

**The Effectiveness of Organizational DNA in Achieving Organizational
Excellence: A Mediating Role of Quality of Work Life
A Study on the vocational Training Corporation**

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Abstract

This study aimed to explore the impact of organizational DNA in its dimensions (organizational structure, decision-making rights, information, incentives) in achieving Organizational Excellence in its dimensions (leadership excellence, service excellence, operational excellence, human resource excellence) in the Vocational Training Corporation, and to identify the impact of organizational DNA in its dimensions In achieving Organizational Excellence through the quality of work life as a mediating variable in the Vocational Training Corporation.

The descriptive inferential approach was adopted for the purposes of the study. and the study population consisted of all (189) workers in the supervisory ranks of the Vocational Training Corporation. and the intentional Sample was used, where the researcher distributed (150) questionnaires to their managers, assistant managers, and heads of departments, and (143) questionnaires were retrieved, and the researcher

excluded (3) questionnaires which were not valid for statistical analysis. Therefore, the questionnaires valid for statistical analysis reached (140) questionnaires. Several statistical methods were used that suited the objectives of this study.

This study shows a number of results, the most important of which was the existence of a statistically significant effect at the significance level ($0.05 \geq \alpha$) for organizational DNA with its researched dimensions in achieving Organizational Excellence in the Vocational Training Corporation, and the existence of a statistically significant effect at the significance level ($0.05 \geq \alpha$) for organizational DNA in achieving organizational excellence through the quality of work life as a mediating variable in the Vocational Training Corporation.

A set of recommendations were issued, the most important of which was the need to appreciate the additional efforts made by the workers of the Vocational Training Corporation by providing sufficient incentives, both material and nonmaterial to support workers to make additional efforts in their work, and to encourage them to present creative and innovative ideas and employ them in a way that achieves the goals of the institution, and develops The leadership and management styles prevailing in the organization that support and improve the quality of work life.

- **Key words: Organizational DNA, Organizational Excellence, Quality of Work Life, Vocational Training Corporation.**