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The Cornerstone of Institutional Reform as an Approach to Charting Sustainable Development Paths: A Diagnostic-analytical Study in the Center of Dohuk Governorate

Sultan Ahmed k. Alnofal ¹, Nidal Ali suleiman ², Fadwa Ali Hussain ³, Ghada Nafi Sideeq ⁴, Raghad Osama Jarallah Mohammed ⁵

Abstract

The objective of the current study was to ascertain whether the organization under investigation actually possessed the institutional reform pillars (administrative basis, governance pillar, economic basis, social basis) and to identify the pillar's actual function in outlining routes for sustainable growth (positive paths, oscillating paths, and negative paths). The study's main issue was raised by whether the organization's institutional reform base dictates its paths toward sustainable development at the level of the survey. The researchers used a variety of statistical tools (frequencies, percentages, arithmetic media, standard deviation, response ratio, coefficient of variation, correlation, and regression) and adopted the questionnaire form as a tool to collect data on the phenomenon under study. The outcomes of the study included several important findings, the most notable of which is the existence of a correlation and impact between the foundations of institutional reform and the paths of sustainable development at the level of the organisation studied.

Keywords: institutional reform, Sustainable development paths, Dohuk Governorate Center.

Introduction

Institutions were not immune from the changes in their environment, which made them vulnerable to a flood of problems not at the level of current generations, but the impact extended to subsequent generations so that the importance of interdependence between the vectors of these two generations was evident under the framework of the so-called (sustainable development) It crystallized an idea among the administrative leaders in these institutions of the need to adopt the foundations of institutional reform and consider them an entry point to contain any negative effects in the field of the interrelationship between these generations, knowing that the secret of this relationship falls within development This diversity has formed a point of impetus for leaders to employ the foundations of institutional reform on the basis that institutional reform in fact represents a process aimed at the scientific preparation of state agencies and in a way that makes them exercise their strategic role away from any scratches encountered (Al-Qaryouti, 2001, 17) and this means the need to organize the administrative

¹ Prof Administrative Technical College /Mosul. Email: Sultan1962ahmed@ntu.edu.iq

² Lecturer Administrative Technical College /Mosul. Email: nidhalali@ntu.edu.iq

³ Assistant Professor Administrative Technical College/ Mosul Email: fadwaalabd@ntu.edu.iq

⁴ Assistant Teacher Technical Management Institutel Nineveh Email: ghada-nafi@ntu.edu.iq

⁵ Assistant Teacher Nineveh University/ college of Law Email: Raghad.osama@uoninevah.edu.iq

apparatus of the state in order to achieve efficiency and effectiveness within the framework of change in the values and behaviors of employees and in a way that clarifies the concept of public service as a service (the believer and others, 1997,83) and goes (Talha, 2008, 101) to say that institutional reform is a process of direct change of the administrative aspects of the institution, knowing that this change is required and desirable, but the reality of the situation may indicate the possibility of exposure of the process of acceptance of change to some problems resulting from causes and causes, which crystallizes the need to diagnose these reasons and then determine the strategies to be adopted and in a way that favors the process of institutional reform and provides it with the basis on which to be based, knowing that this basis is the result of various foundations published contributions As it tries to maximize its additions to it, the importance of recalling the value of institutional reform was manifested, making it the right basis for the advancement of institutions and securing their prosperity despite the intensity of competition between institutions, knowing that such intensity is due to a set of factors as identified by (Al-Qaryouti, 2001, 47-144) b

- 1- The multiplicity and diversity of competitors.
- 2- Lack of excellence.
- 3- High storage costs.
- 4- Slow growth of industry.
- 5- Strategy.
- 6- The existence of high barriers in front of institutions.

With the intensity of competition between the factors supporting cases, the hint has become based to focus on everything that enhances capabilities, especially in the competitive field of institutions in the framework of focusing on resources of all kinds, with reference to capabilities and efficiently in order to advance the foundations of institutional reform because the reality of these pillars remains unknown in the absence of cases of support and attribution to them, meaning that each pillar remains weak without proper nutrition for it, the administrative basis is useless in the absence of resources and capabilities supporting training, development and skill building And knowledge and this is what came in line with the proposals (Brykova, 2007, 1-12)

In which it emphasized the main determinants of competitiveness (administrative quality, institutional structure, industrial structure, and infrastructure)

Based on the Foregoing, It Has Become Clear the Need to Be Exposed to These Pillars According to the Following Context:

First: Administrative Basis

This basis stems from the importance of the availability of expertise, knowledge and skills and within the framework of the correct activation of procedures and in a way that supports positive behaviors and shows them in the ranks of clean behaviors that are practiced within multiple contexts within the framework of clean hand and clean mind, and this means that the administrative basis is in dire need of cleanliness in all directions down to the workplace and in a way that embodies the formulas of spirituality in it and thus the importance of the administrative basis is evident on the basis that it represents the essence of official operations (Nofal and Najmawi, 2020, 39).

Second: Economic Basis

Institutions remain under the umbrella of poverty in the absence of strong economic

capabilities, which puts them under the focus of decline and indebtedness, and therefore these institutions descend, and this crystallizes the importance of investment, development of needs, tendency towards growth and overcoming restrictions that limit the effectiveness of the economic cycle so that the level of use of resources exists, as well as focusing on development trends and actually paying attention to the development of infrastructure to the extent that institutions accept reforms and breach the barriers and obstacles that prevent achieving success, and this means that programs must To be transparent and selective in order to ensure the positive paths of sustainable development and this is what secures our benefit that the defense of the working human may be actual when he is born with the full conviction that his rights are wasted and his status is lost and here is an affirmation that his existence and future occupies the first place in his priorities based on what Plato pointed out that (awareness of the right means doing) taking into account the desire ((Peterson & park, 2006,892

Third: Governance Basis

The idea of the governance basis stems from the presence of parties exercising their roles in an actual and tangible manner and in a way that ensures the interest of all parties in the field of work, noting that achieving this requires the availability of basic requirements for the success of this basis and can be represented by these requirements that have taken various directions (characteristics of society) The issue of balance between the interests of all parties Establishing confidence as a measure of effectiveness and laying economic foundations. (Al-Khafaji, Salah al-Din, 2006, 97-96).

Fourth: Social Basis

The social basis represents one of the effective basiss in the field of expressing institutional reform, especially when it starts from social values and traditions and their positive orientation, but the thing that must be stood at requires remembering that these traditions and values may constitute a restriction in many areas because public administration is the outcome of various social and cultural accumulations and in a way that indicates to the examiner that the misuse of social traditions may reflect negatively on all situations and thus create a class of beneficiaries who are panting after their own interests As favoritism and attribution call them, hence the need to generate a clear vision of this foundation in all aspects of work so that these social values and traditions are harnessed in favor of justice, role sharing and assistance (Al-Qaryouni 746,2001-73).

Second: Sustainable Development Pathways

As long as organizations move within a very ambiguous and complex field due to their association with veins and arteries that affect their internal and external environment, as well as falling under the weight of situational factors, which was a warning for them to raise their voice and employ their savings and deliberately adopt formulas and methods in a way that puts them in front of countless options and alternatives with the intention of securing the future of current and subsequent generations under the umbrella of sustainable development, which represents the ultimate goal at all levels, and here is confirmation that organizations are struggling for that, but The reality it suffers makes it in a state of reconsidering all its movements, not in favor of adopting a specific direction in itself, as much as the case requires taking into account the paths that take sustainable development according to the directions of the current study.

1. Positive Paths

These paths reflect the correct approach to sustainable development, which indicated its communication with reality and in the same case securing its realistic vision towards what is future, regardless of some of the shortcomings that occur here and there because there is no path but it is accompanied by challenges and roaming in its world speculatively, but the ruling factor for its health depends on the results it achieves in the long term and what is its view beyond the present so that the idea of achieving the aspirations of the current generation is embodied, just as the process of demands of subsequent generations seems far from Bidding and cases of intimidation because the positive paths of sustainable development are not fantasies revolving in the mind of an artist who does not have a feather, nor are they traditional ideas inherited from a bitter past wrestled by ignorance and backwardness as much as they are a bright expression of a situation desired by souls and employs everything they have according to the perspective of communication between generations within the framework of the trilogy of time (past, present, future) and in a way that achieves the purpose of its content (we recruit ourselves to serve our generations) and in this excitement of human thought towards future directions, (Nofal, 2021, 89).

2- Oscillating Paths

These paths reflect the cases of fluctuation between acceptance and rejection, softness and rigidity and in a way that shows the property of fluctuation and cases of coloration, which is reflected in the attitudes of individuals and workers then scatter their orientations and prevail their reluctance towards any work they do to the extent that the confusion be present and here is a reference to the emergence of some undesirable phenomena in the behaviors of these individuals such as to pursue (deception, Tricks, evasiveness and cunning) coupled with lying and even hypocrisy and in line with that has been said in the past (fixed and reasonable intensity is less evil), and here is a reference to the importance of self-review and in a way that clarifies perceptions and sends the truth and makes it the starting point for rejecting cases of fluctuation to the extent that the glow of the relationship and communication between the interests and aspirations of generations be based in the field of work and in a way that secures self-joy in organizations, which reflects openness, Conditioning, happiness, reassurance, self-management and development (Al-Nofal and Mohammed, 2019, 69).

3- Negative Paths

The thing that scares souls and makes them in a state of suspicion when penetrated by suspicions and randomness prevails and highlights the features of ignorance in all its contents to the extent that overlap unexpected situations and become the guide and guide so that the additions of sustainable development disappear at all levels and prevail features of negativity interjected for these souls and in a way that reflected negatively on what is existing in the current generation so that all the necessities of life have declined and there is no prosperity and reduced welfare cases and individuals are living under the weight of Poverty line without thinking about subsequent generations, that is, the lines of communication between the current and subsequent generations were absent and the features of the idea were manifested (psychological_ psychological_ for others) and this requires the adoption of the idea of continuous review of everything that exists because the organizational future was not a utopian dream and for a photograph taken in a magical atmosphere surrounded by trees and decorated with the movement of pets as much as it means that the future carries worries and suffering (Nofal, 2019, 35)

Material and Methods

The data of Table (1) on the economic pillar as one of the pillars of institutional reform indicated that there is a high degree of agreement among the respondents on paragraph x3), which centered on the intentionality of the organization surveyed to employ everything it has to enhance the efficiency of its employees and that was with an arithmetic mean (4.200) and a standard deviation (0.911) and a response year (84%) On the other hand, we find that paragraph (x6) has carried the lowest agreement rate of 65% Which stipulated that the organization encouraged the surveyed for local and foreign investments in its field of work, and that was with an arithmetic mean ((3.625) and a standard deviation (1.125) and a response rate (73%) As for the rest of the paragraphs x1, x2, x4, x5)) The rates of agreement on them were limited between the ratio of the two paragraphs ((x3,x6) and this secures the researchers to say that the rates of agreement on the economic basis came with limited limits between the average to the good and very good, which explains to the researchers the importance of the economic basis from the point of view of the respondents in the field of Institutional reform.

Table (1): Frequencies, Ratios, Arithmetic Means, Standard Deviation and Response Ratio to Economic Anchor Paragraphs.

I strongly agree	I agree	neutral	I don't agree	I strongly disagree	Arithmetic mean	Standard deviation	Response Rate	Paragraphs	#
15 37,5%	15 37,5%	8 20%	0 0	2 5%	4.0750	0.88831	82%	Duplicates Ratios	1x
17 42,5%	15 37,5%	2 5%	0 0	6 15%	4.0500	1.10823	81%	Duplicates Ratios	2x
17 42,5%	17 42,5%	1 2,5%	4 %10	1 2,5%	4.2000	0.91147	84%	Duplicates Ratios	3x
14 35%	13 32,5%	3 7,5%	7 17,5%	3 7,5%	3.7000	1.32433	74%	Duplicates Ratios	4x
13 32,5%	17 42,5%	4 10%	5 12,5%	1 2,5%	3.9250	1.02250	79%	Duplicates Ratios	5x
9 22,5%	17 42,5%	5 12,5%	8 20%	1 2,5%	3.6250	1.12518	73%	Duplicates Ratios	X6

1- Describe and Diagnose the Social Basis at the Level of the Organization of the Study Sample.

The data of Table (2) for the paragraphs expressing the social basis revealed that there are similar agreement ratios (62%) for paragraphs x8-x9) and an arithmetic mean (3.625) and a standard deviation (0.896) and a response rate (72%) This is for paragraph (x8), which included harnessing the organization surveyed its capabilities to ensure attraction between its employees As for paragraph x9) (Which centered on making the organization surveyed of social pressures a reason to enhance the cohesion among its employees, it was with an arithmetic mean of 3.725 and a standard deviation (0.690) and a response rate (75%) In return, we find that paragraph x7), which included the investment of the organization surveyed with the values and social traditions prevailing among workers as an input to achieve its orientations and that was by agreement (75%) and an arithmetic mean (3.825) and a standard deviation (0.984) and a response rate (77%), which provides researchers with the idea that the paragraphs interpreted for the basis The social was based both at the level of benefiting from values and traditions

and in a way that secures attraction and keeps away the specter of social pressures so that the organization can point out the imbalances it encounters and make the ideas of workers entrances to the exchange of experiences between them.

Table 2: Frequencies, Ratios, Arithmetic Means, Standard Deviation and Response Ratio to Social Anchor Paragraphs.

I strongly agree	I agree	I neutral	I don't agree	I strongly disagree	Arithmetic mean	Standard deviation	Response Rate	Paragraphs	#
9 22,5%	21 52,5%	5 12,5%	4 10%	1 2,5%	3.8250	0.98417	77%	Duplicates Ratios	X7
5 12,5%	20 50%	11 27,5%	3 7,5%	1 2,5%	3.6250	0.89693	72%	Duplicates Ratios	X8
9 22,5%	16 40%	10 25%	2 5	3 7.5%	3.7250	0.96044	75%	Duplicates Ratios	X9
15 37,5%	11 27,5%	6 15%	8 20%	0 0	3.8250	1.19588	77%	Duplicates Ratios	X10
15 37,5%	14 35%	9 22,5%	1 2,5%	1 2,5%	4.0500	0.90411	81%	Duplicates Ratios	X11

2- Description and Diagnosis of the Government Pillar at the Level of the Organization Study Sample

The data of Table (3) showed that paragraph x15), which carried the idea of activating the surveyed organization for a set of organizational characteristics to secure a distinct governance model, and that was by agreement (77.5) and an arithmetic mean (4.025) and a standard deviation (1.037) and a response rate (81%) On the other hand, we find that paragraph x14), which included the possession of the surveyed organization for the basic requirements for the success of governance, came with an agreement rate (65%) and an arithmetic mean (3.775). And standard deviation (1.75) and response rate (76%) and this allows researchers to say that the organization surveyed has specialized units for control as well as activating a set of organizational characteristics and paving the way for them to accomplish their tasks

Table 3: Frequencies, Ratios, Arithmetic Means, Standard Deviation and Response Ratio to the Paragraphs of the Governance Pillar.

I strongly agree	I agree	I neutral	I don't agree	Strongly disagree	Arithmetic mean	Standard deviation	Response Rate	Paragraphs	#
13 32,5%	14 35%	6 15%	6 15%	1 2,5%	3.8250	1.08338	77%	Duplicates Ratios	X12
10 25%	17 42,5%	6 15%	6 15%	1 2,5%	3.7500	1.03155	76%	Duplicates Ratios	X13
16 40%	10 25%	4 10%	9 22,5%	1 2,5%	3.7750	1.27073	76%	Duplicates Ratios	X14
16 40%	15 37,5%	4 10%	4 10%	1 2,5%	4.0250	1.07387	81%	Duplicates Ratios	X15

40%	37,5%	10%	10%	2,5%				Ratios
14	15	3	7	1				Duplicates
35%	37,5%	7,5%	17,5%	2,5%	3.8500	1.16685	77%	Ratios

3- Description and Diagnosis of the Administrative Basis at the Level of the Organization Surveyed

The data of Table (4) indicated that paragraph x20), which carried the content of the organization surveyed evidence can refer to the workers has won the percentage of agreement (77.5) and an arithmetic mean (3.975) and standard deviation (1.097), which indicated the percentage of response of the organization surveyed to the demands of employees positively, while we find that the lowest percentage of agreement (62.5) among the respondents was on paragraph (x21), which carried the content of the demands of employees are responded to positively and with an arithmetic mean (3.355) and a standard deviation (1.175) and a response rate (71%) and this provides a starting point for researchers that the organization surveyed does work procedures as it denies negative practices and deliberately strengthens the relationship between employees and management by meeting the response to their requests and within the framework of the evidence available to it.

Table (4): Frequencies, Ratios, Arithmetic Media, Standard Deviation and Response Ratio to the Paragraphs of the Administrative Base.

I strongly agree	I agree	neutral	I don't agree	I strongly disagree	Arithmetic mean	Standard deviation	Response Rate	Paragraphs	#
13	16	8	1	2	3.9250	1.04728	79%	Duplicates	17x
32,5%	40%	20%	2,5%	5%				Ratios	
13	14	6	6	1	3.8000	1.13680	76%	Duplicates	18x
32,5%	35%	15%	15%	2,5%				Ratios	
18	9	7	5	1	3.9750	1.12061	80%	Duplicates	19x
45%	22,5%	17,5%	12,5%	2,5%				Ratios	
15	16	3	5	1	3.9750	1.09749	80%	Duplicates	20X
37,5%	40%	7,5%	12,5%	2,5%				Ratios	
8	17	7	5	3	3.5500	1.17561	71%	Duplicates	21x
20%	42,5%	17,5%	12,5%	7,5%				Ratios	

The second dependent variable (sustainable development paths)

1- Describe and Diagnose the Positive Paths of Sustainable Development at the Level of the Surveyed Organization

The researchers found the data of Table (5) that there is the highest rate of agreement (80%) among the respondents regarding the paragraph ((x26), which centered on raising the thinking of workers about everything that is future and that was with an arithmetic mean (4.175) and standard deviation (0.902) and a response rate (82%) On the other hand, we find that paragraph (27 x), which confirmed that the organization surveyed gives priority to subsequent generations and that was by agreement (62%) and an arithmetic mean (3.825) and a standard deviation (0.812) and a response rate (77%) Note that the rest of the paragraphs occurred proportions between these two Paragraphs (x26,x27), which prompted the researchers to say that the organization surveyed consolidates the idea of

exploiting its resources for the benefit of its future ambitions while finding common links between the current generation when thinking about plans and paving the way for them to reject cases of pollution in all its forms, taking into account the synergy between the surrounding environmental variables.

Table 5: Frequencies, Ratios, Arithmetic Means, Standard Deviation and Response Ratio to Positive Paths Paragraphs.

I strongly agree	I don't agree	neutral	I don't agree	I strongly disagree	Arithmetic mean	Standard deviation	Response Rate	Paragraphs	#
9	18	8	4	1	3.7750	0.94699	76%	Duplicates Ratios	22x
22,5%	45%	20%	10%	2,5%					
13	15	8	3	1	3.9250	0.97106	79%	Duplicates Ratios	23x
32,5%	37,5%	20%	7,5%	2,5%					
13	17	9	1	0	4.0750	0.76418	82%	Duplicates Ratios	24x
32,5%	42,5%	22,5%	2,5%	0%					
14	16	9	0	1	4.1000	0.77790	82%	Duplicates Ratios	25X
35%	40%	22,5%	0%	2,5%					
17	15	6	1	1	4.1750	0.90263	82%	Duplicates Ratios	X26
42,5%	37,5%	15%	2,5%	2,5%					
9	16	13	1	1	3.8250	0.81296	77%	Duplicates Ratios	X27
22,5%	40%	32,5%	2,5%	2,5%					

2- Description and Diagnosis of Oscillating Paths at the Level of the Surveyed Organization

The data of Table (6) revealed a high percentage of agreement (87.5%) among the respondents on paragraph x30), which indicated the tendency of the organization surveyed to adopt pollution when exercising the tasks entrusted to it, and on the other hand, we find that the two paragraphs (x28, x29) were the rates of agreement on them are (62.5%) each, knowing that paragraph (x28) referred to the difficulty of distinguishing between right and wrong in most cases, while the content of paragraph (29x) (Stressed the reluctance of the organization surveyed when the emergence of features of fog in the field of its work and this provides a starting point for researchers that the oscillating paths of sustainable development were based according to the respondents' answers for the special paragraphs of these paths.

Table 6: Frequencies, Ratios, Arithmetic Means, Standard Deviation and Response Ratio to Oscillating Path Paragraphs.

I strongly agree	I agree	neutral	I don't agree	Strongly disagree	Arithmetic mean	Standard deviation	Response Rate	Paragraphs	#
10	15	13	1	1	3.8500	0.3359	62%	Duplicates Ratios	28x
25%	37,5%	32,5%	2,5%	2,5%					
9	16	13	1	1	3.8000	0.85335	76%	Duplicates Ratios	29x
22,5%	40%	32,5%	2,5%	2,5%					
18	17	3	1	1	4.3250	0.69384	87%	Duplicates Ratios	30x
45%	42,5%	7,5%	2,5%	2,5%					
16	17	5	1	1	4.2000	0.79097	84%	Duplicates Ratios	31x
40%	42,5%	12,5%	2,5%	2,5%					
15	17	6	1	1	4.1750	0.74722	84%	Duplicates Ratios	32
37,5%	42,5%	15%	2,5%	2,5%					

3- Describe and Diagnose the Negative Paths of Sustainable Development at the Level of the Surveyed Organization

The data of Table (7) led to say that paragraph x35) carried the highest percentage of agreement (88%) and regarding the emergence of some features of the deficit of the organization on achieving its goals in the field of sustainable development and that was with an arithmetic mean (3.975) and a standard deviation (0.831) and a response rate (80%) On the other hand, we find that paragraph (x38x38), which referred to the rejection of the organization surveyed the issue of accumulation of wealth in one pole, which means the misery of the other pole in the field of sustainable development

This was with an arithmetic mean (3.675) and a standard deviation (1.118) and a response rate (74%), which provides researchers with an entrance to say that the negative paths of sustainable development were based on the respondents' answers to the paragraphs expressed, whether related to the emergence of pressures or ignoring positions, as well as the absence of features of the best use of resources to the extent that the organization overlooked the idea of the value of the thing manifested through its investment and securing the benefit of the largest number of individuals.

Table 7: Frequencies, Ratios, Arithmetic Means, Standard Deviation and Response Ratio to Negative Paths Paragraphs.

I strongly agree	I agree	I neutral	I don't agree	I strongly disagree	Arithmetic mean	Standard deviation	Response Rate	Paragraphs	#
20 50%	15 37,5%	3 7,5%	1 2,5%	1 2,5%	4.3500	0.76962	87%	Duplicates Ratios	X33
17 42,5%	17 42,5%	2 5%	3 7,5%	1 2,5%	4.1750	0.93060	84%	Duplicates Ratios	X34
10 25%	21 53%	7 18%	1 2,5%	1 2,5%	3.9750	0.83166	80%	Duplicates Ratios	X35
18 45%	16 40%	4 10%	1 2,5%	1 2,5%	4.2250	0.91952	85%	Duplicates Ratios	X36
11 27,5%	16 40%	10 25%	2 5%	1 2,5%	3.9500	0.78283	79%	Duplicates Ratios	X37
13 32,5%	7 17,5%	15 37,5%	4 10%	1 2,5%	3.6750	1.11832	74%	Duplicates Ratios	X38

In summary, it seems to the researchers that the respondents' answers to the special paragraphs of the sustainable development paths (positive paths, oscillating paths, negative paths) were based on the answers issued by the respondents, which means that the foundations of institutional reform were in place.

Third: Hypothesis Testing

1- Correlation Between the Pillars of Reform and Sustainable Development Paths at the Level of Duhok Governorate

The data of Table (8) indicated the existence of significant correlations between the two variables under study (the foundations of institutional reform and sustainable development

paths) and the correlation coefficient was (0.415) at a significant level (0.003), which means that the process of attention to the pillars of reform takes its effective extent with the cases of effective employment of sustainable development paths and their likes, and here is the need to activate these pillars well, which confirms the effective role of each of them, as well as determines the importance of their solidarity with each other and in a way that secures the mobility of sustainable development paths in a positive manner.

Table (8) Correlation Between the Pillars of Reform and the Sustainable Development Paths at the Level of the Surveyed Organization.

Foundations of institutional reform Sustainable Development Pathways	Correlation coefficient
sig (0.003)	(0.415)

2- The Impact of Institutional Reform on Sustainable Development Paths at the Level of the Surveyed Organization⁰

The data of Table (9) revealed that the value of the coefficient of determination (2R) explained the percentage of (0.161) of the changes in the approved variable (sustainable development paths) due to the foundations of reform for educational institutions supported by the value of (F) calculated (9.770) at a significant level (0.003) and the value of the regression coefficient (B) comes to show us that the change of one unit in the independent variable (pillars of reform) as a basis entails an increase of (0.313) in the dependent variable (sustainable development) and this is supported by the value of (T) calculated (3.154), which explains to the researcher that the pillars of reform have an impact on the paths of sustainable development according to the data of the field study and this is almost a reality because the pillars of reform have an impact in the field of sustainable development paths.

Table (9) The Impact of Institutional Reform on Sustainable Development Paths at the Level of the Surveyed Organization.

Variable	Regression coefficient	B	T	Sig	F	Sig	R2
X	3.480	0,313	3.154	0.003	9.770	0.003	0.161

Conclusions

- The availability of institutional reform pillars at the level of the organization surveyed, noting that there is a disparity in the level of availability in those pillars has carried the economic basis the highest percentage of agreement among the respondents on the availability of e, which provides a starting point for researchers that the opinions of the respondents centered on the importance of the economic basis.
- The paths of sustainable development at the level of the organization surveyed were distributed between positive, fluctuating and negative, noting that the agreements of the respondents focused on the oscillating and negative paths clearly compared to the positive and through that may be pressures and cases of ignoring the positions that face the workers.
- The availability of institutional reform foundations plays its role in directing sustainable development paths according to the data of this study and in a way that indicates the existence of a state of interdependence between them.
- Sustainable development paths are subject to the nature of the foundations of institutional reform, which means that each of these pillars has an impact on the path of sustainable development and in a way that shows the level of influence for them.

Recommendations

The conclusions reached by the current study led to:

- Work to strengthen the foundations of institutional reform in a way that moves them from the scope of limitation within a certain number to openness and inclusiveness so that it includes other pillars such as the ethical and technical basis.
- The need to emphasize the positive paths of sustainable development and count them as the essence to express the true interdependence between current and future generations.
- Work to establish a clear perception among employees and administrative leaders that the availability of institutional reform pillars and their tangible enrichment has a living link to the paths of sustainable development and in a way that indicates the lines of interdependence as well as reveals the aspects of the impact that these pillars leave on the paths of sustainable development at the level of the organization surveyed so that this perception is concretely established

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