

The impact of the humanitarian action on organizational development: An applied study in Jordanian hospitals during Covid-19 pandemic.

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Abstract

This study aims to determine the impact of humanitarian action and its dimensions (humanitarian cases, humanitarian aid pattern, human rights, humanitarian ethics) on the organizational development (OD) through four selected dimensions (diagnosing the OD need, developing the OD vision, adapting the OD program, evaluating the OD outcomes) and measure the mediating role of Covid-19 pandemic in Jordanian hospitals.

The study sample consisted of a group of the government and private hospitals in Amman, the sample size was 232 respondents, who were taken from 7 hospitals. The data were analyzed using the SPSS program to achieve the purpose of the study.

The results of the study confirmed that there is a statistically significant effect of humanitarian action with its dimensions on OD with its dimensions in Jordanian hospitals during Covid-19 pandemic. Furthermore, the results showed that Covid - 19 pandemic as a mediate variable affects the relationship between humanitarian action and

organizational development in Jordanian hospitals. Based on the study results, the researcher recommended Jordanian hospitals to develop emergency plans in order to prepare for crisis and the need of humanitarian action, and there is a great need to adopt the developing programs for health, administrative and technical cadres to meet the deteriorating conditions such as those of COVID-19.

Keywords: Covid-19, Crisis management, Humanitarian action, Organizational development.