

Mechanisms for activating organizational health in academic institutions

Abstract

This study aimed to reach mechanisms for activating the organizational health of employees in academic institutions. Several sub-goals were branched from this main objective, namely:

- 1 –Measuring the ability of employees in academic institutions to institutional cohesion.
- 2- Measuring the ability of employees in academic institutions to apply institutional integrity.
- 3- Measuring the ability of employees in academic institutions to organizational commitment.
- 4- Identifying the obstacles to activating organizational health in academic institutions.

To achieve these goals, an organizational health scale was built and distributed to a random sample of workers at the Faculty of Social Work, Fayoum University, of about (50) employees. A set of statistical tests were used (Pearson coefficient - standard deviation - weighted weight - relative strength) To test hypotheses and analyze data.

The study found the need to activate the dimensions of organizational health in academic institutions, and the researcher recommended reconsidering the organizational structure in the institutions under study in order to provide sufficient flexibility and clarity, and to grant employees independence at work on the basis of “centralization of planning and decentralization of implementation”, and placing the appropriate employee in the appropriate place; Based on work requirements, in addition to the need to use the democratic leadership style in the institutions under research, development and activation of a transparent and fair system in evaluating the performance of employees in them.

Key words:

Organizational health - institutional integrity - academic institutions.