

الجامعة المستنصرية
كلية الادارة والاقتصاد

قسم ادارة الاعمال

**التركيب العضوي والمعتقدات التنظيمية واثروهما
في التطوير التنظيمي
دراسة ميدانية في المستشفيات التعليمية في بغداد**

اطروحة مقدمة الى

إلى مجلس كلية الإدارة والاقتصاد كجزء من متطلبات نيل

درجة الدكتوراه فلسفة في إدارة الأعمال

من قبل

رفاء فرج سموعي

بإشراف

الاستاذ المساعد الدكتور

فلاح تايه النعيمي

٢٠٠٦ م

١٤٢٧ هـ

Abstract

The organization is a nucle of the social and the single route for its progress and growth Through solving its problems which represent a great importance for almost researchers in All fields of organization .Its progress means growth of its employments and make its race for renew and rise of energy. From this approach comes the importance of this research, which contains three basic variables , all of its focuses on the different fields of work organization rang:,e.g., human resources , relation , communication, structure organization, control, supervisor, strategic, technology etc..... .

The first variable Which is called organization structure and focuses on the dimensions , concepts, kinds of structure which contain many different features and one of its kind is organic structure which called by Burns & stalker 1961 .This kind of structure did not get progressive points for many reason like The difficulties of application in most organization , the afraid of feel that the flexibility, uncertainly, free in select and choice... is considered as a weak of leadership of organization .This kind requires employees who have the ability to understand the core of flexibility , uncertainly etc.....

The second variable is culture and one of its feature is beliefs which indeed is un visual, un tangible , doesnt have clear meaning, and the meaning contains complex of culture . Our focus on concept, ... classification and researcher makes new classification of belief to two kinds:tangible belief , and untangible beliefs and each of them contains different fields of

work organization, that is to say , previous and immediate. .

The third one is the development of different fields in work organization which must be in adaptation condition to many continual and wide changes in all fields of work of organization and work life quality and focuses on suitable route which enable the leadership of organization to face the future development as well as immediate development through three present years and three later years.

The importance of the research is determined by :

- 1- The less of researches which study these three variables to degree of rare.
- 2- The less of number of employees which have idea , principals, and general things ,and special tries to apply in day long performance . all of these employees nowadays have margin beliefs and they dont perspect the true and contant meaning of these words .
- 3-This research is new and differs from the previous one which fowllow tradition methods which focus on the training of the human resources and this type did not arrivent the organization of the level of development wanted required .
- 4- Complete beliefs that there is a kind of relation between these three variables.
- 5-The emphasis of the religious belief on the whole meaning of belief and this indeed represents a big obstacle especially for organization at the beginning year of the third century .

In order to achieve the objectives of this research the researcher put a set of hypotheses has been carried out which represent the problem of study and refers to the three variables related . This theoretical part contains three chapters for the three variables , organic structure , (through three units contain concept..., dimension ... , feature, principle....,application filed,,and relation between variables),Belief (through three units which contain the importance.... , concept..., classification...., composition...., and relation between variables), development of the organization (through three units which contain concept ... , targets, techniques , And relation between variables).

The practical part includes the application of the research in two general office of Baghdad health Kharkh-Russafa (teaching hospital).

to collect the data research the researcher has used the following means :

***Personal interview .**

***Questionnaire form .**

***Available The information .**

In analyzing the data , non- parameter statistics is used . after analyzing and discussing the data , model proved to be valid in some , and not valid in others.

Finally , The researcher presents the results of the study, recommendation suggestion ,and addition suggestion for the future studies.