



جامعة الموصل  
كلية الإدارة والإقتصاد

دور القيادة الريادية في تعزيز القدرات الاستراتيجية للمنظمات:  
دراسة تحليلية لآراء عينة من منسوبي مديرية مرور محافظة  
نينوى

رسالة ماجستير  
إدارة الأعمال

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## المُستخلص

انطلاقاً من مضمون الدراسة وفكرتها فإن هدفها الرئيسي يتجلى في تحديد قوة وطبيعة العلاقة بين متغيرها المستقل مُمثلاً بِنَمَطُ القيادة الريادية ومتغيرها المعتمد ممثلاً بِالْقُدْرَاتِ الاستراتيجية، وتأثير المتغير المستقل في المتغير المعتمد وعلى المستويين الكلي والجزئي. ولغرض الوصول وتحقيق الهدف المنشود فقد تم اختيار أحد الميادين البحثية المهمة في واحدة من منظمات وزارة الداخلية العراقية وهي مديرية المرور بمحافظة نينوى، التي لها دور مهم في تقديم الخدمات المرورية والتي تعد جزءاً جوهرياً من الخدمات العامة التي تقدمها الأجهزة الحكومية لأفراد المجتمع.

وقد مثل المجتمع البحثي للدراسة منتسبو المنظمة المبحوثة وعلى الملاك الدائم (ضباطاً، ومراتب، وموظفين مدنيين)، والذين بلغ عددهم (١٥١٩) فرداً، ونظراً لطبيعة متغيرات الدراسة واتجاهاتها فقد تم الاعتماد على أسلوب العينة الطبقية العمدية لجمع البيانات الخاصة بالدراسة من المنتسبين العاملين في مجالات انجاز المعاملات والإجراءات الإدارية للخدمات التي تقدمها المنظمة المبحوثة في وحداتها الإدارية والبالغ عددهم (٦٨١) فرداً، وقد تم الاعتماد في جمع البيانات على الاستبانة بصيغة ورقية وإلكترونية بكونها الأداة الرئيسية لذلك، حيث تم الحصول على (٢٩٧) إجابة صالحة للتحليل.

وقد تبنت الدراسة المنهج الوصفي التحليلي المستند الى توصيف الظاهرة المبحوثة أو موضوعها توصيفاً نظرياً وتحليلها ميدانياً، إذ اعتمدت الدراسة في تحليل البيانات على استخدام البرمجيات الاحصائية (AMOS) (SPSS) بما تضمنته هاتان البرمجيتان من أدوات وأساليب احصائية مناسبة قادت الباحث الى الوصول الى عدد من النتائج بصدد دراسته.

فكانَ من النتائج التي شخصتها وكشفت عنها الدراسة بروز علاقات ارتباط بين متغير القيادة الريادية وأبعاده في القُدْرَاتِ الاستراتيجية في المنظمة المبحوثة، فضلاً عن التأثير المعنوي الذي يُمارسُهُ هذا النمط من القيادة في القدرات الاستراتيجية بأنواعها المحددة في هذه الدراسة في المنظمة المبحوثة.

**الكلمات المفتاحية:** القيادة الريادية، أبعاد القيادة الريادية، القُدْرَاتِ الاستراتيجية، أنواع القدرات الاستراتيجية، مديرية مرور محافظة نينوى.

**The Role of Entrepreneurial Leadership in Enhancing the Strategic Capabilities of Organizations: An Analytical Study of the Opinions of a sample of Employees of the Traffic Directorate of the Governorate**

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**Publisher: University of Mosul**

HIGHLIGHTS	GRAPHICAL ABSTRACT
<ul style="list-style-type: none"> <li>▪ Entrepreneurial leadership and its impact on administrative strategies</li> <li>▪ The role of entrepreneurial leadership in making strategic decisions</li> <li>▪ Analyzing the impact of leadership changes on innovation and productivity</li> </ul>	
<p><b>Keywords:</b></p> <p>Entrepreneurial leadership,  dimensions of entrepreneurial leadership,  strategic capabilities,  types of strategic capabilities,  Nineveh Traffic Directorate</p>	<p><b>ABSTRACT</b></p> <p>The abstract indicates that based on the content and idea of the study, its main objective is to determine the nature and type of relationship between its independent variable represented by the entrepreneurial leadership style and its dependent variable represented by strategic capabilities, at both private and public levels.</p> <p>To achieve the desired goal, one of the important research fields was selected within one of the organizations of the Iraqi Ministry of Interior, specifically the Traffic Directorate in Nineveh Governorate, which plays a significant role in providing traffic services in Nineveh, an essential part of the public services offered by government to community members. The research community for the study consisted of the employees of the surveyed organization and the permanent staff (officers, ranks, and civilians), totaling (1519) individuals. Due to the nature of the study's variables and their trends, a deliberate stratified sampling method was employed to collect data from the associates working in the fields of completing transactions and administrative procedures for the services provided by the surveyed organization in its administrative units, which numbered (681) individuals.</p> <p>Data collection relied on a paper-based questionnaire in both paper and electronic formats as the main tool for this purpose, where (297) valid responses were obtained for analysis. The study adopted a descriptive analytical approach based on the theoretical description of the phenomenon being studied and its field analysis. The study relied on the use of statistical software (SPSS) and (AMOS), which included appropriate statistical tools and methods, leading the researcher to reach several results related to the study. One of the results revealed by the study was the prominence of correlations between the variable of entrepreneurial leadership and its dimensions in the strategic capabilities of the organization studied, as well as the moral impact that this style of leadership has on the various types of strategic capabilities in the organization studied.</p> <p>.</p> <p><b>2025 M.Sc. Thesis @Univ. of Mosul, Administration &amp; Economics College.</b> <b>(<a href="https://www.uomosul.edu.iq">https://www.uomosul.edu.iq</a>).</b></p>

## **Abstract**

The abstract indicates that based on the content and idea of the study, its main objective is to determine the nature and type of relationship between its independent variable represented by the entrepreneurial leadership style and its dependent variable represented by strategic capabilities, at both private and public levels.

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**2025 A.D.**

**1446 A.H.**