



جمهورية العراق
وزارة التعليم العالي والبحث العلمي
الجامعة المستنصرية
كلية الإدارة والاقتصاد

التوافق بين دورة حياة المنظمة وكل من الهيكل التنظيمي والاستراتيجية وتأثيره في الأداء

- مدخل موقفي -

دراسة ميدانية في القطاع المصرفي العراقي

أطروحة تقدم بها

أكرم محسن مهدي الياسري

المجلس كلية الإدارة والاقتصاد بالجامعة المستنصرية وهي جزء من متطلبات

نيل درجة ((دكتوراه فلسفة)) وإدارة الأعمال

بإشراف الأستاذ المساعد

الدكتور

فاضل عباس العامري

آذار/ ٢٠٠٥ م

صفر/ ١٤٢٦ هـ

بغداد

ABSTRACT

The Fitness between Organizational Life Cycle and some Organizational Variables such as Organizational Structure and Strategy is very important for its effect in organizational performance.

To ensure that, two main hypotheses formulated and six hypotheses have emerged from it. All of these Hypotheses were examined in a sample of Iraqi Banking Systems through the preparing a Special questionnaire. This questionnaire which is received by (CEOs) consists of three divisions. The first one is specialized to determine organizational life cycle stages, the second division explores organizational structure dimensions, and the final one dedicated to Miles and Snow, 1978, strategies, while performance indicators measured by (Kaplan and Norton) model depending on Annual reports and Balance sheets (1999,2000,2001,2002). For verifying these hypotheses many Statistical Tools have been used, some of these tools are: Arithmetic Mean, Standard Of Deviation, Coefficient Of Variation, Spearman Correlation Coefficient, (T) Test, Multiple Regression Analysis, Fisher Test And Analysis Of Variance (ANOVA).

The result of the analysis shows that there are fitness between organizational life cycle and each of organizational structure and strategy, also there is effect to this fitness upon the performance, this result are shown in figure (32) and (33).

The study ends with a number of recommendations related to the thesis variables taken, and for further research and futurity of IRAQ Banking System.