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The Impact of Flexible Human Resource Management on Psychological Empowerment: An Applied Study at the Basrah Governorate Office

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Abstract: This study aims to examine the impact of flexible human resource management on the psychological empowerment of employees at the Basra Governorate Office. The results revealed a positive and statistically significant effect of flexible human resource management in enhancing psychological empowerment, reflecting the vital role played by flexibility in administrative policies and practices in developing employees' sense of competence, autonomy, meaning, and impact at work. The findings also confirmed acceptance of the main research hypothesis, in addition to the acceptance of several sub-hypotheses related to the effect of the dimensions of flexible human resource management on psychological empowerment, with a clear variation in the strength of influence among these dimensions.

The study adopted a descriptive-analytical approach and was applied to a random sample of 370 employees drawn from a population of 3,620 employees at the Basra Governorate Office. A questionnaire was used as the primary data collection instrument, and the data were analyzed using structural equation modeling based on the partial least squares (PLS-SEM) method. The scientific significance of this study lies in its contribution to expanding theoretical knowledge related to flexible human resource management and psychological empowerment, particularly within the context of governmental organizations in the Iraqi environment, which suffers from a scarcity of applied studies in this field. From a practical perspective, the results underscore the necessity of aligning human resource policies and practices with employees' psychological needs, thereby enhancing psychological empowerment and improving the level of job performance within governmental institutions.