

*Republic of IRAQ
Ministry of Higher Education
And Scientific Research
University of Basrah
College of Admin & Economic*



**“The modeter role of organizational learning
Capabilities in improving innovation and reducing
decline and organizational routines”**

**An exploratory Study for a Sample of Managers in Pubic
hospitals in Basrah**

**A Thesis Submitted
To The Council of the College of Administration and Economic, University of
Basrah as a Partial Fulfillment of the Requirement for the Degree of Master
of Science In Business Administration**

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2017 A.C

1439 A.H

Abstract

health organizations are suffering from a large number of organizational obstacles that have negative impact that prevent or reduce the levels of innovation in it. This is justified by the interest of the study to diagnose the extent of the direct impact of decline and organizational routines in organizational innovation. In addition to determining the role of the moderator impact of organizational learning capabilities.

The conceptual framework of the study was based on five main variables for organizational inertia was a mediator variable: Decline and Routine independent variables, organizational Innovation is dependent variable, addition of organizational learning capabilities are moderator variable. The problem of the study was confirmed through a number of structured interviews with a number of managers. Since, this study applied in eight public hospitals in Basra.

The present study has relied on descriptive design (Descripto-Explanatory) which is complementary to exploratory research and is intended to interpret the results after describing them. The data was collected through the questionnaire tool for a sample of managers numbered (201) they were randomly chosen. This study used a number of statistical methods, the most important of which were (the analysis, the descriptive and the explanatory statistics, the path analysis) based on SPSS.v.22 - Lisrel.92 - AMOS .v.22). Therefore, this study reached a number of conclusions, the most important of which is:

- 1-There is a direct negative impact of the organizational decline, especially (internal recession and failure to adapt to the external environment) and organizational routine (organizational rules) on organizational innovation.
- 2-There is a direct negative impact of the organizational decline and organizational routine in increasing the level of organizational inertia, in addition to the direct effect of the inertia on reducing the level of Innovation.
- 3- There is an moderator role (improved) to organizational learning capabilities on the relationship between decline and organizational routines with organizational inertia, as well as the moderator impact of organizational learning capabilities on the relationship between organizational inertia and innovation.