriptive analytical approach, using the questionnaire as the main tool for collecting data related to the field aspect, in addition to conducting personal interviews. The main and sub-variables were described, and the correlation, influence, and differences between their variables were analyzed, to answer questions related to the study problem and reach the objective objectives. In order to process the data and information, several statistical methods were used, namely (frequencies, percentages, arithmetic means, standard deviations, response rates, and coefficient of variation), by adopting ready-made statistical programs (SPSS. V26) to test the study hypotheses and verify their validity. Based on the results of the statistical analysis, the study reached a number of conclusions, the most important of which is the existence of a correlation and a significant influence, at the macro and micro levels, of proactive behavior on the quality of decision-making.
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