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PUBLICATION JOURNAL

Aug, 2020

[The Impact of Green Human Resources Management Practices on Organizational Excellence: An Empirical Study](#)

Management and Economics Research Journal (Issue: 3) (Volume: 6)

The aim of this study is to determine the impact of green human resources management (GHRM) practices on organizational excellence in higher education institutions in Duhok governorate, Kurdistan region. Descriptive and analytical methods were used in this study. GHRM practices (green recruitment and selection, green reward management, green performance appraisal, green training and development, and green career management) were considered as independent variables and organizational excellence was considered as dependent variable for this study. The primary data used in this study were obtained from a structured questionnaire distributed to examine university staff. Seventy-three valid questionnaires have been collected and analyzed. The findings of the research showed that there is a positive correlation between GHRM practices and organizational excellence. Career management has the strongest relationship with organizational excellence and their correlation coefficient is 0.391. Performance appraisal has the lowest value among the independent variables but the correlation is positive (0.302).

Mar, 2020

[The role of logistics service quality dimensions on marketing flexibility: An empirical study in Dairy factories in Duhok governorate](#)

Uncertain Supply Chain Management

The aim of this study is to determine the role of logistics service quality (LSQ) in its functional and operational dimensions on marketing flexibility in dairy factories working in Duhok governorate/Kurdistan region. The research problem arises through the research question which states: Do logistics service quality dimensions contribute in achieving marketing flexibility? The primary data used in this study was attained from a structured questionnaire distributed to managers in examined factories. 34 valid questionnaires have been collected and analyzed. The findings of the research show that there was a significant correlation and effect between logistics service quality in its functional and operational dimensions on marketing flexibility. The research presented a set of recommendations, the most important of which are: focusing and attention to all dimensions of the (LSQ) in the researched factories, especially the functional dimension of its greater contribution in achieving marketing flexibility.

Apr, 2019

[The impact of organizational values on employee performance, an empirical study on banking industry in Kurdistan Region](#)

Management Science Letters (Issue: 8) (Volume: 9)

The aim of this study was to test the impact of organizational values on employee performance in banking industry in Kurdistan region. Four groups of organizational values are identified in this study based on a study accomplished by Woodcock and Francis (1989) [Woodcock & Francis, 1989]. Unblocking organizational values. 1st ed., USA.; namely managing tasks values, managing environment values, managing organization values, and managing relationship values. These were determined as independent variables and employee performance was considered as a dependent variable. Researchers assumed there is a statistically significant correlation between organizational values and employee performance. The primary data used in this study were collected from a sample of 75 employees in different banks in Kurdistan region. The data were analyzed by using correlation and multiple regression analysis by using SPSS software. The results illustrate that organizational values were significantly and positively associated with employee performance in banking industry in Kurdistan region, and the strength of the correlation coefficient vary from one variable to another. Managing tasks received the highest value, with a correlation coefficient of 0.636 when the level of significant was one percent.

Jul, 2015

[THE IMPACT OF CREATIVITY ELEMENTS ON EDUCATIONAL SERVICE QUALITY DIMENSIONS – AN EXPLORATORY STUDY OF ACADEMIC STAFF PERCEPTIONS IN DUHOK POLYTECHNIC UNIVERSITY](#)

International Conference on Management (Issue: 5)

This study aims to determine the impact of creativity elements on educational service quality dimensions depending on the hypothetical scheme takes into account the correlation between two variables, and adopted two fundamental hypotheses to determine the impact and correlation between research variables. The theoretical side of the research was written by taking advantage of the literature of the relative subject. Duhok Polytechnic University in Iraqi-Kurdistan Regional has been chosen to conduct the field part of the study; research sample consist of 70 individuals of academic staff of the chosen university. A questionnaire has been developed to collect data and information on the field side, and through using statistical methods (frequencies, percentages, mean standard deviation, Spearman's rank correlation and regression analysis) The descriptive data have been analyzed and research hypotheses have been tested, the most important findings of the study was the emergence of attention and concern by the university to the concept of creativity reflected in their answers that creativity elements have a significant positive impact on educational service quality dimensions and a significant positive correlation has been proved between them as well. The study reached a set of proposals the most important is to try to take advantage of the strengths owned by the university regarding the elements of creativity that the results showed a clear impact on the services provided,

especially originality and sensitivity to problems variables.

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