

Relationship between strategic leadership practices and organizational genes

Field study on some industrial organizations in Damascus Governorate

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Abstract

This research aims to study the existing research gap in the study of the relationship between strategic leadership practices and organizational genes (DNA)

Focusing on the following leadership practices: strategic vision, core competencies, human capital, organizational culture, ethical practices, and regulatory oversight.

To achieve the objectives of the study, the deductive approach and the quantitative method were adopted using a questionnaire dedicated to this study to measure the research variables and derive the results.

An objective sample of four industrial organizations operating in the governorate of Damascus was taken in the size of (42) individual. The study showed that managers conduct relatively high-level strategic practices and the effects of such practices are particularly evident in difficult circumstances which Syrian organizations are going through.

Organizational genes are also well-established in the organizations concerned, but some informal interviews during the questionnaire collection process have been blurry

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in administrators' understanding of the dimensions of regulatory genes. There was also a significant and positive relationship between the strategic leadership practices in their dimensions and the organizational genes of the organizations in question.

For demographic variables, it was found that there are no significant differences in the levels of strategic leadership practices according to the age variable. However, there were significant differences in the levels of these practices according to the variables of gender, qualifications and status. A number of proposals were presented, including the promotion of effective positive leadership practices and the development of distinctive and strategically effective organizational genes. The study presented a set of axes that can be addressed and researched by subsequent studies.

Key words: strategic leadership, organizational genes, core competencies, ethical practices.