



بسم الله الرحمن الرحيم

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تم رفع هذه الرسالة بواسطة / سلوي محمود عقل

بقسم التوثيق الإلكتروني بمركز الشبكات وتكنولوجيا المعلومات دون أدنى

مسئولية عن محتوى هذه الرسالة.

ملاحظات: لا يوجد



**Ain Shams University
Faculty of Business
Business Administration
Department**



**Human Resources Management Practices as a Mediator
Variable in the Relationship between the Person-Organization
Fit and the Organizational Commitment**

“An Applied Study on the Private Universities in Egypt”

**ممارسات إدارة الموارد البشرية كمتغير وسيط في العلاقة بين التوافق
بين الفرد والمنظمة والالتزام التنظيمي
(دراسة تطبيقية على الجامعات الخاصة في مصر)**

**A Thesis Submitted in the Fulfillment of the requirement for Doctoral
Degree in Business Administration**

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2020



جامعة عين شمس

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الدرجة العلمية: دكتور الفلسفة في إدارة الأعمال

القسم التابع له: إدارة الأعمال

الكلية: كلية التجارة

الجامعة: جامعة عين شمس

سنة المنح: ٢٠٢٠ م



جامعة عين شمس

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عنوان الرسالة: ممارسات إدارة الموارد البشرية كمتغير وسيط في العلاقة بين التوافق بين الشخص والمنظمة والإلتزام التنظيمي - دراسة تطبيقية على الجامعات الخاصة في مصر.

الدرجة العلمية: دكتور الفلسفة في إدارة الأعمال

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تاريخ البحث : / / ٢٠١٩

الدراسات العليا

اجيزت الرسالة بتاريخ : / / ٢٠٢٠

ختم الإجازة

موافقة مجلس الجامعة

/ / ٢٠٢٠

موافقة مجلس الكلية

/ / ٢٠٢٠

Acknowledgement

My deepest gratitude and thanks go to **Prof. Dr. Eglal Abdel Moneim Hafez**, Professor of Business Administration; Faculty of Business; Ain Shams University, who helped me in fulfilling my academic dream.

I would also like to thank **Dr. Azza Abdel Kader El Borsely**, Associate Professor of Business Administration; Faculty of Business; Ain Shams University, for her time and guidance.

Likewise, I extend my sincere appreciation to **Dr. Sally Ali Osman**, Lecturer of Business Administration; Faculty of Business; Ain Shams University, for her time, continuous encouragement, support and guidance.

Special thanks and appreciation are extended to **Dr. Amany Darwesh**, Associate Professor of Business Administration; Faculty of Business; Ain Shams University. I appreciate all her contributions in time and guidance.

I would like to thank Professor Dr. Faried Shosha, professor of business administration; Sadat academy for management sciences, from the bottom of my heart. He provided me with his guidance which greatly helped me in both my professional career and academic life.

Above all, I would like to thank my mother and my father for their efforts, patience and for supporting me to finish my studies.

It is with gratitude that I dedicate this dissertation to my husband, Dr. Mohammed Hussein. Words cannot accurately express my appreciation for the love and patience he bestowed upon me as I sought to complete my Ph.D., He has been my cheerleader, encourager, proofreader from the beginning of this journey. He was always the one who believed I could do this even when I wanted to quit.

I would also like to thank:

- My sister, Ahmed, Mohammed and Fatema Al Zahraa; they are my backbone.
- My brothers for their help and prayers.
- My wonderful children, Belal and Jamela; everything is for you and because of you.
- My mother in law, my sister in law, Noura and Eman.
- All my friends and colleagues who helped, supported and prayed for me, especially, Dr. Ghada Nabil, Dr. Salma Elebiary and Dr. Marwa Yahia.

Abstract

Researcher Name: Pancie Salah Mohammed.

Research Title: Human Resources Management Practices as a Mediator Variable in the Relationship between the Person-Organization Fit and the Organizational Commitment "An Applied Study on the Private Universities in Egypt".

Ph.D.: Ain Shams University - Faculty of Business - Business Administration Department.

The main objective of this research is to investigate the relationship between person- Organization fit (P-O fit) across the dimensions represented in the (value congruence, goal congruence, personality\climate congruence and needs\supplies fit) and organizational commitment (OC) across the dimensions represented in (affective commitment, normative commitment and continuance commitment) through the human resources management practices across the dimensions represented in (remuneration, training and development, career development opportunities and work-life balance).

To achieve the objectives of this research, the researcher used the quantitative method. The research was applied in private universities operating in Cairo, data was collected through questionnaires distributed on the academic staff members and their assistants, with a total sample of 317 questionnaires valid for the statistical analysis, Correlation coefficients were calculated, regression analysis and structured equation model (path analysis) were conducted.

The results were fulfilled the objectives of the research. The research found that there is a significant impact of person-organization fit on organizational commitment at the private universities. Also, it determined that there is a significant impact of person-organization fit on human resources management practices at the private universities. The research also revealed that there is a significant impact of human resources management practices on organizational commitment at the private universities. Finally, the research found that there is an insignificant impact of person-organization fit on organizational commitment through human resources management practices at the private universities.

Keywords: Person-Organization fit (P-O fit), Organizational commitment (OC) and Human resources management practices (HRM) practices.

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