

The Role of Strategic Flexibility in Crisis Management.

- **Author(s):** Aziz Saeed Dafar ,Salma Hatita Rahima
- **Abstract:** The research aims to identify the theoretical foundations of both strategic flexibility and its impact on crisis management in the Iraqi Ministry of Interior - Directorate of Human Resources Management. The researcher distributed (170) questionnaires to the research community represented by (the Directorate of Human Resources Management in the Iraqi Ministry of Interior) on a sample It was intended to consist of (general manager, directorate director, department director, division director). The questionnaire was formulated according to the five-point Likert scale, and a number of statistical methods were used, such as (arithmetic mean, simple regression coefficient, multiple regression coefficient, exploratory factor analysis, Cronbach's alpha scale, percentages, coefficient of variation, coefficient of determination, and standard deviation), The data was analyzed through two programs (AMOS V.23 & V. 23 SPSS). The research reached a number of conclusions, the most prominent of which is that strategic flexibility contributes positively to crisis management in the Directorate of Human Resources Management of the Ministry of Interior, due to its ability to adapt and deal with various crises, even if it is not at the level of ambition, as there are crises that are not controlled and the factors overlap. The most prominent recommendations are the necessity of having information protection programs and collecting them in an orderly manner to benefit from them later in strengthening their information systems to develop their services, as well as organizing their communication in a horizontal and vertical manner between their departments and units, respectively, to achieve their goals in quickly adapting to changing environmental conditions, facing crises and the need to limit procedures Routine and the use of electronic administration in the provision of services to the community.
- **Keywords:** Research aims, Ambidexterity, ingenuity, retrieved, hypotheses, notably, Human engineering,